BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 2000

Annual Organizational Meeting of the Board of School Directors called to order by the Board Clerk at 6:37 PM.

The following members responded to roll call:

Present—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence (6:47 PM), Thompson, Werra—8.

Absent and excused—Director Gardner—1.

Director O'Neil was elected temporary Chair by unanimous consent.

ELECTION OF BOARD PRESIDENT

Director O'Neil, having assumed the Chair, announced that the next order of business was the election of a President to serve for the ensuing year.

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

Director Braun	Director Thompson
Director Dannecker	Director Thompson
Director Hardin	Director Hardin
Director Johnson	Director Thompson
Director O'Neil	Director Thompson
Director Thompson	Director Thompson
Director Werra	Director Thompson

Director Thompson—6.
Director Hardin—1.

Director Thompson, having been duly elected President of the Board of School Directors for the ensuing year, was escorted to the Chair by Directors Braun and Werra.

ELECTION OF BOARD VICE-PRESIDENT

The President announced that the next order of business was the election of a Vice-President, to serve for the ensuing year.

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

Director Braun ..... Director Johnson
Director Dannecker..... Director Johnson
Director Hardin..... Director Hardin
Director Johnson..... Director Johnson
Director O'Neil..... Director Johnson
Director Thompson..... Director Johnson
Director Werra..... Director Johnson

Director Johnson—6.
Director Hardin—1.

Director Johnson having received a majority of the vote, the President declared him duly elected Vice-President for the ensuing year.

DESIGNATION OF BOARD CLERK

The Chair announced that the next order of business was the designation of a Board Clerk to serve for the ensuing year.

Dr. Suzanne M. Lundin was designated Board Clerk for the ensuing year by unanimous consent.

APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

President Thompson indicated he chose not to serve as the Board's representative on the Library Board and nominated Director Braun to continue as the Board's representative.

Director Braun was appointed, the vote being as follows:

Director Braun ..... Director Braun
Director Dannecker..... Director Braun
Director Hardin..... Director Braun
Director Johnson..... Director Braun
Director O'Neil..... Director Braun
Director Thompson..... Director Braun
Director Werra..... Director Braun

Director Braun—7.

APPOINTMENT OF REPRESENTATIVES TO THE MILWAUKEE AREA TECHNICAL COLLEGE APPOINTMENT COMMITTEE

Director Braun moved that Directors Gardner and Johnson and Ms. Sherry Street and Ms. Trina DeLeone-Simpson be appointed to the Milwaukee Area Technical College Appointment Committee.

The appointments were approved on the following vote:

Ayes—Directors Braun, Dannecker, Johnson, O'Neil, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

APPOINTMENT OF REPRESENTATIVE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS

Director Dannecker was appointed the Board's representative to the Wisconsin Association of School Boards by unanimous consent.

APPOINTMENT OF REPRESENTATIVE TO CESA #1

Director Braun moved that Director Hardin be appointed as the Board's representative to CESA #1.

The appointment was approved on the following vote:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

UNFINISHED BUSINESS

In accordance with Wisconsin Statute 119.10 (1) and with the 1983 Board resolution, the Director, Office of Board Governance/Board Clerk, presented the following list of unfinished business pending before the Board and its Committees for reference as indicated:

Items Pending before the Board and Its Committees At the Close of Business on April 18, 2000
Listed by Committee and Numbered Consecutively
(Names of former Board members are in italics)

Innovation/School Reform Committee:

#	Type	Author	Title	Status
1	9899R-014	Hardin	Regarding Evaluation of Specialty Schools and Programs	As 9798R-075: Intro. 3-25-98. As 9899R-014: considered by AA 6-18-98 and held in Committee. Admin. to prepare response by Oct. Report referred back to admin. by AA 10-11-98; admin to come back with marketing strategies and plan to eliminate backlog. Considered by AA 1-14-99 and held in Committee, admin. to supply additional analyses. Referred to ISR 9-99. No consideration during 99-00.
2	9899R-021	Thompson	Development of a Comprehensive Plan to Deal with Disruptive Students	As 9798R-004: Intro. 5-28-97. Considered by ISR 8-12-97. Adopted by Board 8-27-97. Progress report submitted to ISR 1-13-98. Considered with other safety resolutions until separate consideration requested by author. No consideration since.
3	9899R-027	Hardin	Ensure the Provision of Appropriate Placements for Students with Exceptional Education Needs	Intro. 5-27-98. Considered by ISR 8-11-98. Adopted by Bd. 8-26-98. Report due in Oct. 98. Report submitted and held in committee, 10-13-98. Report referred back to admin. for report back with solutions to the problems by ISR 11-10-98. Considered by ISR 5-11-99, by Bd. 5-26-99: admin. to report back on IDEA and site-based services. (Note: Report will be submitted with the Report of the Special Committee on Children with Special Needs.)
4	9899R-074	Thompson and Gardner	K-12 Program at South Division High School	Intro. 9-23-98. Considered by ISR 10-12-98. Referred to admin. by Bd. 10-28-98 for further analysis and recommendations. No consideration in 99-00.
5	9899R-098	Hardin *and Todd*	Establishment of Performance Measures for All Central Service Programs and Operations	Intro. 11-24-99. Referred to ISR 9-99. No consideration since introduction.
6	9899R-122	Gardner	Board Members Take the MPS High School Writing and Math Proficiency Examinations	Intro. 2-24-99. Referred to ISR 9-99. No consideration since introduction.
7	9899R-126	Thompson	Assess Effectiveness of Colleges of Education in Preparing Teachers to Work in MPS	Intro. 3-30-99. Referred to ISR 9-99. No consideration since introduction.
8	9900R-013	Gardner	Allow MPS to Serve as LEA for Charter Schools Established by UWM, MATC and the City of Milwaukee	Intro. 5-26-99. Considered by LRP 6-7-99. Authorization for MPS to Serve as LEA for all charters located in Milwaukee given by Bd. 6-30-99. Further considered by ISR 12-7-99. Hold placed on authorization by Bd. 12-21-99. Considered by ISR 3-14-99. Referred back to ISR by Bd. 3-28-99; report due by June 30.

Finance/Personnel Committee:

#	Type	Author	Title	Status
9	9899R-022	Thompson *and Sinicki*	Develop a Plan for Job Sharing	As 9798R-047: Intro. 10-29-97. Considered by FP 11-18-97. Amended and adopted by Bd. 11-25-97. As 9899R-022: No consideration to date. (Attempts to pursue through negotiations failed.)
10	9899R-099	Hardin	Analysis of MPS Special Education Programs	Intro. 11-24-98. No consideration since introduction.
11	9899R-104	Thompson, Gardner, O'Neil, *Todd, Small, Fisher and Sinicki*	Copies of Formal MPS Correspondence to Parents	Intro. 12-16-98. Considered by FP 3-23-99; referred back to FP by Bd. 3-30-99. No consideration in 99-00.
12	9899R-109	Hardin, O'Neil, *Fisher, Small and Todd*	Parent Notification of Student Absence and Tardiness	Intro. 1-27-99. Referred to ISR 9-99. No consideration since introduction.
13	9899R-110	Hardin, O'Neil, *Fisher, Small and Todd*	Elimination of the Causes and Effects of Lead Poisoning	Intro. 1-27-99. Considered by FP 3-23-99. Task Force authorized by Bd. 3-30-99; recommendations to be submitted in Aug. 99. No consideration in 99-00.
14	9899R-113	O'Neil, Hardin, *Fisher, Small and Todd*	Analysis of Middle School Budgets	Intro. 1-27-99. No consideration since introduction.
15	9900C-003	Fred's Ornamental Windows	Relocation Matter	Intro. 5-26-99. No consideration to date. Private resolution of matter in process with City.
16	9900R-015	Hardin and Werra	Director of Safety to Report Directly to the Deputy Superintendent	Intro. 9-29-99. No consideration to date.
17	9900R-017	Hardin	Busing Early Childhood Children at MacDowell Montessori School	Intro. 9-29-99. No consideration to date.
18	9900R-018	O'Neil	Placement of Exceptional Education Students in Schools	Intro. 10-27-99. Considered by FP 11-23-99. Referred back to FP by Bd 11-30-99, pending report of Special Committee on Children with Special Needs.
19	9900R-019	Hardin	Transfer the Office of Governmental Relations to the Office of Board Governance	Intro. 11-30-99. No consideration to date.
20	9900R-022	Werra	Review Present Procedure to Ensure the Safety of Students and Staff and Develop an Updated Technology System to Collect and Disseminate District-Wide Incident Data	Intro. 3-28-00. No consideration to date.

Strategic Planning and Budget Committee

#	Type	Author	Title	Status
21	9900R-006	Gardner	Approve an Immediate $17 Million Additional Contribution to the Supplemental Early Retirement Plan for Teachers	Intro. 4-26-99. Considered by SPB 5-5-99; referred back to Committee by Bd. pending completion of actuarial study, 5-26-99.
22	9900R-007	Gardner	Establish a Uniform Per-Pupil Allocation Formula for Hi-Mount, Congress and Fritsche Schools	Intro. 4-26-99. No consideration to date.
23	9900R-023	Hardin	Work with MPS Parents and SCOPE (School Councils Organized for Progressive Education) to Develop a Plan to Explore Revenue Options, Legislative Actions and Alternative Funding Sources for MPS	Intro. 3-28-00. No consideration to date.

Legislation, Rules and Policies Committee

#	Type	Author	Title	Status
24	9899C-004	US Navy Officer Recruiting Station	Release of Senior High School Student Names and Addresses	Intro. 1-27-99. Considered by FP 3-23-99. Referred back to FP by Bd. 3-30-99. Considered by FP 9-21-99; by Bd. 9-29-99: options to be developed. Considered by FP 1-18-00, referred to LRP by Bd. 1-25-00.
25	9899R-008	Braun	Limit the Use of the Term "Director" to Elected Members of the Board	Intro. 5-4-98. No consideration to date.
26	9899R-101	Thompson	Develop a Legislative Proposal to Base Future Revenue Limits on Past Revenue Limits	Intro. 12-16-98. Considered in discussion of MPS legislative package by LRP 5-13-99; by Bd. 5-26-99. No separate consideration to date.
27	9899R-102	Thompson	Develop a Legislative Proposal to Include Choice Payments in the Total Shared Cost for Equalization Purposes	Intro. 12-16-98. Considered in discussion of MPS legislative package by LRP 5-13-99; by Bd. 5-26-99. No separate consideration to date.
28	9899R-103	Thompson	Develop a Legislative Proposal to Base Reimbursement for Exceptional Education on 70% of the DRG	Intro. 12-16-98. Considered in discussion of MPS legislative package by LRP 5-13-99; by Bd. 5-26-99. No separate consideration to date.
29	9900C-005	Ex Ed Task Force	Board Support of Efforts to Secure a Decrease in the Percentage of Medicaid Monies Retained by the State of Wisconsin	Intro. 9-29-99. No consideration to date.

Legislation, Rules and Policies Committee, cont'd

#	Type	Author	Title	Status
30	9900R-021	Dannecker and Gardner	MPS Terminate its Membership in the Association for Equity in Funding	Intro. 1-25-00. No consideration to date.
31	9900S-001	Board	Report of Special Committee on Board Compensation	Intro. 9-29-99. Presented to Bd. 9-29-99; referred to LRP. Considered by LRP 11-23-99. Referred back to LRP for further study by Bd. 11-30-99.

Separate consideration was requested of Items 2, 3, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 19, 20, 23, 24, 25, 26, 27, 28, 29, 30 and 31.

Director Braun moved to place the balance of the items on file.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Thompson, Werra—8.

Noes—None.

The items set aside were referred as indicated.

COMMUNICATIONS AND PETITIONS

The Director, Office of Board Governance/Board Clerk, presented the following communications:

Communication 0001C-001 from Dennis Redovich requesting committee consideration of a report analyzing MPS Dropouts.

Referred to the Innovation/School Reform Committee.

Communication 0001C-002 from School Councils Organized for Progressive Education (SCOPE) and Parents United for Public Schools (PUPS) requesting the Board to seek legislative intervention for emergency financial aid.

Referred to the Legislation, Rules and Policies Committee.

The Board adjourned at 7:00 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

STANDING COMMITTEES

Innovation/School Reform

Directors Johnson, chair; Werra, vice-chair; Dannecker; Gardner; Hardin

Finance/Personnel

Directors Braun, chair; O'Neil, vice-chair; Hardin; Spence; Werra

Strategic Planning and Budget

Directors Spence, chair; Thompson, vice-chair; Braun; Dannecker; Gardner; Hardin; Johnson; O'Neil; Werra

Legislation, Rules and Policies

Directors Dannecker, chair; Gardner, vice-chair; Braun; Johnson; Spence

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 1, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:17 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin (6:41 PM), Johnson (6:35 PM), O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

The Assistant Board Clerk read the following call of the meeting:

April 27, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM, Monday, May 1, 2000, in Committee Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing, deliberating and taking action in the matter of an appeal of disciplinary action under Part IV, Section N (1) (e) (2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association-Teachers.

The hearing will be held in public or private at the request of the appellant, under the provisions of Section 19.85 (1) (b), Wisconsin Statutes.

The Board may retire to executive session to deliberate the matter and reconvene in open session to take action on matters considered in executive session under the provisions of Section 19.85 (1) (a), Wisconsin Statutes.

SUZANNE M. LUNDIN
Board Clerk

At the request of the appellant, Director Gardner moved to close the hearing under the provisions of Wisconsin Statutes 19.85 (1) (b).

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, O'Neil, Spence, Werra, and President Thompson—7.

Noes—None.

The hearing was closed at 6:20 PM.

The Board recessed from 7:57 PM to 9:34 PM.

The Board reconvened in closed session at 9:34 PM.

The Board adjourned from closed session at 9:36 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 9, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:23 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra, and President Thompson—8.

Absent and excused—Director O'Neil—1.

The Board Information Officer read the following call of the meeting:

May 4, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:20 PM on Tuesday, May 9, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) receiving, considering and taking action on various Reports of the Independent Hearing Panel of the Board of School Directors; and 2) conducting a worksession on the present and future status of the Chapter 220 suburban exchange program.

With respect to Item 1) above, the Board, pursuant to Wisconsin Statutes Section 19.85 (1) (f), may retire to executive session for the purpose of considering disciplinary data of specific persons, and may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

The Board Information Officer presented six expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Hardin moved that the Board, pursuant to Wisconsin Statutes Section 19.85 (1) (f), retire to executive session for the purpose of considering disciplinary data of specific persons.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Spence, Werra, and President Thompson—7.

Noes—Director Johnson—1.

The Board retired to executive session at 6:27 PM.

The Board reconvened in open session at 6:46 PM.

Director Braun moved to accept the reports of the Independent Hearing Panel of April 18, 2000, at 9:30 AM, 11:30 AM, and 2:00 PM; April 19, 2000, at 9:30 AM and 11:30 AM; and May 3, 2000, at 9:30 AM.

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

Ayes— Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

The administration presented an update on the present and future status of the Chapter 220 suburban exchange program

The Board adjourned at 6:59 PM.

LYNNE A. SOBCZAK
Board Information Officer

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 15, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 5:47 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson (6:25 PM), O'Neil, Spence (6:05 PM), Werra (5:50 PM), and President Thompson—9.

Absent—None.

The Assistant Board Clerk read the following call of the meeting:

May 11, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 5:45 PM on Monday, May 15, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: the Administrators and Supervisors Council, Milwaukee Teachers Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (e), may retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

SUZANNE M. LUNDIN
Board Clerk

Director Braun moved that the Board, pursuant to Wisconsin Statutes Section 19.85 (1) (e), retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, and President Thompson—6.

Noes—None.

The Board retired to executive session at 5:49 PM.

The Board adjourned from executive session at 6:44 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 23, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:41 PM.

Present—Directors Braun, Dannecker, Gardner (6:57 PM), Hardin, Johnson (7:20 PM), O'Neil, Spence, and President Thompson—8.

Absent and excused—Director Werra—1.

The Board Information Officer read the following call of the meeting:

May 17, 2000

To the Members of the Board of School Directors:

Pursuant to the provisions of Section 119.16 (8) (a), Wisconsin Statutes, the Board of School Directors will meet at 6:30 PM, Tuesday, May 23, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed FY2001 School Operations, Construction and Extension Fund budgets.

Public hearing will also be given on amendments to the proposed FY2001 School Operations, Construction and Extension Fund budgets submitted by Board members. Copies of the amendments will be available to the public in the Office of Board Governance at the address listed below after 9:00 AM, Monday, May 22. Copies will also be available at the time of the meeting.

SUZANNE M. LUNDIN
Board Clerk

Pursuant to the provisions of Section 119.16 (8) (a), Wisconsin Statutes, the Board proceeded to give public hearing on the proposed FY2001 School Operations, Construction and Extension Fund budgets and the amendments proposed thereto.

The Board recessed from 7:32 PM to 7:43 PM, from 8:42 PM to 8:48 PM, and from 10:38 PM to 10:47 PM.

Director Hardin left at 10:18 PM.

The Board adjourned at 11:17 PM.

LYNNE A. SOBCZAK
Board Information Officer

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 24, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:35 PM.

Present—Directors Braun, Dannecker (6:46 PM), Gardner, Hardin, O'Neil, Spence, and President Thompson—7.

Absent and excused—Directors Johnson and Werra—2.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

May 19, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:30 PM on Wednesday, May 24, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, considering and taking action to authorize the submission of the Interim Report on the Neighborhood Schools Initiative to the Legislature of the State of Wisconsin.

The Board will give public hearing prior to taking action.

SUZANNE M. LUNDIN
Board Clerk

The Superintendent presented the Interim Report on the Neighborhood Schools Initiative to the Legislature of the State of Wisconsin

Director Hardin moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the Interim Report on the Neighborhood Schools Initiative to the Legislature of the State of Wisconsin.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence and President Thompson—7.

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:19 PM.

The Committee of the Whole rose at 7:55 PM.

President Thompson, who chaired the Committee of the Whole, reported that the Committee had given public hearing to interested parties on the Interim Report on the Neighborhood Schools Initiative to the Legislature of the State of Wisconsin.

Director Hardin moved that the Board authorize the submission of the Interim Report on the Neighborhood Schools Initiative to the Legislature of the State of Wisconsin.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence and President Thompson—7.

Noes—None.

The Board adjourned at 8:25 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 30, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:41 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra, and President Thompson—8.

Absent and excused—Director Johnson—1.

President Thompson requested a moment of silence in memory of two MPS students who had died during the previous month: James E. Jelinski, a 12-grader at Pulaski High School, died in a car accident on May 10. Melvin Hibbler, a ninth-grader at Bay View High School, died tragically on May 21.

AWARDS AND COMMENDATIONS

Excellence in Education Award

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, or innovation that may serve as an example to our school district and to the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Michael Geldon,
Ninth-Grade Student,
Pulaski High School

The United States Achievement Academy (USAA) has named Michael Geldon, a freshman at Pulaski High School, an All-American Scholar. The award recognizes superior students who excel academically, earning a 3.3 or higher grade-point average. Michael has a GPA of 4.0. Once awarded, the students may be recognized by the USAA for other honors.

The academy selects All-American Scholars upon the exclusive recommendation of teachers, coaches, counselors, and other qualified sponsors. Betty Banks, a guidance counselor at Pulaski, had recommended Michael for the award.

In addition to his excellent record of academics, Michael has received an attitude award, citizen award, and recognition for perfect attendance. He plays on both the Pulaski football and basketball teams.

Ms. Jane Hatton, principal of Pulaski High School, describes Michael as a student who works diligently and understands the value of pursuing academic and extracurricular activities with excellence.

Michael will appear in the *All-American Scholar Yearbook*, which is published annually.

The Milwaukee Board of School Directors and the entire school community recognize Michael Geldon for his outstanding achievements, hard work, and the excellent example he provides to his fellow students and the Milwaukee community.

Other Awards and Recognition

Congratulations are extended to the following in recognition of their achievements and/or awards:

The Milwaukee Public Schools joins the entire nation in recognizing the week of May 8-12, 2000, as National Teacher Appreciation Week. The Milwaukee Board of School Directors, all of our students, parents, and the entire community express appreciation to the Milwaukee Public Schools teachers for their commitment to excellence in education. Thank you, teachers, for your dedication and efforts on behalf of our children and youth.

Congratulations are extended to the more than 7,000 Milwaukee Public Schools students who participated in *the 38th Biennial All-City Music Festival* at the Wisconsin Center Arena on May 10 and 11, 2000. Appreciation is extended to all of the parents for continuing to provide support to their children involved in the music festival, as well as to all the current and retired staff members who generously volunteered countless hours to ensure the festival's success.

Students

Four MPS students have been named Wisconsin All-State Scholars. The Wisconsin All-State Scholars Program gives well-deserved recognition to some of our state's brightest graduating seniors. A committee of principals chooses the scholars, who represent each of the nine congressional districts. Award winners are selected for their overall grade-point averages and scores on the ACT or SAT tests. Each scholar is awarded a $1,500 four-year renewable scholarship. MPS winners who will represent the fourth and fifth congressional districts are:

Araby Belcher, Hamilton High School
Lisa Benz, Rufus King High School
David Glisch, Rufus King High School
Erin Modra, Rufus King High School

Two Roosevelt Middle School of the Arts students received national recognition for their entries in the 2000 Scholastic Art & Writing Awards competition. Zaneta Cainion, an 8th-grader, won for her poster for the Roosevelt Middle School of the Arts' Celebration of African-American Culture program, and Laura Thompson, grade 7, was honored for her illustrated book entitled *The Pawn Shop*. Both girls will travel to Washington, D.C., to accept their awards at a ceremony on June 17th at the John F. Kennedy Center for the Performing Arts. In addition, their work will be on display at the Corcoran Gallery in Washington beginning June 16th.

Hannah Nolan-Spohn, Riverside University High School, has been awarded a full scholarship to the 2000 Telluride Association Summer Program, *Poetic Powers*, at Penn State University. The six-week-long educational program involves college-level seminars for gifted and highly motivated high school juniors. Telluride Association is an independent not-for-profit educational trust that has offered summer programs to high school juniors of exceptional promise since 1954.

Ten students and nine teachers from Milwaukee Public Schools were named recipients of the 2000 Herb Kohl Foundation Scholarship and Fellowship Awards. They will receive grants of $1,000 each. Schools of the teacher fellowship recipients also receive $1,000 each. The prestigious Kohl awards are given to students and teachers on the basis of demonstrated academic excellence and to support teaching innovation. Teacher fellowship winners are automatically applicants for the Wisconsin Teacher of the Year Program.

Student scholarship recipients in 2000 are:

Araby Belcher, Hamilton H.S.
Theresa Boehm, Rufus King H.S.
Katherine Collin, Rufus King H.S.
April Hansen, Hamilton H.S.
Amina Harvey, Riverside University H.S.
Casandra Horton, Vincent H.S.
Benjamin Koller, North Division H.S.
Natasha Mays, Milw. H.S. of the Arts
Luke Repetti, Rufus King H.S.
Sarah Schneider, Milw. H.S. of the Arts

Teacher fellowship recipients in 2000 are:

David Doucette, Emerson
Maria Jaszewski, Allen-Field
Janet Key, Dover Street
Jennifer Lorbeck, Neeskara
Christine Milani, Honey Creek
Rebecca Mormann, Milw. H.S. of the Arts
Frederick Polansky, Burdick
Sandra Ruesink, Walker M.S.
Beth Schefelker, Thoreau

In addition, Senator Kohl has established a scholarship opportunity that identifies schools on a three-year rotational cycle through which a graduating senior is selected by the school as the recipient of the Kohl Student Initiative Award. This year, MPS recipients are:

Victoria Beck, North Division H.S.
Bridget Brier, Project Stay Senior Institute
Melvin Matthews Jr., Metropolitan H.S.
Marylyn Thoummany, Juneau H.S.

The Morse Middle School Science Olympiad team won first place in the annual Wisconsin Science Olympiad at UW-Oshkosh. Morse students have participated in the competition every year since 1987 and finished in either first or second place all years but last year, when they took third. As a result of winning the 2000 Olympiad, the Morse team will participate in the National Science Olympiad that will be held in Spokane, Washington, during May.

Morse Middle School teachers, Laura Hellman, Dan Bantz, Paul Jutrzonka and Al Stawicki coach the team, which consists of the following students:

Nick Bobinski
Lilly Cheng
Jackie Hanchar
Lindsey Kobasick
Chris Kumferman
Elizabeth McCluskey
Eric O'Neill
Adam Reinke
Gavin Reinke
Dan Rymaszewski
Allie Schwartz
Lianne Streng
Becky Szucs
Grant Teply
Adam Winkelmann

The Milwaukee School of Languages Chessmasters, playing against middle and high school teams at the National High School Chess Championships, finished ninth in the nation. The championships were held in Charlotte, NC, in April.

The MSL Chessmasters are Christina Dang, Hindson Her, Lou Her, Sue Her, and Rodney Lynk. Team coaches are Kenn Belter, John Hegelmeyer, and Rick Peck. Hindson Her was ranked ninth in the nation in the under 1000/unranked category; Rodney Lynk took first-place trophy, and Christina Dang second-place in the unranked category.

Twenty Rufus King High School students traveled to Dublin, Ireland, during spring break, where they modeled as delegates to the United Nations. Rufus King was one of 11 International Baccalaureate schools and one of only two U.S. schools participating in the 13th annual session of the St. Andrew's International Model United Nations Conference.

Each delegation of students represented one of the 185 members of the United Nations. Rufus King delegates represented the countries of Bolivia, Germany, and Panama. The conference included speeches, lobbying, general assembly and security council sessions, and publication of a resolutions booklet. Participating students were:

David Adams
Theresa Boehm
Caitlin Brennan
Alison Browne
Andrea Byrnes
Katherine Collin
Erica DeBruin
Brian Dunn
Jennifer Forecki
Kjerstin Gurda
Timothy Harrison
Elizabeth Leonhardt
Curtis Marshall
Mari Marshall
Erin Modra
Jonathan Nook
Claire Smith
Daniel Steinbring
Rose Oulahan
Josh Wright

Katie Dosmann, Milwaukee High School of the Arts, and Mariessa Dobrick, Milwaukee School of Languages, were selected to represent MPS as exchange students in the United States-Israel High School Youth Ambassador Exchange Program study tour. The exchange program — a national project sponsored by the Partners for Global Education, the Council of the Great City Schools, the President's International Youth Exchange Initiative, and the Israel Public Council for Exchange of Youth and Young Adults — provides an opportunity for students from the United States and Israel to travel to each other's county, where they participate in educational site visits, live with host families, and attend cultural activities.

Milwaukee Public Schools students, grades 5 through 10, were the honored guests on March 18th at the Fourth Annual Luncheon Awards Program sponsored by Beta Chi Chapter of the National Sorority of Phi Delta Kappa, Inc. Students from over 20 MPS schools were selected for superior academic success and perfect, or near-perfect, attendance. Students who received Certificates of Excellence are:

Codonna Baker, Custer H.S.
Martez Ball, Green Bay Ave.
Tangernika Bannister, Green Bay Ave.
James Bayliss, Starms Discovery
Messha Bell, Burroughs M.S.
Jessica Bracken, Bell M.S.
Tomisha Byard, Sarah Scott M.S.
Isha Clayton, Maryland Ave.
Christina Collins, Marshall H.S.
Deon Copeland, Washington H.S.
Aziza Courtney, Martin Luther King, Jr.
Laura Demuth, Steuben M.S.
Angel Dyson, Burroughs M.S.
Aquanisha Echols, Washington H.S.
Ursula Engel, Golda Meir
Laquinta Flennory, Webster M.S.
Deiadra Gardner, Martin Luther King, Jr.
Courtney Garland, Webster M.S.
Kimberly Green, Burroughs M.S.
Reginald Green, Sarah Scott M.S.
Brittany Johnson, Keefe Ave.
Kiara Kimbrough, Martin Luther King, Jr.
Jessy Liddell, Engleburg
Michaela Machicote, Hartford Ave.
Tiara Malone, Green Bay Ave.
Monique Mapp, Maryland Ave.
Jessica Massey, Starms Discovery
Deandrei Pethy, Thoreau
Marquita Prowell, Marshall H.S.
Shetera Reaves, Sarah Scott M.S.
Danetta Ricks, Maryland Ave.
Laquita Roby, Burroughs M.S.
Telethia Rogers, Keefe Ave.
Lucas Russ, Custer H.S.
Lindsey Saffold, Hawthorne
Shanika Simpson, Burroughs M.S.
Damon Spurlock, Maryland Ave.
Royce Tayler, Golda Meir
Jessica Washington, Martin Luther King, Jr.
Orlando Washington, Martin Luther King, Jr.
Epiphany Williams, Bruce

Schools

Twenty-four MPS schools participated in this year's TechnoFest 2000, hosted by Washington High School, on May 9 and 10th. TechnoFest 2000 provided an opportunity for MPS students to display and demonstrate their creative technology projects. Forty-six elementary technology projects were featured on the first day; 76 middle and high school projects on the second day.

The following schools received first-place awards for their projects:

Business/STW	K-3	Allen Field
	4-6	Hi-Mount
	7-8	Steuben Middle School
	9-12	Riverside University
Creative Arts	K-3	Victory
	K-3	Allen Field
	4-6	Brown Street Academy
	7-8	Steuben Middle School
	9-12	South Division High School
Programming	4-6	Palmer
	7-8	Steuben Middle School
	9-12	Washington High School
Research	K-3	Lloyd Street
	K-3	Victory
	4-6	Allen Field
	7-8	Roosevelt Middle School
	7-8	Steuben Middle School
	9-12	Washington High School

Bell Middle School's orchestra and band participated in the Ovation Music Festivals — Kentucky Music Festival in Louisville, Kentucky, during the first week in May. Ninety-four students, under the direction of Byron Lampkins, orchestra director, and Douglas Paul, band director, took part in the competition. The orchestra placed first, and the band placed second in the competition.

Burdick Elementary School's All-Star Band, under the direction of Fred Polansky, received a first-place ranking in the March 4th Wisconsin School Music Association Concert Festival. The band performed Chesapeake March, Briarwood Overture, and Newcastle Overture.

The Milwaukee High School of the Arts' dance department, under the direction of Lisa Sherman-Colt, has been selected to perform in the largest and most prestigious arts festival as part of the American High School Theatre Festival. The Edinburgh Fringe Festival will take place in Edinburgh, Scotland, in August 2001. MHSA, which was selected along with 23 other high schools to represent the United States, is the only dance group attending. The event allows students the opportunity to explore history, to experience cultures from around the world, and to perform for an international audience.

Cass Street Elementary School's web site has been selected as a "Best Bet" on the USA TODAY Education Web site for the week of May 22-27, 2000. Each week the USA TODAY online staff selects three "Best Bets" sites they feel would be of educational value to their subscribers and guests. This is the 14th award that the Cass Street web site has received. Past awards include *Midlink Magazine* Cool School of the Month award and Edunet Choice award.

Riverside University High School will be featured in an exciting new television project to be broadcast in the fall as part of PBS's nationa *Democracy Project Election 2000* programming. Riverside was selected because of its diversity, its breadth of programs, and its aspiration to achieve the best for its students.

The program, called *Inside the Box*, is a series of four half-hour programs looking at the really important issues in our country during this election year. During the month of May, students, parents, and staff will have the opportunity to share their hopes and dreams, challenges and plans for the future by visiting "the video box" which will be located at the school. The video box, which houses a video camera, will allow participants to record their thoughts for possible inclusion in the program.

Marshall High School Eagle Wing Productions' *Trading Up* video was premiered at the Midwest Express Center on March 29th. *Trading Up*, aimed at middle and high school students, stresses the importance of staying in school and asks students to consider the trades as a career. Local construction trade associations, along with partners in Miller Park, have developed the video in an effort to attract young people to the trades.

During the months of April and May, the Eagle Wing Productions' *Trading Up* video was awarded state, national and international recognition. The video was *awarded a first place in the sales and marketing category of the CameoFest 2000 competition* sponsored by the ITVA Wisconsin Chapter; a *Finalist Award in the education category of the Telly Awards*, a national film, video and TV programs competition; and a *first-place Gold Camera Award in the U.S. International Film and Video Festival, a competition for business, television, documentary, industrial, and information productions.*

Bell Middle School will be featured in an article in the May issue of *Family PC Magazine* regarding the 100 best-wired schools in the United States. Bell was selected as one of the schools after answering a survey from the magazine earlier this year.

LaFollette Elementary School's black history program, *Black Expressions: Artists, Writers, and Entertainers of African Descent Creatively Contributing to Our World*, was chosen to be broadcast several times in April on cable television's Channel 14.

The Tippecanoe School student council has conducted a penny collection for the last several months to collect money for the restoration of Esperanza Unida's Mural of Peace, which was damaged by wind storms and snow and ice last winter. The mural was created as a universal symbol of peace and diversity. The students collected 56,000 pennies, or $560.00. A check will be presented to Esperanza Unida's executive director during Tippecanoe's school year completion ceremony in June.

Milwaukee Public Schools students are participating in "Jump Rope for the Heart" activities this spring to raise funds for the American Heart Association. Funds collected in the annual event are used to support cardiovascular research and educational programs, while participants are taught the importance of a healthful lifestyle through regular physical activity, proper nutrition, and a tobacco-free life. Participating MPS schools are:

Academy of Accelerated Learning	Manitoba
Burbank	Neeskara
Fairview	Riley
Fratney	Tippecanoe
Green Bay Avenue	Townsend
Lincoln Avenue	Whitman

Staff

Thomas Balistreri, principal of Rufus King High School, was selected to participate in a working group of key secondary education leaders that will explore and develop ideas to improve the nation's high schools. The Forum on the Principal as Instructional Leader, which will take place in May 2000 in Washington, D.C., is sponsored by the U.S. Department of Education, the Advanced Placement Program at the College Board, International Baccalaureate North America, and the National Association of Secondary School Principals. The forum will result in a document describing best practices, which to be published and widely disseminated to high school administrators, state education department officials, and higher education programs preparing high school administrators.

The Wisconsin Mathematics Council (WMC) has chosen Joan Grampp, math curriculum specialist with the Division of Curriculum and Instruction, as Distinguished Mathematics Educator. Ms. Grampp was nominated by a peer and chosen for this honor by a committee of her peers. She received her award at the WMC banquet held during the annual mathematics conference in Green Lake.

Barbara Koenig, Hamilton High School, has been awarded a Fulbright Memorial Fund Teacher Program scholarship — an opportunity for American teachers to be exposed to the Japanese culture and education system. The Fulbright Memoral Fund Teacher Program, sponsored by the Government of Japan to promote understanding between the United States and Japan, provides a fully-funded three-week study visit in Japan.

Jon Newcomb, a kindergarten teacher at Riley Elementary School, is a recipient of this year's Alice Bertschy Kadish Teacher of the Year Award, presented by the Betty Brinn Children's Museum. Mr. Newcomb received his award at a ceremony on May 4th at the museum. The Alice Bertschy Kadish Teacher of the Year Award, created in 1996 in honor of a Milwaukee teacher who devoted her life to excellence in early childhood education, is presented annually to teachers who demonstrate special commitment and dedication to the principles of hands-on-education.

Two MPS teachers and one teacher team have been named national Time Warner Cable Crystal Apple Award winners. Each winner was awarded the local Teaching Creatively with Cable Award earlier this year, entitling him or her to be entered in the national competition. Crystal Apple Awards are presented to educators who produce outstanding projects whose educational use of cable in the classroom effectively benefit students. Winning teachers receive a $1,000 grant and an expenses-paid trip to Washington, D.C. The award winners are:

Lisa Sherman-Colt, Milwaukee High School of the Arts

Christine Hellenthal, Tippecanoe Elementary School

The team of Jane Borden, Carrie Davis, Abigail Plummer, and Sandra Hyden of Tippecanoe Elementary School

Roberta Kendricks-Smith, an English and physical education teacher at Juneau High School for the past 25 years, has been honored by the United States Postal Service as one of several "Women Putting Their Stamp on Milwaukee."

Al Cooper, coordinator of the P-5 Program, was honored at the P-5 mini-conference in January by having a $1,000 Wisconsin Education Association of Student Support Programs (WEASSP) scholarship named in his honor. Mr. Cooper will present the scholarship to a deserving MPS high school graduate at the annual WEASSP Conference in December 2000.

Melissa Menge and Doreen Harris, Pulaski High School teachers, have been selected to present at the National School Board Association's 2000 Technology + Learning Conference in October at the Colorado Convention Center. Their workshop presentation is titled *Incorporating Technology for Project-Based Learning: Creating Research-based Multi-Cultural Projects with High School Students.*

Linda Becker, Earlee Dove, Natasha Kupka, and Gary Rice, Elm Creative Arts School teachers, have been recruited by the Milwaukee Public Museum to write the entire curriculum for several one-week-long summer sessions. The program will integrate the arts and school curriculum into the museum exhibits.

Wallace Cheatham, Elm Creative Arts music teacher, will be featured at the Center for Intercultural Music Arts Institute of Education's 6th Biennial International Symposium and Festival. Artists from Canada, South Africa, China, Germany, Japan, Greece, United Kingdom, Nigeria, and India will also participate. In addition to representing MPS, Dr. Cheatham will present *European Musical Architecture and Traditional African–American Poetry in Selected Compositions.*

Marie Thompson, grant specialist in the Division of Research and Assessment, presented at the Upper Midwest Association for Year-Round Education's spring conference in April. Schools from Minnesota, Nevada, Nebraska, Ohio, and Wisconsin attended. Ms. Thompson's presentation was on grant writing for educators.

Other

Milwaukee Public Schools is among the first eight school districts in the nation to receive the Energy Star label for schools, the mark of excellence in energy performance from the U.S. Environmental Protection Agency (EPA). This label symbolizes MPS's commitment to energy and environmental performance and responsible use of tax dollars.

Twelve MPS schools will receive the Energy Star designation. Each school will receive a bronze plaque from the EPA. The schools are:

Bryant	Hampton Avenue
Burbank	Longfellow
Clemens	Hi-Mount Blvd.
Dover Street	Kagel
Emerson	Whittier
Greenfield	Sholes Middle School

The Division of Facilities and Maintenance was featured in an article regarding maintaining school facilities during the summer months in the April 2000 edition of the *School Planning & Management* magazine. The article highlighted the problem-solving techniques which the Milwaukee Public Schools maintenance staff use to complete their summer work while various summer programs take place in the buildings.

Mitchell Elementary School nominated the Kiwanis Club for recognition at the 2000 JC Penny Golden Rule Awards Celebration in April for the generous financial support and volunteer service that the Kiwanis provide to Mitchell School. The JC Penny Golden Rule Award, sponsored by JC Penny Company, TODAY's TMJ4, and the Volunteer Center of Greater Milwaukee, Inc., recognizes outstanding volunteers in our community.

Over the last twelve years, the Kiwanis Club has provided tutoring for students and financial support for reading materials and the RIFF program and has donated $50 for each teacher in the school to use for reading materials every year. As an honored "2000 Golden Rule Award Finalist" the Kiwanis received a $500 prize, which they donated to Mitchell School for reading materials.

A building addition to Rufus King High School earned a preservation award for Plunkett Raysich Architects and the Jansen Group. The award, from Historic Milwaukee, Inc., was presented to Rufus King on May 19th as part of a kick-off celebration for Historic Milwaukee's annual Spaces and Traces Tour, held each year in the Rufus King neighborhood.

Anique Ruiz, a graduate of Rufus King High School, was named an undergraduate scholar and awarded a scholarship by Wisconsin Women in Government, Inc. (WWIG) at its Thirteenth Annual Recognition Dinner on May 9th. Wisconsin Women in Government, Inc., was founded in 1987 to celebrate and support the talented women who choose a career in government service. Anique, who is studying international relations at Marquette University, plans to pursue a career as a foreign diplomat.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of April 11 and April 18, 2000, were approved as printed.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

To the Board of School Directors:

In accordance with established procedures, I present the following claims:

1. Letter of intent of claim with accompanying medical bills served on Milwaukee Public Schools on behalf of Vang Xiong and his son, Ker Xiong, who allegedly sustained personal injuries at Lancaster Elementary School on February 10, 1999.

   Claim is being made in the approximate sum of $439.77.

2. Notice of Claim for Damages filed against Milwaukee Public Schools by Ronald Bornstein, attorney, on behalf of Anna Marie Concepcion for damages resulting from an alleged injury sustained by her while a passenger in a vehicle on August 30, 1999.

   Claim is being made in the sum of $30,100.08.

3. Notice of Claim filed against Milwaukee Public Schools by Nicholas C. Bart, attorney, on behalf of Rae-Keba Harmon for damages resulting from an alleged injury sustained by her at or near the intersection of North 76th Street and West Sheridan Avenue on November 11, 1999.

   Claim is being made the sum of $50,000.

4. Notice of Claim by personal letter filed against the Milwaukee Public Schools by Janice V. Walker for damages allegedly sustained by her son, Ryan Walker, while at Webster Middle School on October 25, 1999.

   Claim is being made in the sum of $50,000.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that these claims be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

On the motion of director Braun, the claims were disallowed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

* * * * *

(Item B) Action on a Recommendation to Ratify a Negotiated Labor Agreement with the Psychologists Association in the Milwaukee Public Schools (PAMPS)

To the Board of School Directors:

Negotiations have been completed between the Milwaukee Board of School Directors and the following:

Psychologists Association in the Milwaukee Public Schools (PAMPS) —
Two-year contract (July 1, 1999, through June 30, 2001)

It is the recommendation of the Superintendent that the Board approve and adopt the above contract as highlighted on the attached summary document.

Sincerely,

SPENCE D. KORTÉ
Superintendent of Schools

HIGHLIGHTS OF CONTRACT RESOLUTION BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
PSYCHOLOGISTS ASSOCIATION IN THE MILWAUKEE PUBLIC SCHOOLS (PAMPS)

JULY 1, 1999 THROUGH JUNE 30, 2001

1. Two (2)-year agreement: July 1, 1999, to June 30, 2001
2. Changes in the prescription co-pays
3. Modification of the psychologist job description to include 504 responsibilities
4. Elimination of a Board hearing in the event of a recommendation for termination based on unsatisfactory performance
5. Provision regarding the performance of LEA duties
6. Wages: 1999-00.....2.25% + $750 at maximum
   2000-01.....2.25%

A complete package including all tentative agreements is available upon request.

Director Spence moved that the Board approve and adopt the contract as highlighted on the attached summary document.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

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

(Item A) Action on a Recommendation to Modify the Fritsche Middle School Charter Contract to Add a Provision for Additional Seats

To the Board of School Directors:

Fritsche Middle School has requested that its charter school contract be modified to allow it to enroll an additional ten pupils not currently enrolled in MPS.

The current charter school contract with Fritsche Middle School provides for a maximum of 1,080 pupils, of which at least 60 pupils are enrolled in the Local Education Acceleration Program (LEAP). If approved, the modified contract would allow for a maximum of 1,090 pupils for the remaining two years of the contract.

During the 2000-2001 school year, an increase of ten students would add approximately $72,191 to Fritsche's charter school allocation. These funds would be taken out of the monies already budgeted for MPS charter schools.

Therefore, I recommend that the Board agree to Fritsche Middle School's request and that the Fritsche Charter School Contract be modified to increase the maximum student enrollment by ten pupils, with the understanding that these additional students are not currently enrolled in any MPS school.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

Director Braun moved that the Board agree to Fritsche Middle School's request and that the Fritsche Charter School Contract be modified to increase the maximum student enrollment by ten pupils, with the understanding that these additional students are not currently enrolled in any MPS school.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, O'Neil, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

* * * * *

(Item B) Action on a Recommendation to Approve a Charter School Contract with Seeds of Health As a Non-Instrumentality of the District

To the Board of School Directors:

At its regular meeting on January 25, 2000, the Board granted the petition of Seeds of Health School for Veritas School to become a charter school as a non-instrumentality of MPS and directed the Office of Board Governance, in consultation with the Superintendent and the City Attorney, to commence the negotiation of a contract with Seeds of Health and to submit the contract for Board approval.

Negotiations have now been concluded. A summary of the contract is reproduced below, and a copy of the full contract has been sent to Board members under separate cover.

It is the recommendation of the Office of Board Governance that the Board approve the charter school contract with Seeds of Health-Veritas School as a non-instrumentality of the Board.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

SUMMARY OF CHARTER SCHOOL CONTRACT BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND SEEDS OF HEALTH FOR VERITAS SCHOOL

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would establish Veritas High School as an MPS Non-Instrumentality Charter School. The Board President, the Director of the Office of Board Governance, and the Superintendent would be authorized to execute the following terms and conditions of this contract:

The Charter School shall be operated under the authority of the Executive Director. Administrative matters and delivery of the educational programming will be the responsibility of staff under the leadership of the Executive Director.

The Charter School shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in the Seeds of Health, Inc. charter school proposal.

The Charter School shall administer and adhere to all MPS district-wide performance measures, Tier-1 Accountability measures, and proficiency measures as do non-chartered MPS middle schools, unless the charter school submits and receives Board approval for an alternate assessment plan.

The Charter School shall submit an annual Academic Achievement report and will be held accountable for meeting at least five of the six performance criteria as outlined in the contract.

The Charter School will be eligible to receive Title I funds through the district and will be subject to all related federal and district regulations and policies.

Personnel of the Charter School shall not be district employees. All Instructional staff members shall hold licenses or permits to teach issued by DPI.

All background checks and payroll procedures will be completed through MPS Departments.

The Charter School will be a voluntary program and shall abide by all MPS policies and procedures for pupil admission.

The Charter School shall maintain pupil database information and strive to maintain ethnic diversity, special education programs, and specialty program offerings.

Charter School shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.

MPS will have the authority to request information and reports as needed from the Charter School.

The Charter School shall pay an annual Administrative Fee of not more than 3% to reimburse the Board for the costs of administering the charter school contract.

While the Charter School is exempt from most Wisconsin Statutes 115 through 121, the contract does list statutes which the charter school agrees to follow.

The Charter School is also exempt from Board policies and procedures, with the exception of those policies and procedures specified in the contract.

The Charter School shall operate under an operating budget to be approved by the Board and attached as Appendix D within 30 days from the contract signing.

Charter School recognizes that as the Local Education Agency (LEA), MPS has the authority to direct charter school to perform all mandated activities or corrective actions necessary to comply with LEA related state and federal laws, codes, rules and regulations.

The contract guarantees the Charter School annual funding on a per pupil basis equal to the rate provided by the state to non-MPS charter schools.

Categorical aid funding is not specified in the contract, but may be received and spent by Veritas High School in addition to the district allocation.

The Charter School has the authority to apply for grants so long as such grants do not conflict with MPS grant applications or are not funded in whole or in part by MPS.

The contract provides for the Board to renegotiate terms and conditions of the contract at any time during the term.

The Contract allows for both parties to agree to terminate the contract, or for the Board to terminate the contract for the following reasons:

Board determines that Charter School violated this Contract; or

Board determines that pupils enrolled in Charter School have failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats. or the academic performance criteria established by Board; or

Board determines that Charter School has failed to comply with school-based governance financial standards; or

Board determines that Charter School has violated sec. 118.40, Stats.; or

Board determines that Charter School and the Board are not able to agree to modifications of this Contract.

In the event that the contract is terminated, all legal associations between the Board and Charter School shall be severed.

Director Spence moved that the Board approve the charter school contract with Seeds of Health-Veritas School as a non-instrumentality of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Items 1 (Balanced Assessment System) and 2 (Assessment Audit) of the Innovation/School Reform Committee and the Report of the Strategic Planning and Budget Committee (FY2001 Budget).

On the motion of Director Braun, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Action on a Balanced Assessment System and Promotion and Graduation Requirements, Amending Administrative Policies 7.37 and 7.38

Background

1. Over the last seven years, the district has established requirements relating to high school graduation, eighth-grade promotion, and learning proficiencies. These requirements are based on a combination of state-standardized assessments, district performance assessments, and school-site classroom assessments. Following is a brief history of Board action and state mandates pertaining to MPS graduation and promotion requirements.

- In August 1993, the Board directed the Administration to develop and implement new proficiency examinations. At that meeting, the Board also directed the Administration to implement a writing performance assessment requirement with the class of 1995 and a mathematics performance assessment with the class of 1996. The class of 1996 was the first required to demonstrate proficiency on performance assessments in both writing and mathematics.
- In February 1996, the Board adopted new graduation requirements for the class of 2004.
- In June 1997, the Board approved middle-grade proficiency requirements for the class of 2000 that included classroom assessments, district performance assessments, and state-standardized assessments. Promotion from grade eight to grade nine is now based on a combination of school-site and district assessments.
- The 1997 state budget act (1997 Wisconsin Act 27) mandated high school students graduating in the class of 2003 and thereafter must pass a high school graduation examination, and students may not be promoted from fourth or eighth grade unless they score a passing grade on a required examination.
- In November 1998, the Board accepted the document *Milwaukee Public Schools K-12 Academic Standards and Grade Level Expectations for English/Language Arts, Mathematics, Science, and Social Studies* in fulfillment of the requirements set forth in the 1997 Wisconsin Act 27.
- In March 1999, the Board aligned the MPS 2004 graduation timeline with the 2003 timeline in the 1997 Wisconsin Act 27. The Board also decided to exercise the provision in Act 27 that allowed a district to develop its own promotion and graduation assessment process.

- In December of 1999, the State enacted the 1999 Wisconsin Act 9, which changed the timeline for graduation requirements to the class of 2004 and based promotion and graduation on multiple criteria.
- In February 2000, the Board took the first step in aligning the MPS 2003 graduation policy with the requirements of the 1999 Wisconsin Act 9 by changing the 2003 timeline to 2004.

Administration's Analysis

2. The Administration's analysis is in part based on:
    - The *Review of the MPS Assessment Plan* conducted by Audit Services (Spring 2000)
    - Wisconsin Center for Education Research consultations, under the direction of Norman Webb and Bill Clune, which are funded by the Joyce Foundation and Bader Foundation (Spring 2000)
    - FairTest consultations with Monty Neill that are funded by the Joyce Foundation (Spring 2000)
    - Policy Research Institute Report on *Standards-Based Education Reform in Wisconsin: What Will Make It Work*, which is authored by Mark C Schug and Richard D. Western (March 2000)
        - Board-approved MPS Strategic Plan (March 2000)
        - 1999 Wisconsin Act 9 (December 1999)
    - *Strengthening The Milwaukee Public Schools: Interim Report of the External Team on Research and Assessment*, which is authored by the Council of the Great City Schools (December 1999)
    - MPS Internal Analysis of Characteristics of Effective Schools (June 1998)
    - Assessment *In The Milwaukee Public Schools: A Review and Evaluation in Light of the Pinciples and Indicators for Student Assessment Systems of the National Forum on Assessment*, which is authored by Monty Neill (February 1998)
    - Discussion groups with K-12 representation that were facilitated by the Division of Research and Assessment between November 1999 and April 2000 that included principals, assistant principals, teachers, learning coordinators, assessment coordinators, Central Service administrators, and parent and community representatives from school governance councils.
3. The Current MPS Assessment System
    a. The district is currently required by the State to administer the following standardized assessments. (The current district assessment calendar for all grade levels is included under separate cover.)
        - Wisconsin Reading Comprehension Test (WRCT): Grade 3
        - Wisconsin Knowledge and Concepts Exam (WKCE): Grades 4, 8 & 10

    b. The district currently requires the following district performance assessments. (The current district assessment calendar for all grade levels is included under separate cover.)
        - Writing: Grades 4, 5, 6, 7, 8, 11, & 12
        - Mathematics: Grades 6, 7, 8, 11, & 12
        - Science: Grades 5, 6, 7, & 8
        - Oral and/or Arts: Grades 4, 5, 6, 7, or 8
        - Arts (optional): High School

c. The number of students involved in the district performance assessment process has increased five-fold.

- In 1995-1996 there were approximately 8,000 high school students taking the district mathematics and writing performance assessments.
- In 1999-2000 there were approximately 45,000 MPS students taking district performance assessments.

d. The current district assessment calendar has a fall window and a spring window. This increases the amount of time a student may be involved in assessments and doubles the amount of time a school spends managing the assessment process. The two assessment windows increase the number of performance assessments given from approximately 45,000 to 65,000.

e. The implementation of district performance assessments has helped the district focus on teaching and learning and has been useful in the accountability process; however, the enormous increase in the volume of district performance assessments has also had some adverse effects. For example:

- The district performance assessment process has increased at a rate greater than the district's capacity to support the process.
- School sites need the test results in a more timely manner than can currently be provided by Central Services
- School sites have numerous testing windows and have to use their limited resources for the administration and some scoring of district performance assessments.

f. The MPS performance assessments are currently being used for multiple purposes:

- District accountability measures
- Reform of the instructional process
- Teaching and learning tool
- Promotion requirements from eighth grade
- Graduation requirements

g. Performance assessments can be more effective teaching and learning tools and add more value to learning when they are anchored at the classroom level and not used as district assessment accountability measures.

4. Proposed MPS Balanced Assessment System

a. The Administration is recommending a Balanced Assessment System consisting of school site and district assessments that will:

- Provide students, teachers, and parents with information that measures student growth
- Improve teaching and learning with relevant and timely data
- Electronically monitor individual student progress
- Reform instructional practices
- Address the diverse needs of students
- Align assessments with standards and instruction
- Provide technically valid assessments calibrated to nationally recognized assessments

- Align MPS policy and state policy
- Provide students multiple opportunities
- Provide reliable data for a refined accountability system

b. The proposed Balanced Assessment System consists of school-site classroom assessments, based on district-adopted standards, and district longitudinal assessments based on district-adopted standards. (The Matrix of MPS K-12 Balanced Assessment System is provided under separate cover.)

- The school-site classroom assessments are ongoing and conducted by the teacher under the guidance of the district. These assessments, which are formative in nature, are primarily used as a teaching and learning tool in making classroom-level decisions.
- The district longitudinal assessment process measures growth in student achievement by using standardized assessments that are in common with the state-required Wisconsin Student Assessment System. These annual district assessments, which are summative in nature, inform students, parents, school sites, the district, and the general public as to how much educational value has been added through the learning experience during a given period of time (value-added assessments).

c. Assessments are a critical part of a connected learning system, which has an alignment of standards, learning, assessments, and accountability.

d. The Balanced Assessment System addresses the assessment criteria of the Center on Learning, Assessment, and School Structure (CLASS) by being credible, useful, balanced, honest and fair, and feasible.

e. Schools in the district with special programs such as P-5, SAGE, and TargetTeach will be part of a connected learning system that aligns assessments with standards, learning, and accountability. The Balanced Assessment System will integrate the needs of special program requirements and not add another layer of assessments.

5. Promotion and Graduation Requirements

a. The 1999 Wisconsin Act 9 requires all school districts in the state to develop and implement a policy on promotion from fourth grade and eighth grade and graduation from high school. The district policy must be based on the specifically named criteria in Act 9, but local school boards have a great deal of latitude in defining the criteria and how they are combined.

The timeliness of developing and implementing the promotion and graduation policy is important from professional, ethical, and legal perspectives. This policy will affect the 2000-2001 second-graders, sixth-graders, and ninth-graders. It is important that students, parents, and school sites are notified in a timely and appropriate manner. The Administration's recommendation is being made at this time in consideration of the principles of:

- Adequate notice
- Opportunity to learn

b. What all school districts must do according to 1999 Wisconsin Act 9:

- Define what each of the following criteria means in their district:s

  Student's Test Score

  Student's Academic Performance

  Recommendations of Teachers

  Other Academic Criteria (4^{th} & 8^{th} only)

- Define what is "good enough" to be promoted or to graduate
- Determine how the above criteria will be combined into a promotion and graduation policy decision

c. As part of the requirements of Act 9, the Administration recommends that MPS participate in the Wisconsin Student Assessment System for student test results related to fourth-grade promotion, eighth-grade promotion, and high school graduation. This participation requires the adoption of the *Wisconsin Model Academic Standards (1998); t*herefore, it is recommended that the district adopt the state standards and use the MPS standards to supplement the state standards. (The *Wisconsin Model Academic Standards (1998)* is provided under separate cover.)

d. As part of the requirements of Act 9, the Administration recommends that three criteria for fourth-grade and eighth-grade promotion be defined and used in the following manner:

- Beginning in the year 2003 and thereafter, students who are promoted from fourth grade to fifth grade and from eighth grade to ninth grade will be required to meet at least one of three criteria. (The 4^{th-} & 9^{th-}Grade Promotion Matrix is provided under separate cover.)

  Criterion #1 — *Recommendations of teachers* are proficiency levels in reading, writing, English/language arts, mathematics, science, and social studies that are measured and defined by classroom assessments based on district-adopted standards.

  Criterion #2 — *Test results* are a proficiency level of basic or above, which is measured and defined by the Wisconsin Knowledge and Concepts Exam, in reading, writing, English/language arts, mathematics, science, and social studies.

  Criterion #3 — *Academic performance* is defined as growth in student achievement, which is measured and defined by the MPS longitudinal assessment system, in reading, writing, English/language arts, and mathematics.

- The criteria must be met in the following manner:

  — Criterion #1 will be considered first.

  — When a student meets Criterion #1, Criterion #2 and Criterion #3 are not considered.

  — When a student does not meet Criterion #1, then either Criterion #2 or Criterion #3 must be met.

e. As part of the requirements of Act 9, the Administration recommends that three criteria for graduation be defined and used in the following manner:

- Beginning with the class of 2003-2004 and thereafter, in addition to unit requirements identified in Administrative Policy 7.37, Graduation Requirements and Benchmarks By Grade Level, students who graduate from high school will be required to meet at least one of three criteria. (The High School Graduation Matrix is provided under separate cover.)

  Criterion #1 — *Test results* are reported as "meets/exceeds the standards," as measured and defined by the Wisconsin High School Graduation Test, in mathematics, science, English/language arts, and social studies.

  Criterion #2 — *Recommendations of teachers* are defined as classroom assessments based on district-adopted standards and recorded as a subject-area Grade-Point Average in mathematics, science, English/language arts, and social studies. During the junior and senior years, a subject area Grade-Point Average of at least 2.0 must be met.

  Criterion #3 — *Academic performance* is defined as growth in student achievement, which is measured and defined by the MPS longitudinal assessment system, in mathematics and English/language arts.

- The criteria must be met in the following manner:
  - — Criterion #1 will be considered first.
  - — When a student meets Criterion #1, Criterion #2 and Criterion #3 are not considered.
  - — When a student does not meet Criterion #1, then either Criterion #2 or Criterion #3 must be met.

f. The current middle-grade proficiencies are required for students being promoted in 1999-2000, 2000-2001, 2001-2002.

Strategic Plan Compatibility Statement

6. The recommendations are compatible with the Milwaukee Public Schools Strategic Plan Goal #1, Student Achievement. In particular, the stated criteria to measure success: (1) *progress in improving student achievement will be measured based on a set of the most meaningful student achievement measures specifically designed to measure the academic growth of students over a designated period of time (MPS's value-added),* and (2) *measures will include results of the third-grade Wisconsin Reading Comprehension Test; the fourth-, eighth-, and tenth-grade Wisconsin Student Assessment System tests; and the MPS or state-mandated graduation proficiency exams.*

Statute, Board Policy or Rule Statement

7. Approval of the Administration's recommendations will require revisions to Administrative Policy 7.37: Graduation Requirements and Benchmarks by Grade Level, and Administrative Policy 7.38: Assessment Program, to align with provisions of the 1999 Wisconsin Act 9 and the Balanced Assessment System. Board action on the recommendations may require a review of other related administrative policies.

The recommendations meet the following requirements of the 1999 Wisconsin Act 9: ss. 118.30(lg)(d) [ss. 118.33(1)(f)], pupil's test results on the state examination; ss. 118.33(1)(a)[ss. 118.33(1)(f)1], pupil's academic performance; and [ss. 118.33(1)(f)1], recommendations of teachers.

Fiscal Impact Statement

9. Longitudinal assessments are included as a chargeback in the projected FY2001 budget for the Division of Research and Assessment.

School-site guidance and support for the implementation of classroom assessments based on district adopted standards is included as a chargeback in the projected FY2001 budget for the Division of Curriculum and Instruction.

School-site use of the Curriculum Design Assistant is included as a chargeback in the projected FY2001 for the Division of Technology.

Implementation and Assessment

TIMELINE

Establish Committee on Standards, Assessments, and Assessment Ethics..... June 2000

Establish Committee on Accountability System..... June 2000

Curriculum Design Assistant provides information for teachers on classroom assessments for grades 2, 6, & 9..... August 2000

Inform second- and sixth-grade parents and students of the new promotion policy..... September 2000

Inform ninth-grade parents and students of the new graduation policy ..... September 2000

Recommendation to the Board on an operational definition of MPS value-added assessment process ..... September 2000

Recommendation to the Board on the refined MPS accountability system ..... October 2000

Recommendation to the Board on assessment ethics policy ..... November 2000

District and State assessments establish baseline data for MPS value-added assessment system ..... Spring 2001

Committee Recommendations

Recommendation #1 Your Committee recommends that the Board adopt the MPS Balanced Assessment System that is connected to standards and accountability and approve the following revised Administrative Policy 7.38, Assessment Program.

The policy language in the current Policy 7.38 will continue to apply to 4th- and 8th-graders before the 2002-2003 school year and to the high school classes of 2000, 2001, 2002, and 2003. (The current Policy 7.38 is included in the attachments.)

7:38: Balanced Assessment System

The MPS Balanced Assessment System consists of classroom assessments based on district-adopted standards, and district longitudinal assessments based on district-adopted standards.

1. The school site classroom assessments are ongoing and conducted by the teacher under the guidance of the district. These assessments are formative in nature and are primarily used as a teaching and learning tool in making classroom-level decisions.

   Classroom Assessments Based on Standards:

   Reading ..... Grades K-8

   Writing ..... Grades K-8

   English/Language Arts ..... Grades K-12

   Mathematics ..... Grades K-12

   Science ..... Grades K-12

   Social Studies ..... Grades K-12

2. The district longitudinal assessment process measures growth in student achievement by using standardized assessments that are in common with the state-required Wisconsin Student Assessment System. These annual district assessments are summative in nature and inform students, parents, school sites, the district, and the general public as to how much educational value has been added through the learning experience during a given period of time (value-added assessments).

   MPS Assessments of Student Growth:

   Reading ..... Grades K-10 (includes grade-4, -8, & -10 state assessments)

   Writing ..... Grades 1-10 (includes grade-4, -8, & -10 state assessments)

English/Language Arts ..... Grades 1-10 (includes grade-4, -8, & -10 state assessments)

Mathematics..... Grades 1-10 (includes grade-4, -8, & -10 state assessments)

Parents will be made aware of the requirements of the Balanced Assessment System when their children enroll in the Milwaukee Public Schools and thereafter will regularly be informed as to the status of their children in relation to the requirements.

— — —

Recommendation #2 Your Committee recommends that the Board adopt promotion and graduation requirements that are aligned with the provisions of the 1999 Wisconsin Act 9 and approve the following revisions to Administrative Policy 7.37, Graduation Requirements and Benchmarks by Grade Level.

The policy language in the current Administrative Policy 7.37: Graduation Requirements and Benchmarks by Grade Level, will continue to apply to grade eight students being promoted in 1999-2000, 2000-2001, and 2001-2002, and to the high school classes of 2000, 2001, 2002 and 2003. (The current Administrative Policy 7.37 is included in the attachments).

7.37: Graduation and Promotion Requirements and Benchmarks by Grade Level

1. General Provisions

a. The total number of Carnegie units required for graduation will be 23, effective with the graduating class of June 2003 and thereafter.

b. Sixteen of the 23 units required will be as follows:

Subject	Units
English/language arts	4.0
Mathematics	3.0
(This includes courses at or above the level of Algebra 1.)	
Science	3.0
(This includes content and laboratory studies in the physical, biological, and chemical sciences.)	
Social studies (from the following)	3.0
U.S. history	1.0
World history, world geography, or world studies	1.0
Urban citizenship (grade 10)	1.0
or	
BOTH Amer. polit. rel. AND economics (grades 11-12) (0.5 units each)	1.0
Physical education	1.5
Health	0.5
Fine arts	1.0
TOTAL	16.0

c. High School Graduation Requirements

The following higher graduation requirements will be implemented for the Milwaukee Public Schools high school graduation class of 2003.

- **Mathematics.** Students will demonstrate mathematical proficiency equivalent to three years of study at or above Algebra 1. Students will be expected to show proficiency in the first-year algebra by the end of the eighth grade.
- **Science.** Students will demonstrate a high level of proficiency in science, equivalent to three years of high school study, including the physical, biological, and chemical sciences. Students will demonstrate an understanding of scientific inquiry and its application to real-life situations.
- **English/Language Arts.** Students will demonstrate mastery of written and spoken expressions by writing, presenting, and defending a clearly reasoned, persuasively argued research paper. Students will be expected to demonstrate an understanding and use of technology resources in the research and presentation of the paper.
- **Social Studies.** Through the study of high school disciplines — government, economics, geography, and history — students will demonstrate the knowledge and skills necessary to make informed and reasoned decisions as responsible citizens of a culturally diverse, democratic society in an interdependent world.

Students in the class of 2004 and thereafter must meet assessment requirements in the areas of English/language arts, mathematics, science, and social studies.

- Beginning with the class of 2003-2004 and thereafter, in addition to unit requirements identified in Administrative Policy 7.37, students who graduate from high school will be required to meet at least one of three criteria.

  Criterion #1 — *Test results* are reported as "meets/exceeds the standards," as measured and defined by the Wisconsin High School Graduation Test, in mathematics, science, English/language arts, and social studies.

  Criterion #2 — *Recommendations of teachers* are defined as classroom assessments based on district-adopted standards and recorded as a subject-area Grade-Point Average in mathematics, science, English/language arts, and social studies. During the junior and senior years a subject-area Grade-Point Average of at least 2.0 must be met.

  Criterion #3 — *Academic performance* is defined as growth in student achievement, which is measured and defined by the MPS longitudinal assessment system, in mathematics and English/language arts.

- The criteria must be met in the following manner:

  — Criterion #1 will be considered first.

  — When a student meets Criterion #1, Criterion #2 and Criterion #3 are not considered.

  — When a student does not meet Criterion #1, then either Criterion #2 or Criterion #3 must be met.

d. All students will follow an identified plan while in high school. This plan will be related to the program in which the student is enrolled: city-wide school, career specialty program, regular program, or alternative program.

e. The high school plans for students in the regular program will be developed on the basis of individual career interests, plans for post-high school education or other life goals, using a variety of available program plans.

f. A "senior" is a student in at least his/her 7th semester, or its equivalent, of high school and has earned a minimum of 17 units or the number required by the student's school for senior status.

g. High school students from the Milwaukee Public Schools are encouraged to complete four years of study resulting minimally in completing the prescribed graduation requirements at the district and school levels.

h. Procedures for permitting early graduation include the following:

1. Student wishing to graduate early must complete all district and school requirements for graduation.

2. Student must declare interest in early graduation the semester previous to proposed graduation (with parent signature).

3. Student and parent will receive letters from the district, raising issues regarding early graduation (scholarships, advanced courses, AP and PSEO opportunities, etc.), and providing procedures, should they wish to request early graduation.

4. A conference will be held with parent, student, principal (or designee), and district representative to review options and make decision, with a sign off by principal (or designee), student, and parent (if the student is under 18).

i. Schools who wish to exceed graduation requirements currently in place need to request approval from the Board of School Directors. Any approved changes should not affect students currently enrolled in the school and should be clearly stated for students considering enrolling in that high school.

j. The following minimum number of Carnegie units, or its equivalent, is required for high school students to be promoted at the end of the school year:

9th-grade student (freshman)	=	fewer than 5 units
10th-grade student (sophomore)	=	5 units or more
11th-grade student (junior)	=	11 units or more
12th-grade student (senior)	=	17 units or more and enrollment in at least the seventh semester (or its equivalent) of high school.

To be considered for senior-class rank, students must meet the definition of a senior and must complete one year and a minimum of 5 units at the schools from which they intend to receive their diplomas.

k. Schools who wish to exceed the number of units required to pass to the next level of high school must present their requests for approval to the Board of School Directors.

l. Students graduating in the classes of 2000, 2001, 2002, and 2003 will be exempt from the revised Administrative Policy 7.37(1), Graduation Requirements; however, they will be required to meet the current unit and proficiency assessment requirements.

2. Diplomas

Students graduating from the high schools shall receive diplomas of graduation signed by the principal, the superintendent and the Board president. Signatures other than that of the principal may be lithographed.

Special diplomas will be awarded to exceptional education and limited-English-proficiency students who meet their special course and credit graduation requirements and are identified as exempt from the proficiency requirements. Limited-English-proficiency and exceptional education students may attempt reading proficiency examinations; however, special diplomas will acknowledge proficiency that a student may have met in either writing or mathematics.

3. Fourth- And Eighth-Grade Requirements

Beginning in the year 2003 and thereafter, students who are promoted from fourth grade to fifth grade and from eighth grade to ninth grade will be required to meet at least one of three criteria.

Criterion #1. *Recommendations of teachers* are proficiency levels in reading, writing, English/language arts, mathematics, science, and social studies that are measured and defined by classroom assessments based on district-adopted standards.

Criterion #2. *Test results* are a proficiency level of basic or above, which is measured and defined by the Wisconsin Knowledge and Concepts Exam, in reading, writing, English/language arts, mathematics, science, and social studies.

Criterion #3. *Academic performance* is defined as growth in student achievement, which is measured and defined by the MPS longitudinal assessment system, in reading, writing, English/language arts and mathematics.

The criteria must be met in the following manner:

— Criterion #1 will be considered first.

— When a student meets Criterion #1, Criterion #2 and Criterion #3 are not considered.

— When a student does not meet Criterion #1, then either Criterion #2 or Criterion #3 must be met.

4. Benchmarks by Grade Levels

In attaining the graduation standards, a system of achievement benchmarks by clusters of not more than two grade levels has been established. The cluster approach enables schools to design curriculum sequences that reflect their individual missions and approaches and helps students refine high-level skills that are developed over a series of years rather than guiding the curriculum toward discrete, disconnected facts or skills to be mastered each year. Schools will be expected to develop more specific benchmarks by grade level within this larger system framework and to share the benchmarks with parents.

5. District Standards

The benchmarks are included in the documents titled *The Milwaukee Public Schools K-12 Academic Standards and Grade Level Expectations for English/Language Arts, Mathematics, Science, and Social Studies* and *The Milwaukee Public Schools Academic Standards and Performance Indicators for Health and Physical Education.*

The district adopts the *Wisconsin's Model Academic Standards (1998). MPS K-12 Academic Standards and Grade Level Expectations* (adopted by Board November 1998) supplement the state standards.

6. Grade 2 Reading

Eighty-five percent of all second-grade students shall be ready for instruction at a reading level of 2/2 (second book of second grade) or higher.

The item was set aside for separate consideration.

Division of the question was ordered.

Director Spence moved to adopt the changes to Administrative Policy 7.37.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

With regard to the changes to Administrative Policy 7.38, Director Gardner moved that the Board delay adoption and adopt as proposed Balanced Assessment System, which will be reviewed and analyzed by MPS schools, including School Governance Councils, for final action by the Board no later than November 2000.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

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(Item 2) Receipt of and Possible Action on the Review of MPS Assessment Plan – Audit #2000-11

Background

1. At its meeting on October 27, 1999, the Board adopted an annual audit plan that included an evaluation of the MPS Assessment Plan.

2. The overall objectives for the evaluation included identifying and describing all components of the current MPS Assessment Plan and contrasting the Plan with other major urban districts' plans and established criteria for assessment systems. The audit also examined the purpose for each of the assessments as well as potential redundancy in content and reviewed the extent to which non-standard test administration occurs in the district.

3. The audit team conducted literature and policy reviews, identified best practices in assessment, observed scoring sessions for performance assessments and workshops for test preparation and data utilization, and developed/administered surveys to principals and teachers regarding test preparation and administration issues. Additionally, audit staff completed interviews with experts in educational assessment, administrators of research and assessment departments in other urban districts, DPI Educational Accountability staff, and key MPS assessment and curriculum and instruction staff.

4. The report contains eleven recommendations intended to facilitate assessment re-design and administration in the district.

5. The audit report, provided under separate cover, has been reviewed by district administration. District administration's response to the audit report indicates its intent to implement the specific actions identified in the recommendations. These actions, when implemented, will appropriately address the audit recommendations.

Committee Recommendation

Your Committee recommends that the Board receive Audit Report #2000-11 – Review of MPS Assessment Plan.

The item was set aside for separate consideration.

Director Hardin moved to accept the audit report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

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(Item 3) Update on the Technology Strategic Plan

Your Committee reports having received an update on the Technology Strategic Plan from the Administration.

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

(Item 1) Action on Recommendations to Adopt a Proposed FY2001 Budget and Budget Resolutions for the School Operations, Construction and Extension Funds

Your Committee reports having reviewed the Superintendent's proposed FY2001 budget for the School Operations, Extension and Construction Funds, dated May 1, 2000.

Your Committee held work sessions on the budget on January 20; February 24; and May 4, 8, 15, 18, and 25, 2000. Public hearing was given on portions of the budget on March 21 and May 8 and 15, 2000. In accordance with statutory provisions, the budget was published in the *Milwaukee Journal Sentinel* on May 16, 2000, and the full Board held a hearing on the entire budget on May 23, 2000.

Your Committee reports having forwarded to an advisory committee of principals an amendment to make the majority of functions in the Department of Educational Services 100% buyback for possible use in developing school budgets for FY2002..

Committee Recommendations

Your Committee recommends:

1. That the Board adopt the Superintendent's proposed budget for FY2001, dated May 1, 2000, and amended as follows:

    a. Reinstate the Parent Service Center, with funding to come from school budgets and additional discretionary funds to be provided to schools by changing selected Division of Curriculum and Instruction services from chargeback to 50% buyback, and provision to be made for chargebacks to schools whose parents use the services of the Center;

b. Reinstate the Lady Pitts program as a regular school, with funding from the unallocated seats budget line ($1,031,251) and school budgets ($444,322), with additional discretionary funds to be provided to schools by changing selected Division of Curriculum and Instruction services from chargeback to 50% buyback; and

c. Amend Administrative Policy 3.04(6), Enrollment Growth and Teacher Reserve Funds, by adding the following language:

Per-pupil funding shall be provided to schools which increase their enrollments, up to the amount of funding budgeted for unallocated seats.

d. Amend Administrative Policy 3.09, Purchasing and Bidding Requirements, by adding the following language:

6. Facilities and maintenance funding in school budgets.

a) All facilities and maintenance funding in school budgets must be in segregated accounts that will be used for facility and maintenance purposes only.

b) All skilled and unskilled laborers employed in any work done by contract for the Milwaukee Public Schools, by any contractor or subcontractor performing work for the MPS, for either new construction, renovation, repairs or maintenance on any MPS facility or grounds, shall receive and be paid a sum not less than the current rate of per diem wages established by the Board of School Directors. Said current rate of per diem wages is fixed at sums which shall not be less than constituting a day's work for similar work done by direct employment. In the case where the Board does not employ a similar classification of employee, the wages paid are to be those as adopted annually by the Board as submitted by the Milwaukee Building and Construction Trades Council (MBCTC), or if a rate is not listed by the MBCTC, it shall be as determined by the State of Wisconsin's Department of Workforce Development. Wages are defined as the base hourly wage rate, plus the required benefit package.

c) All facilities & maintenance work orders for work performed by non-MPS staff will be prepared and approved by MPS Facilities & Maintenance Division

d) All final payments for facilities work must be approved by MPS staff.

e. Establish a database and related procedures to provide the Board of School Directors with a comprehensive quarterly report of safety related incidents at an estimated cost of $70,000, with funding to come from redirection of Technology-Strategic Plan funding.

f. 1) Eliminate court reporter services for Board and Committee meetings, except where required, with the Board of School Directors budget to be reduced by $25,000, and the funds to be placed in the School Operations Contingent Fund.

2) Amend Board Rule 1.15(4) by deleting and adding the following language:

(4) Verbatim transcripts shall be made of each ~~regular and~~ special meeting of the Board or its Committees where required. These shall be bound and kept in the Office of Board Governance. The notes of the reporter shall also be kept in the Office of Board Governance for a period of six years.

g. Reinstate the School To Work Transition program, with funding to be provided as follows:

1) For FY2001, $800,000 from the School Operations Contingent Fund and $600,000 from the community innovation fund;

2) For FY2002, the program is to be funded at the 50% level; and

3) Thereafter, the program is to continue as a buyback, with an emphasis on training of staff.

2. Your Committee recommends that the Board adopt the following resolutions:

FY2001 BUDGET RESOLUTIONS

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $821,673,075 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and for the making of material improvements to school property during the 2001 Fiscal Year; and that $145,881,832 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 2000, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $21,073,121 will be required for the 2001 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $9,273,404 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 2000, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $7,547,434 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2001 Fiscal Year, and that $6,073,405 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 2000, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

Separate consideration was requested of the report.

Director Dannecker moved to suspend Board Rule 1.11 to consider the amendment to Board Rules regarding court reporter services.

The motion to suspend prevailed on the following vote:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

Director Dannecker moved to approve the amendment to Board Rule 1.15 (4) regarding court reporter services.

Director Hardin moved to amend by striking and inserting the following language:

f. 1) Eliminate court reporter services for ~~Board and~~ Committee meetings, except where required, with the Board of School Directors budget to be reduced by ~~$25,000~~ $17,500 and the funds to be placed in the School Operations Contingent Fund.

The amendment failed of adoption on a tie vote:

Ayes—Directors Hardin, O'Neil, Werra and President Thompson—4.

Noes—Directors Braun, Dannecker, Gardner and Spence—4.

The question being on the original motion to amend Board Rule 1.15 (4), the amendment failed of adoption, a two-thirds vote being required:

Ayes—Directors Braun, Dannecker, Gardner, O'Neil and Spence—5.

Noes—Directors Hardin, Werra and President Thompson—3.

Director Dannecker moved to amend f. 1) by striking $25,000 and inserting $17,500.

The amendment was adopted by consensus.

Director Braun moved to adopt the FY2001 budget as amended and the budget reaolutions.

The budget and resolutions were adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, O'Neil, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Award of Contracts

Below are contracts recommended for approval by the May 2000 Finance and Personnel Committee. Adequate funding is available in various accounts as noted below.

CLASSROOM MODIFICATIONS

Twenty-first Street School

Prime Contractor
Choice Construction Companies, Inc.
N59 W14397 Bobolink Avenue
Menomonee Falls, WI 53051

Low Bidder, Base Bid of.....$79,300.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	17% MBE 17% WBE	41	5	2	Corporation	4

MPS Facilities and Maintenance will set aside funds from account codes 2-10-4-975-377-327-2550007 and 1-10-4-609-377-541-255310.

ADA COMPLIANCE WORK

Centro Del Nino Headstart

Prime Contractor
Williams Construction Co., Inc.
2365 North 25th Street
Milwaukee, WI 53206

Low Bidder, Base Bid of.....$343,670.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	10%	100% MBE	15	4	2	Corporation	10

MPS Facilities and Maintenance will set aside funds from account code 2-41-4-976-486-327-255009.

ASBESTOS REMOVAL

Division 1 — Bay View High School

Prime Contractor
Insulation Removal, LTD.
12100 West Silver Spring Road
Milwaukee, WI 53225

Low Bidder, Base Bid of $74,500.00, plus $12,000.00 for Mandatory Alternate
Bid 2 to include Room 41 in the Scope of Work, for a total contract of.....$86,500.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	0%	0%	25	15	6	Corporation	0

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-970-012-327-255009.

Division 2 — Pulaski High School

Prime Contractor
Insulation Removal, LTD.
12100 West Silver Spring Road
Milwaukee, WI 53225

Low Bidder, Base Bid of $59,487.00, plus $14,168.00 for Mandatory Alternate Bid 1 to include the Pipe Chases on the second and third floors, plus $6,960 for Mandatory Alternate Bid 3 to include the additional corridor areas on the Ground Floor, for a total contract of $80,615.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	0%	0%	25	15	6	Corporation	0

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-970-026-327-255009.

RE-INSULATION

Bay View High School

Prime Contractor
RES Environmental, Inc.
2814 North California Avenue
Chicago, IL 60618

Low Bidder, Base Bid of $48,200.00, plus $6,400.00 for Mandatory Alternate Bid 2 to include Room 41 in the Scope of Work, for a total contract of.....$54,600.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	0%	100% MBE	102	65	13	Corporation	0

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-970-012-327-255009.

ATHLETIC TRACK REHABILITATION

Pulaski High School

Prime Contractor
Payne & Dolan, Inc.
N3 W23650 Badinger Road
Waukesha, WI 53187

Low Bidder, Base Bid of.....$191,300.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	594	126	89	Corporation	8

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-445-324-254369.

GYM FLOOR REPLACEMENT

Milwaukee School of Languages

Prime Contractor
Prostar, Inc.
3101 West Cameron Avenue
Milwaukee, WI 53209

Low Bidder, Base Bid of.....$89,000.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	25	4	3	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-071-327-255009.

FLOOR TILE AND MASTIC REMOVAL

Madison High School

Prime Contractor
Professional Asbestos Removal & Survey Services Corp.
11800 West Ripley Avenue
Wauwatosa, WI 53226

Low Bidder, Base Bid of.....$65,676.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	0% MBE	34	20	4	Corporation	0

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-022-327-255000.

Total construction contract dollars awarded.....$990,661.00
Total dollars HUB participation.....$453,262.00
% of MBE participation.....44.39
% of WBE participation.....1.36
% of M/WBE participation.....0.00
% Minority employees within company.....33.38
% Women employees within company.....13.66

◊

Authorization to Make Purchases

B-5257 Vacuum Condensate Pumps (F & M for Various)

Recommendations are to buy pumps as needed, for a one-year period beginning June 1, 2000. Unit prices are listed for twelve models. All twelve items are being brought to the Board for approval because actual quantities needed may vary.

MPS Facilities and Maintenance Division will set aside funds before MPS Purchasing Division staff onlines purchase orders.

For Items One Through Eight:

Recommend authorization to purchase from the alternate, second-lowest bidder, Roedel-Hanson & Associates, totaling an estimated $69,094.00, less 1%/15 days. Recommend rejecting the low bid because the models do not meet specifications.

	Bidder	Bid	Terms
	Fluid Handling Inc.	67,977.00	1%/10
(Alt)	Roedel Hanson & Associates	69,094.00	1%/15
	Roedel Hanson & Associates	69,094.00	1%/15
	Hydro Flo Products Inc.	71,519.00	Net

For Items Nine Through Twelve:

Recommend authorization to purchase from the second-lowest bidder, Hydro Flo Products Inc., totaling an estimated $48,566.00 net. Recommend rejecting the low bid because the models do not meet specifications.

	Bidder	Bid	Terms
	Fluid Handling Inc.	42,520.00	1%/10
	Hydro Flo Products Inc.	48,566.00	Net
(Alt)	Roedel-Hanson & Associates	54,832.00	1%/15
	Roedel-Hanson & Associates	60,911.00	1%/15

SS-544 Authorization to extend a contract with Strategem, Inc., to provide management and administrative support in the Department of Technology.

The Administration is requesting authorization to extend a contract with Strategem, Inc., to provide administrative and management support in the Department of Technology. At the November 30, 1999, Board meeting, the Strategem, Inc., contract was extended to complete the HR/Payroll project.

Their tasks associated with that project have been to

a) Develop and recommend business rules and processes for the Technical Services Division of MPS with the goal of improving service levels and communications with customers. Business rules must support the strategy of moving to a proactive environment.

b) Analyze, document, and organize existing service contracts; document budget commitments/impact; validate accuracy of vendor payments; and prepare budget management and control processes.

c) Assist the Department of Technology Services management team with definition of roles and responsibilities for management of clients/server systems, using the PeopleSoft HRMS system as a model. Include recommendations for alternate department organizations and job descriptions.

Cost of the extension of the contract is not to exceed $75,000.

Fiscal Information: This contract will be funded from the Department of Technology budget: 1-10-4-810-518-312-266000

SS-548 Apple Computer Company Items (Various)

Recommend authorization to purchase computers, disk drives, printers and related items included on Apple Computer's educational price list, as needed, for a one-year period beginning June 1, 2000. It is estimated that the contract would total approximately $ 8,000,000. This sole-source is being requested because the DPI/TEACH agreement with Apple that MPS had been using expired in late March before the parties could finish negotiating a new contract.

The mainframe computer automatically sets aside funds when schools online either purchase requisitions or stock requisitions. For warehouse stock, items are initially charged to the warehouse stock account. The mainframe computer automatically reimburses the warehouse stock account with the schools' account codes when the items are delivered.

The sole source would include items bought via lease-purchases or with purchase orders for delivery to schools. In addition, when the current sole-source authorization (SS-515) for standard MPS model Apple computers for warehouse stock expires at the end of this fiscal year, the intent is to use the new sole-source authorization for warehouse stock purchases as well. If the DPI/TEACH agreement is renegotiated at pricing that is more advantageous than Apple computer can offer under this proposed sole source, MPS would then reference the DPI/TEACH agreement on purchase orders and lease-purchases.

Information Item:

RFP-291 CISCO Computer Items (Technology Dept. for Various)

An emergency purchase order totaling $56,516.25 was issued on March 24, 2000, to Berbee Information Networks Corporation. The CISCO AS5300 switch file server handles all dial-in WAN traffic for the District. The District had been operating on a loaned switch until MPS E-Rate Bid #RFP-291 could be awarded.

The TAC (Technology Advisory Committee) has reviewed these projects and recommends the following:

SS-531 Computers (Rufus King)

Recommend authorization to purchase 11 iMAC computers, 3 file servers, 5 printers, 3 scanners and related items totaling an estimated $70,000.

When MPS's Facilities and Maintenance onlined the purchase requisitions, the mainframe computer set aside money from account #1-10-1-000-000-000-713280.

SS-541 100 Laptop Computers (School Tech'y Support Services for Various)

Recommend authorization to purchase 25 Apple iBook and 75 Toshiba laptop computers; 15 projection machines; 25 digital cameras; software and related items totaling an estimated $243,000. The items will be used by teachers who participate in Marquette University's Internet-based course that trains teachers how to teach students to develop technology-based projects.

The purchase is contingent upon receiving a TLCF (Technology Literacy Challenge Fund) grant. When the department onlines the purchase requisitions, the MPS mainframe computer will set aside funds from account #1-13-4-284-566-551-110500.

SS-542 93 Computers and Related Technology (School Technology Support for 8 Replicable Schools).

Recommend authorization to purchase 93 Apple, Gateway and Toshiba computers, 36 printers, related AV equipment, software, and supplies totaling $331,300 for eight Replicable schools:

Audubon	$	55,789
Forest Home		40,151
Holmes		40,019
Kagel		40,303
MEC		40,642
South Division		40,064
Walker		33,697
Wisconsin Ave.		40,635
Total	$	331,300

When School Technology Support Department onlines the purchase requisitions, the MPS mainframe computer will set aside funds from the current fiscal year using TEACH fund account #1-13-4-291-518-551-110500.

SS-547 Software and Technology Items (DSSC for Various)

Recommend authorization to purchase various software titles or licenses, 30 scanners, 33 printers and related communication and adaptive devices totaling an estimated $285,123. The items will be used by DSSC staff with students.

When the department onlined the purchase requisitions, the mainframe computer automatically set aside funds from the following account codes:

1-24-4-310-600-411-229000	=	$ 135,321
1-24-4-310-600-551-110500	=	149,802
Total	=	$ 285,123

Report of Revenues and Expenses and Monthly Expenditure Control Report

These reports, as of March 31, 2000, are attached to the minutes of your Committee's meeting.

Report on Administrative And School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Burdick	U.S. Coast Guard	$1,000	2 Pentium computers
Congress	UWM Foundation, Inc.	$100	Educational supplies
Cooper	Area Neighbors	$785	Tot lot construction
Cooper	Dodge City	$300	Tot lot construction
Cooper	House of Fong	$50	Tot lot construction
Cooper	Foster Pontiac	$50	Tot lot construction
Garfield	Ameritech	$100	Binders, paper supplies
Hampton	PTO	$3,500	Field trips, various activities
Lowell	Steren Management Co.	$100	RIF
Lowell	Harley Davidson	$123	246 Harley Davidson Pens
Maryland Avenue	William & Diane Gebhardt	$50	Special needs of children
Meir	Martin Hecht	$500	Educational supplies
Meir	Jeri Zepnick	$250	Danceworks
Meir	Reimers Camera	$799	Digital camera
Milw German Imm	Sherwin Williams	$325	Paint for school mural
Thirty-fifth St.	Tower Automotive	$1,360	4 computers, 6 monitors

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above;
3. Accept the Report of Revenues and Expenses; and
4. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Reappointment of Probationary Personnel; Report on Non-renewal of Probationary Personnel; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Brook Kiefert Congress – South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	04-03-00
Cornelia Prohaska Mitchell	School Secretary I $17,358.67/yr.	04-17-00
Brenda Smith Sherman	School Secretary I $17,358.67/yr.	04-05-00
Lavinia Butler Recreation	School Secretary I $20,929.74/yr.	04-05-00
Theresa Gonsalves Project Stay	School Secretary I $17,358.67/yr.	04-05-00
Sheila Garry 21st Street	School Secretary I $17,358.67/yr.	08-15-00
Melissa Buford Goodrich	School Secretary I $17,358.67/yr.	05-03-00
Laszlo Czestler Facilities and Maintenance	Locksmith $22.67/Hr.	05-01-00
	PROMOTIONS	
Robert Kopecki Warehouse & Distrib Svcs	Truck Driver (Heavy) $41,040.22/yr.	04-04-00
Anthony Marinello Warehouse & Distrib Svcs	Truck Driver (Light) $37,365.90/yr.	04-04-00
Albert Paskel, Jr. Pulaski High School	Building Service Helper II $23,926.76/yr.	04-03-00
Thomas Williams, Jr. North Division	Building Service Helper II $23,926.76/yr.	04-16-00

Anna Garett Custer	School Secretary I-DP $20,929.74/yr.	04-24-00
Jahmela Sanders	Food Service Manager Trainee $9.04/hr.	04/17/00

Approval of Certificated Appointments — Teachers

Ethnic Code	Teachers - Schedule 01	Division	Salary	Credit	Yrs.Exp Start Date
r	Shawn D. Gleesing C.D.	B	$27,333	0	03/24/00
r	Lewis C. Lea Jr. Elementary Education	B	$27,333	0	03/27/00
nr	Sam L. Meeth Social Studies	B	$27,333	0	01/27/00
r	Deborah S. Mortonson O.T.	B	$27,333	0	04/10/00

CODES

(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Reappointment of Probationary Personnel

The Superintendent nominates for reappointment the following probationary teachers, teacher-librarians, principals, assistant principals and members of the support staff, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Anderson, Danielle L.	Gilliard, Vernay	Lazarski, Amy M.
Andrews, Kathleen M.	Grass, Consuelo	Leech, Danielle E.
Annen, Kristin K.	Grochowski, Clint J.	Little, Tasha N.
Barrett, Julie L.	Haar, Lisa M.	Mane, Angelic M.
Bell, Shawntell R.	Hall, Lindsay J.	Marczewski, Jessica A.
Bergschnieder, Daniel L.	Hancock, Dorothy D.	Meeth, Sam L.
Bertrandt, Jeffrey D.	Hays, Sandra J.	Menard, David A.
Birdeau, Paula M.	Hazen, Kathleen M.	Monaco, Joan M.
Borenstein, Irene R.	Hedges, Janine L.	Muehr, James T.
Borgen, Susan M.	Hendricks, Amy L.	Ocasio, Jacqueline
Brusda, Wendy L.	Higgins, Renee L.	Peck, Titus O.
Camuy, Prudence M.	Howard, Cynthia	Perry, Lacee L.
Cao, Vu M.	Hughes, Michael H.	Plaire, Tiffanie B.
Chambers, Jacquede A.	Hull, Sarah C.	Quesada, Mary E.
Chromy, Andrew E.	James, Sondra L.	Reading, Barbara J.
Cinto, Margaret M.	Jennik, Jill I.	Rico, Norma L.
Cole, LaKendra D.	Kasper, Laura K.	Rodriguez, Elizabeth
Cordero, Nilda L.	Kaminski, Clare D.	Salvat-Montoto, Sabrina M.
Corley, Nicole C.	Kolb, Patricia L.	Schram, Jean M.
Curry III, Raymond E.	Kornilowicz, Krystyna	Serafin, Robert L.
Feiter, Todd L.	Kosanke, Ann M.	Sibinski, Caroline M.
Gehweiler, Grant J.	Kubiak, Mary G.	Soto, Dawn E.

Thoummavong, Kongsone	Watson, Roy C.	Wojcinski, Jason M.
Todd, Minnie A.	Whiten, Janice E.	Wood, Dorothy
VanStechleman, Jon	Wigen, Deogracia E.	Wozniak, Thomas E.
Verdin, Brian M.	Wilder, Inger F.	Zastrow, Matthew M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Abbott, Jewel L.	Broderick, Patricia A.	Dright, Qiana A.
Acevedo, David	Bruce, Amy	Duffy, Joylyn M.
Adams, Amy L.	Bruce, Deborah C.	Dumas, Ceciel
Adams, Christopher	Buboltz, Chad T.	Duval-Drame, Elizabeth R.
Agherrabi, Angela	Buck, Nuntianta	Eads, Carrie M.
Akers, Dawn S.	Bullock, Jay A.	Eastern, Llewellyn
Allen, Albert	Burrage, Paul	Eddy, William
Ames, Edward	Busch, Daniel L.	Edwards, Rashonda
Anderson, Phyllis	Busse-DePerez, Mary K.	Ellingsen, Jennifer A.
Andersen, Rebecca J.	Caban, Angela C.	Emanuele, Dawn
Angle, Michelle L.	Caldwell, Tayotis L.	Esterle, Colleen M.
Arnold, Cheryl	Campbell, Gentry	Ewerdt, Jennifer L.
Aspenson, Marla R.	Carver, Amy Jo	Fahl, Sarah L.
Aultman, Stacy	Catchpole, Amy C.	Favorite, Edward J.
Averbeck, Kristi J.	Cergol, Cynthia	Ferber, Rachel
Avila, Refugio	Chemlick, Mary A.	Ferger, Christy L.
Baczek, Annette T.	Chisholm, Gloria D.	Filut, Jodi A.
Badillo, Doreen A.	Chukka, Mary S.	Firle, RoseMarie
Baker, Deborah	Cirillo, Ann Marie	Fisher, Matthew
Banner, Katherine A.	Claas, Alan J.	Fossum, Astrid
Baranek, Beth C.	Coe, HelenMarie K.	Friedel, Melissa
Barron, Dorothy	Collins, Natalie M.	Fuentes, Leticia
Barton, Andria	Colon, Nancy	Funk, Janelle L.
Bauer, Karen M.	Comp, Robert	Gandy, Trina
Bauman, Alice	Conachen, Kerry M.	Ganswindt, Scott
Bean, Janet L.	Cooks, Brenadette	Garcia-Rodrigues, Maria A.
Beaudoin, Tiffanie A.	Coppola, Audrey	Gatzow, Angela
Beaudry-Ray, Rachel	Cordova, Jacalyn J.	Gebler, Kristal A.
Belvoir, Mary E.	Craney, Margaret M.	Ghilarducci, Sally A.
Benavides, Phyllis M.	Crystal, Wendy	Gibbs, Kimberly S.
Bencriscutto, Kathryn	Cuomo, Matthew	Gielow, Michael
Benko, Karen C.	Currie, Jon F.	Godfrey, Andrea C.
Bennett, John S.	Dabols, Carl V.	Golden, Cathy
Beringer, Michael C.	Danek, Joseph A.	Gonzales, Gena
Bertram, Heather	Danielson, Michelle L.	Gonzalez, Lisa
Bina, Carrie	Davis, Carrie A.	Green, Colleen
Blankenheim, Stephanie A.	Davis, Danielle	Green, Kimberly A.
Bolden, Pamela L.	Davis, Gregory	Green, Sharon
Bolstad, Anne M.	Davis, Kara V.	Grihalva, Maryann
Bond, Jennifer L.	DeNomie, Delrae M.	Groser, Kathleen
Bonin, Julie A.	Dewing, Elizabeth A.	Groskopf, Carol A.
Bost, Sheila	DiCarlo, Joseph P.	Gross, Jason R.
Bourassa, Donna J.	Dillman, Peggy E.	Guyant, Lori A.
Brahm, Carrie	Dolata, Dori L.	Haar, Jaime L.
Braver, Meredith L.	Donalson-Gamble, Marny	Hagemeyer, Dawn M.
Breden, Scott A.	Donarski, Jennifer A.	Halfmann, Pamela A.
Brewer, Teresa	Donohue, Leah D.	Harrigan, Linda L.
Brimley, Michelle L.	Dresen, Dawn M.	Hartwig, Todd S.

Harvey, Honore A.
Hatfield, Jodi
Hauser, Jonathan M.
Hayes, Carol
Heinzelman, Holly A.
Henry, Saron
Hettig, Kelly
Hill, Valencia T.
Hines, Denetric L.
Hines, Marquis
Hines, Tamara
Hodge, Latasha D.
Hoerl, Paul D.
Hoffer, Jennifer A.
Holloway, Monique S.
Hollowell, Tiffaney
Hooker, Anthony
Hoppe, Carrie
Howland, Dennis W.
Hron, James
Graeme, Megan S.
Hubbard, Carlos
Hubbell, Monica
Hughes, Jeanette
Hunt, Regina
Ingram, Lynn M.
Jackson, Koren
Jackson, Leroy
Jankowski, Elizabeth
Jensen, Jody
Jensen-Sonnenberg, Patrice
Jeske, Lisa
Jetzer, Michelle E.
Jewell, Francis J.
Jezak, John J.
Jilek, MaryJane
Johnson, Deanna
Johnson, Diane
Johnson, Tina M.
Jones, Carlos
Jones, Joyce
Jones, Rakia
Jones, Tyrone A.
Julius, Scott D.
Kaat, Kristy M.
Kainz, Cathryn
Kalkopf, Kristin B.
Kasdorf, Anne
Kell, Lauren F.
Kellogg, David R.
Kendricks, Kelly B.
Kertscher, Brenda K.
Kiel, Kelly J.
King, Tamesia
Kirby, Patricia
Kochan, Deborah A.
Koepp, James
Kokalis, Tinamarie
Koneazny, Koryn
Koneazny, Sarah
Kovochich, Theresa
Kramer, Sara L.
Kranich, Kelly
Krawczyk, Mary
Kroll, Doris
Kruger, Karen
Kuehn, Jennifer A.
Kuehnau, Jennifer L.
Kuepper, Douglas T.
Kujath, Jeffrey G.
Kuningas, Kulliki
Kusak, Stephanie J.
Kutynia-Kunath, Malgorzata
Kuzba, Tadeusz
Lacking, Laytoya
Lafford, Deirdre A.
Lamb, Todd A.
Larson, Curtiss O.
Lee, Blia
Lee, Lenore
Lefer, Precious E.
Lehn, Jody M.
Liederbach, Vanessa R.
LoDuca, Angie L.
London, Ingrig
Long, Timothy A.
Lowe, Monique
Lund, Amy M.
Lyon, Barbara A.
Machi, Nina F.
Maholias, Lynn M.
Mallegni, Jeffrey
Mane, Michael A., Jr.
Markowski, Thomas W.
Marks, Jessica
Martin, Jessica L.
Martin, Rand A.
Martinez, Luz
Martinez, Nancy E.
Mayer, Keith E.
Mazurek, Jennifer
McArthur, Tracy M.
McClendon, Sarah L.
McConnell, Sharon
McCormack, MaryEllen J.
McNulty, Erin A.
Medema, Lisa M.
Meyer, Heidi
Michaelchuck, Melissa
Miller, Andrea D.
Miller, Sheila
Misun, Maggie T.
Moeller, Susan E.
Mohorko, Rachel M.
Monty, Tammi
Moore, Mary A.
Morales, Edgardo
Mosby II, Avis
Mudlaff, Amy A.
Muhammad, JaDawn
Muskett, Roger K.
Nailen, Alexandra D.
Narloch, Katherine
Naton, Andrea R.
Negron, Mayra S.
Newell, Sherry
Nichols, Barbara L.
Nogueron, Maria I.
O'Donnell, Maureen M.
Okoro, Edmund A.
Olson, Maura
Orr, Stacey
Ortega, Emily
Ortiz, Madelyn
Ortiz, Maria
Owen, Antoinette K.
Paniagua, Brook
Parker, Amy
Parsons, Heidi O.
Patterson, Carmen
Pena, Regina A.
Perkins, Frank T.
Petropoulos, William
Pfaffenroth, MaryBeth
Phillips, Connie
Pickard, Laurel J.
Pierce, Annie P.
Pike, Sharyl A.
Piwek, Sigurd
Pleister, Christian
Plennes, Shannon
Podolski, Jacqueline
Polland, Sara
Poznanski, Kathryn J.
Prach, Jeremy C.
Prendergast, Barbara
Purdy-Wilder, Carlis
Purtell, Maureen
Quarino, Tracy
Quillin, Nina C.
Radtke, Holly J.
Rajkovic, Maria G.

Ratkowski, Gloria D.	Simons, Rebecca L.	Vosberg, Cindy A.
Reimer, Kimberly	Simpson, Sarika S.	Waclawski, Christine
Reiter, Jane	Skeeter, Rebecca	Waldner, Christel
Restivo, Maria	Skrobis, Andrew J.	Walfoort, Jill D.
Rezash, Ron	Skwierawski, Margret	Walker, Jennifer R.
Richardson, Demond	Slattery, Brian	Wall, Michael K.
Richman, Kelly	Slawnikowski, Jennifer M.	Wallack, Jeffrey
Rickert, Heather	Slawny, Dennyse R.	Wallner, Julie A.
Rintelman, Peter	Smith, Gina	Walsh, Zeeland Y.
Riojas, Ann	Smith, Jennifer	Warn, Jodi
Roback, Susan J.	Smith, Linda G.	Washington, Thalia
Robinson, Annie	Socha, Alicia A.	Watkins, Nicole
Robinson, Antonio	Sokolowski, Marie L.	Waugh, Nicole
Robinson, Renee	Sondag, Seth	Wavrunek, Linda M.
Robles, Walter	Spates, Richard	Welch, Tracy
Rodgers, Trina L.	Spersrud, Kristie J.	Wells, Ebbie L.
Rogers, Janeen	Spidell, Michael G.	Welsh, Susan
Rogers, Regina	Spraggins, Sheila	Werner, Megan K.
Rogowski, Catherine L.	Sprenger, Rebecca M.	White, Debra
Rohner, Lyn	Stange, Jill C.	Widiker, Tracy
Roman, Elyse M.	Starnes, Shannon L.	Widmann, Linda M.
Rosas, Guadalupe	Staum, Sarah	Wilkins, Jennifer E.
Roy-Sequeira, Mabel	Steidtmann, Sara	Williams, Almalee M.
Ruege, Tammy	Stratman, Joan E.	Williams, Caroline
Ruger, Susan	Streiff-Stuessy, Carrie	Williams, Deanitta
Ruiz, Angelo	Stuller, Leah J.	Williams, Paula J.
Rydlewicz, Shannon M.	Sturn, Susan	Williams, Ruby I.
Salaty, Gerald J.	Sturycz, Donna D.	Williams, Yolanda
Sallis, Antonia	Suggs, Diamond	Williams-France, Patricia
Schaefer, Tiffany M.	Szucs, Debra A.	Winding, Patricia
Schimel, Cory L.	Taniguchi, Wanda	Wisniewski, Daniel G.
Schinabeck, Jason L.	Tate, Debbie	Wolf, MaryRose M.
Schneider, Brian R.	Termaat, Jason	Wong-Woessner, Nancy
Schneider, Ellen C.	Thomas, Melvin J.	Wood, Christiane L.
Schroeder, Geralyn M.	Thomas, Tiffany	Woods, Demetria
Schuett, Carrie J.	Toffler, Kami M.	Worthy, Lushone D.
Schuler, Margaret M.	Torres-Galan, Magda	Yang, Nhia
Schulhauser, James M.	Totsky, AnnMary	Yarn, Tecy
Schulz, Heather	Trachliev, Julie A.	Yates, Junius Q.
Schwab, Kristy	Travelute, Theresa	Young, Dashal
Schweinert, Siegrid M.	Tucker, Sharon	Zabala, Aracelio
Sebald, Miriam	Turrentine Jr., Ellis	Zandrews, Tierra
Sellers, Eleanor	Vannoy, Katherine	Zarnowski, Mary
Seppanen, Renee A.	Vargas, Linda M.	Zeise, Keith W.
Shadd, Martin F.	Veenendaal, Brian	Zeman, Lisa M.
Sharrock, Gabrielle	Vincent, Jennifer J.	Ziech, Lynda J.
Shelton, Jill	Vincent, Scott R.	Zuehlke, Karla E.
Siepert, Andrew	Vitale, Steven R.	

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Abundis, Amalia	Beckmann, Robert P.	Brown, Shelley S.
Anderson, Martha E.	Bell, Rebecca J.	Burks, Mary J.
Austrup, Karen R.	Bergholz, Jennifer L.	Capelle, Angela M.
Bayens, Amanda L.	Boelkow, Donna K.	Cardoza, Lauri A.

Crocker, Susan E.	Kamenick, Theresa A.	Ruditys, Nancy B.
Dalessio-Lenczner, Lisa M.	Kassees, Kay E.	Schmidt, Jason E.
DelValle, Maria D.	Katsekes, Rosanna G.	Schnelle, Lisa L.
Dorau, Carol A.	Kellner, Matthew J.	Sims, Tiffany T.
Downing, Tanya N.	Killips, Kristen M.	Sinclair, Stephen L.R.
Drost, Lisa K.	Klemp, Carrie A.	Smith, Jennifer L.
Duncan, Mary K.	Koek, Heather J.	Stampley, Carolyn R.
Dunn, Kimberly J.	Kolo, Sara L.	Steinberg, Kerry L.
Ekstein, Jennie M.	Krieger, Karen L.	Stewart, Alysia A.
Ewing, Kendalyn	Lama, Elizabeth A.	Strancke, Anthony J.
Fredricks, Paul C.	Larsen, Alana K.	Szper, Margaret M.
Fritz, Jane M.	LeFevre, Heather M.	Taheri, Laura
Gaatz, Michael D.	Lipek, Sarah E.	Tamm, Robin L.
Garlieb, Malisa G.	Lorbeck, Jennifer M.	Thom, Laura A.
Gauger, Elizabeth G.	Luthy Jr., Thomas G.	Thompson, Kimberly E.
Gauss, Lena	Maass, Andrea J.	Toman-Patrick, Laurie A.
Graettinger, Ricki Jo	McWilliams, Cassandra D.	Tomes, Benjamin M.
Grinker, Jenny R.	Miller, Mary L.	Urness, Erin S.
Grutzmacher, Gayle A.	Moga, Jacquelyn	Vincent, Eric D.
Gutchewsky, Lynn J.	Moore, Colleen H.	Voi, Bethany L.
Haeuser, Cindy M.	Ninham, JoAnn E.	Vomacka, Mark
Halsey, Jeffrey J.	Nowlen, Nancianne T.	Wade, Adrian L.
Handley-Beck, Cheryll A.	Odegaard, Susan M.	Walker, Dorothy M.
Harris, Rozalia P.	Oppong, Kwaku	Wesselink, Karen M.
Heffelfinger, Sharon L	Pelzek, Kimberly L.	West, Cynthia J.
Hendricks, Aaron J.	Petrovic, Justina E.	Wiedenhoeft, Laura J.
Hendricks, Gregory A.	Pintens, Jill A.	Wiest, Kelli M.
Hochstein, Sally C.	Pluta, Julie A.	Winter, Lisa M.
Ivy, Reginald D.	Purdy, Cynthia A.	Wortham, Victoria E.
Janasiak, Cheryle A.	Reid, Amy C.	Zaner, Heidi L.
Johnson, Delores	Reitman-Katzer, Rebecca T.	Zuniga, Joseph L.
Jordan, Gwendolyn	Rodahl, Suzanne M.	
Jung, Mark J.	Rogers, Derrick D.	

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Abelew, Briton	Basting, Jennifer A.	Braun, Tina M.
Adamczak, Julie	Becker, Candace A.	Bredeson, Melanie R.
Agostinelli, Isabella	Bedford, Pandora D.	Briggs-Allen, Tunicha L.
Alba, Andres J.	Behrens, Tina	Brimmer, Julie J.
Alexander Jr., Norman J.	Bell, Marvin M.	Bredeson, Melanie R.
Ali-Masai, Tahirih	Belter, Christine A.	Briggs-Allen, Tunicha L.
Amrani, Terry S.	Benson, Shamell S.	Brimmer, Julie J.
Anderson, Andrea L	Benz, Kim A.	Brock, Kimberly
Anderson, Nelly P.	Biba, Bonita E.	Brombeck, Michael J.
Andrews, Terrance P.	Bishop, April M.	Brower, Pauline M.
Andrezejewski, Jeffery	Bitter, Joseph	Browne, Alan P.
Anton, Naomi	Blacks, Bettye C.	Brubaker, Andrew
Apitz, Jessica J.	Blackwell, Mingyon L.	Bruesewitz, Kathleen T.
Arensdorf, Sonya L.	Boblenz, Sarah C.	Brunette-Smith, Barbara
Aviles, Iris M.	Boeding, Lindy M.	Bruton, James P.
Azam, Nasreen F.	Bolen, Jennifer R.	Buckholt, Paul
Bannier, Susan Z.	Boswell, Matthew	Bukosky, Melony A.
Barnes, Dawn M.	Bourrage, Reginald	Bukosky, Richard J.
Bast, Renee E.	Braovac, Carolann	Burgos, Robinson

Burks, Kirsten L.
Butler, Alissa L.
Byrd, Margaret A.
Byrne, Donald J.
Cannon, Mary
Capriolo, Christine M.
Carmody, David J.
Carrington, Tanzanique C.
Cassini, Andrew
Chambers, Paulette K.
Champagne, Robert A.
Chandler, Benjamin
Chawla, Gitanjali
Cherner, Aree M.
Chuchman, Valerie S.
Ciszewski, Tracey
Clark, Leann
Cline, Candace C.
Cline, Kelly
Coffaro, Catherine A.
Coleman, Gregory
Cole-Stewart, Delorse M.
Conhartoski, Susan J.
Connor, Kelly
Constant, Nancy A.
Cornelius, Derick C.
Cottrell, Lisa
Cox, Carolyn
Cram, Rebecca
Cridelich, Keri B.
Crosby, Cassandra D.
Crosby, Cheryl N.
Cunningham, Alina M.
Czarnecki, Patricia M.
Damkoehler, Cheri
Daneau, Helene I.
Danielewski, Jill M.
Davis, Elizabeth R.
Davis, Wendi C
Del Portillo, Johanna
Dempsey, Pamela
Dent, Renee
DeShong, Charles W.
Dessereau, Dawn
DeToro, Antoinette M.
Dietze, Carolyn G.
Dolata, Darlyne K.
Dominguez, Rebecca A.
Douglas, Ora D.
Draeger, Bridget
Dretzka, Molly
Dreyfus, Brian
Droster, Rebecca K.
Drury, Janet L.
Dye, Angela Y.
Edmond, Tracey C.
Effertz, Julie M.
Emmling, Sarah J.
Erich, David J.
Erich, Margaret M.
Ertenberg, Jill
Estrada, Dean R.
Fargen, Shawn
Farmer, Yolanda
Fenelon, Jean
Ferrito, Paulanne J.
Fethiere, Mathilde V.
Fields, Heidi
Figueroa, Kathy L.
Figueroa, Maria A.
Filipiak, Marcia R.
Fincel, Sheila
Fineran, Thomas G.
Fischer, Carmen L.
Fleischmann, Laura A.
Foeckler, Sarah
Foley, Ollie B.
Frayer, Jessica
Fritz, Alan
Gabriel, Gayle
Gagnier, Carrie A.
Gaitan, Peggy M.
Galarza, Radames
Garcia, Monica M.
Garcia, Sharie A.
Gardiner, Lisa
Gee, Steven R.
Geier, Kristine K.
Germanotta, John
Gielow, Jenny
Glinberg, Cortney A.
Gobeli, Scott
Gordon, Kimberly K.
Gorski, Cathy A.
Goutoufas, Elias C.
Green, Erma J.
Green, Gary P.
Grimes, Roxane
Groce, Leon
Guarnero, Elissa
Gumina, Jean M.
Hager, Katharine L.
Haldemann, Luise M.
Halsey, Katrina K.
Halverson, Jeannette L.
Hancock, Bryon
Hanel, Lisa Rose
Hansen, Jessica
Hanten, Rebecca L.
Harris, Michael C.
Harris-Day, Erica N.
Harrison, John
Hartung, Sarah R.
Hass, James
Hassman, Danielle
Hazelwood, Mary A.
Heaphy, Carrie A.
Heisdorf, William
Hellenbrand, JoAnn R
Hepp, Kristi L..
Hernandez, Roselia
Herrera, Mirian I.
Herring, Nebritt L.
Hibben, Phyllis K.
Hill, Maren I.
Hochschild, Timothy M.
Hodkiewicz, Denise L.
Hojnacki, Lori
Holzhauer, Rebecca A.
Homstad, Bridget L.
Hortman, Elston D.
Howell, LaDonna
Hoye, Dawn
Huber, Elizabeth J.
Hughes, Sharon L.
Hulseberg, Adalene
Jackson, Mary
Jaekels, Juliana M.
James, Kelly
Jeffery, Chiquita A.
Jenkins, Michelle D.
Jeson, Sooz
Jimenez, Donna M.
Johnson, Jeffery W.
Johnson-Ragland, Kimberly R.
Johnson, Martha L.
Johnson, Meredith
Johnson, Nicole M.
Johnson, Roderick C.
Jones Jr., Eddie L.
Kabaka, Lydia M.
Kahn-Pettigrew, David D.
Kann, Karen M.
Kanning, Elise M.
Kasdorf, Kelly
Kassulke, Adam
Kazel, Charles
Kempf, Brittany
Keshvala, Seelpa
Khanthichit, Euanechith
Kincade, Jennifer L.

King, Julie
Kingma, Kimberly
Kinis, Hrysanthi
Kirby, Horce M.
Klisch, Denni L.
Kloiber, Holly H.
Koch, Kerry L.
Koutsky, Dawn J.
Kozlowski, Kimberly A.
Kranich, Kurt
Kranstover, Mary C.
Krecak, Dana
Krochalk, Maggie
Kropp, Janice J.
Kulas, Carrie J.
Kulikowski, Lisa
Kupka, Natasha L.
Kurtz, Beth-Marie L.
Kvidera, Karen R.
Laha, Marie R.
Lange, Shelly
Langford, Jennifer
Lanphier, Alice M.
Lantz, Erin
Larrea-Garcia, Jose
Leffler, Nicole A.
Leitzke, Stefanie
Lentz, Jennifer K.
Leopold, Rama P.
Lesperance, Judith A.
Liedtke, Wendy A.
Liggett, Katherine
Lindsey, James
Lippe, Marie L.
Liston, Melinda A.
Loeffler, Sheila L.
Loiacano, Cheri L.
Lopez-Morales, Carmen L.
Lovas, Sara
Loveland, Katharine D.
Lynch, Katherine
Lynner, Mechelle M.
Mabon, Katrese
Mackay, Mary
Madigan, Cathy L.
Malone, Crystal
Manian, Elizabeth
Manikham, Inthava
Martin, Carletta M.
Martin, Vernon
Martinez, Brenda
Martinez, Elizabeth
Mattson, Theresa J.
Mays, Sheba C.
Mazola, Valerie J.
McClone, Michelle A.
McCoy, Christine
McCullum, Sara D.
McElrath, Dawn M.
McGreehin, Terry
McKenney, Rob
McKinley, Nicole G.
McMahon, Erin E.
Mejia, Ronald
Melk, Timothy
Melton, Kurt M.
Meo, Kristen A.
Meyer, Chad A.
Michels, Jessica
Miller, Michelle
Miller, Rachel
Mlachnik, Daniel A.
Mnichowicz, Kimberly A.
Moga, Paul E.
Mohan, Melissa
Mohr, Jennifer
Molina, Ulisses
Montney, Christy L.
Morgan, Margaret A.
Moroney, Yovira
Morrow, Bertha Y.
Morrow, Brenda J.
Mudd, Nancy
Muellenbach, Carol J.
Mueller, Teresa M.
Mueller, Valerie
Nagel, April
Nagel, Judy M.
Neitzel, Michaela D.
Nelsen, James K.
Nelson, Ann
Nelson, Kathleen
Neuman, Charlie R.
Newlun, Tracy
Nichols, Kelly A.
Nichols, Vincent L.
Nikson, Michael J.
Noenning, Sherri A.
Noll, Kerry J.
Obrien, Kim M.
Ochs, Kelli
Oneby, Jennifer
Oneil, Jennifer
Orkowski, Sarah J.
Owen, Tina
Pakalski, Andrew
Palmer, Elaine L.
Parzych, Denise
Patterson, Trinette
Pearson, Bruce
Peldo, Carolyn R.
Pelzek, Anne R.
Pelzek, Jennifer
Perez, Linda P.
Persin, Jennifer L.
Peterson, Janis
Phillips, Denise L.
Phillips, Kristin L.
Pickering-Mlaker, Jacqueline G.
Piontek, Duane E.
Pitchford III, Eugene
Plach, Sara A.
Pleas-Carnie, Carol M.
Pleas, Annette
Ploch, Coreen C.
Porter, Carrie
Porter, Catherine
Pratt, Michael J.
Principe Jr., William
Pruske, LeeAnn
Pugh, Alice D.
Pusich, Laurie
Rahming, Bernard
Ramirez, Ana
Ramlow, Sarah
Randolph, Kevin
Rank, Carl B.
Rath, Jennifer A.
Rawski, Lisa M.
Reed, Cassandra
Reid, Regina L.
Reinders, Lynn
Rendon, Emily
Resto, Madeline
Rhodes, Vera
Richardson, Jacqueline K.
Rios, Nydia
Ritchie, Lisa
Rivard, Brandi A.
Robinson, Deborah J.
Rodgers, Jacqueline C.
Rozier, Henri L.
Rudolph, Brian W.
Ruid, Karen
Rutowski, Theodore
Salazar, Helina Y.
Salinsky, Lori Z.
Saller, Susan C.
Sanchez, Carlos V.
Sandino, Gladys B.
Sandretti, Janet

Santiago-Norat, Solymar	Soucie, Magda	Wagner, Patricia A.
Sather, Denise	Stagg, Lois C.	Walls, Leon
Scaglione, Corrine	Stanley, David	Walsh, Patrick
Scarano, Maribeth	Steele, Lonnie	Walters, Letitia
Schaefer, Kathleen	Steger, Jennifer K.	Walters, Stephanie L.
Schaefer, Sharon B.	Steib, Diane	Waltersdorf, Jill M.
Schmeling, Robert C.	Steinhoff, Samuel J.	Weber, Jacob
Schmidt, Karen	Stephens, Roxanne D.	Weeks, Cynthia M.
Schmidt, Thomas T.	Stepherson, Relious E.	Wehausen, Jodi
Schneider, Penelope	Stock, Mary K.	Wery, Susan
Schroeder, Cathleen L.	Stocke, Kim	Wesolowski, Kelley
Schroeder, Christopher J.	Stott, Kim A.	Wheelock, Amy
Schuettpelz, Jan A.	Strahan, Peggy	White, Amy
Schultz, Amy	Sullivan, Eric	White, Cherigale
Schwarzenberger, Eric A.	Swartz, Charles V.	Wilde, Renee
Schwenke, Denise	Syme, Douglas W.	Wilkinson, DeVona Y.
Scott, Regina	Tarkowski, Jerome	Williams, Elizabeth A.
Scrutchions, Patricia	Terry, Jennifer	Williams, Eva
Sears, Maureen	Thiede, Carese	Williams, Evelyn L
Shadis, Eden	Thompson, Tina R.	Williams, Jerry L.
Shaw, Hortense	Tienor, Kristina S.	Williams, Russ E.
Shay, Patrick	Timmerman, Amy L.	Wilson, Cynthia C.
Sheasley, Donna L.	Tiritilli, Claudia A.	Wilson, Laural B.
Sido, Yasmine	Tormey-Scott, Maria	Wilson, Tirshatha
Simos, Gina M.	Traylor, Sylvia S.	Wilson, Tisha M.
Simpson, Robin K.	Trilling, Lori A.	Winkle, Andrea L.
Singstock, Alicia	Trottier, Chris R.	Wisniewski Jr., James A.
Skarie, Kristi	Tucker-Stewart, Kendra	Woodis, Edward
Skipper, Selestine	Tulley, Dagmar	Xiong, Mai S.
Skurulsky, Rebecca J.	Twinde, Angela R.	Yang, Chueneng L.
Smith, Cynthia	Upchurch, Kina D.	Yang, Ge
Smith, Derek S.	Vanden-Elzen, Sarah L.	Yang, Kou
Smith, Jutiki A.	Vang, Chineng L.	Yarney, Richmond A.
Smith, Randall	Varick-Cooper, Linda J.	Yopps, Joy
Smith, Roger A.	Varner, Chinella	Zaffiro, John S.
Smith, Steven L.	Velazquez, Evelyn	Zellmer, Elizabeth
Smith, Tiffany N.	Vermillion, Cheryl L.	Zenk, Anthony
Sokolowski, Jeff G.	Voboril, Daniel R.	
Solsrud, Rebecca L.	Vosberg, Suzanne	

TEACHER LIBRARIANS
(Completing Five Semesters)

Alvarez, Leonardo A.	Dames, Robert B.	Galien, Jason A.
Badura, Beth Ann	Dargin, Stephanie M.	Gaynor, William J.
Barber, Yolanda D.	Donohue, Timothy M.	Genke, Todd M.
Beekman, Demetri A.	Ederesinghe, Esther	Gilbert, Shirley A.
Bevilacqua, Craig A.	Ehlinger, Scott M.	Gill, Claydia N.
Blackburn, James K.	Ehren, Jeffrey	Glazewski, Kimberly A.
Bosi, Lee Ann	Eibl, Nora E.	Glowacki, Leon P.
Briggs, Pauline A.	Ellis, Larry	Golden, Jennifer R.
Brooks, Erika S.	Fare, Amy E.	Gordon, Constance
Calloway, Lois M.	Farris, Larry D.	Gull, Peter
Cirillo, Michael J.	Franco, Gloria	Haggerty, Mary S.
Coffin, Paul R.	Frank, Holly L.	Hart, Erin C.
Colon, Iris M.	Fruendt, Melissa A.	Haslett, Thomas G.

Hauser, Michael J.	Medrano, Dale S.	Schwantes, Theresa
Hill, Joseph J.	Michalak, Diane J.	Searl-Wnorowski, Jodena M.
Hines, Carol A.	Michel, John D.	Seitz, Terri L.
Hoelscher, Matthew T.	Miles, Martha S.	Sevedge, John W.
Houlihan, Daniel E.	Millan, Alma	Shields, Patrick J.
Hubbard, Natalie D.	Mudgett, Diane M.	Shungu, Wembo L.
Hyden, John B.	Neal, Michelle A.	Sims, Geraldine
Idzikowski, Lisa A.	Neis, Janet M.	Smith, Jerome T.
James, Michelle R.	Neuenschwander, Jennifer B.	Song, Pua
Jelenchick, Paul L.	Newell, Suzzette M.	St. John, Tammy A.
Jenkins, Michelle A.	Nichols, Charles E.	Staples, Lynn M.
Johnson, Monica L.	Obernberger, Ann Marie	Suggs, Leona Y.
Jones, Debra M.	Offord, Lynne C.	Thome-Mata, Dana K.
Jones, Keona	O'Keefe, Kelly A.	Toruno, Marina C.
Jorvig, Daniel A.	Ortiz, Hilda I.	Tremarello, Jodi L.
Kartz, Daniel A.	Pajot, John J.	Vang, Choua Cha
Kass, Maddalena A.	Pezanoski-Browne, Susan	Vila, Julie A.
Kehl, Heather R.	Pocquette, Carrie A.	Vuchichevich, Ann M.
Kittredge, Eugene T.	Prince, Amy Jo	Wagner, David G.
Klug, James M.	Quiles, Norma I.	Wagoner, Rachel L.
Kostuck Jr., Richard A.	Reiser, Andrew C.	Weiss, Kathy E.
Kuula, Jeffrey W.	Richard, Hazel L.	Wildt, Jennifer L.
Larson, Laura L.	Rill, Christina R.	Wilson, Jennifer C.
Lea, Angela M.	Robrahn, Jennifer K.	Wodajo, Kifle Y.
Little, Daphne D.	Rodriguez, Luis	Womack, Belinda Y.
Lopez, Mariadelina	Rodriguez, Pascual A.	Xiong, Daniel N.
Lyday, Bryan M.	Rodriguez-Reed, Lisette	Zarob, Kristen A.
Mallegni, Todd J.	Ross, Janice L.	Zeise, Mary B.
McFarland, Maureen M.	Ruditys, Nancy B.	Zinke, Deborah J.
McGinnity, Susie M.	Rupcich, Maria S.	
McTrusty, Lynda R.	Schubert, Elizabeth	

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Aardappel, Paul D.	Bentley, Tynisha T.	Brunette, Cynthia L.
Aaron, Laurie A.	Benton, Barbara A.	Buchanan, Velicia D.
Abston, Rosanne	Berg, Risa M.	Bukowski, Heidi A.
Adair, Tonya	Berkompas, Dustine L.	Bulger, Frances M.
Adelmeyer, Patricia A.	Betancourt, Linda-Lee	Buraczynski, Jeanne M.
Afolayan, Precious O.	Biba, Michael L.	Burrus, Maria A.
Ahmed, Amira	Biersterveld, Laura M.	Burton, Andra S.
Allen, Jill V.	Birschbach, Karla A.	Buth, Alisa C.
Alvarez, Bertha	Bloom, Martha A.	Bykowski, Renee C.
Ambrus, Arthur B.	Bohn, Mary Jane	Byrdsong, Kellar A.
Anderson, James P.	Bond, Victoria A.	Carey, Melissa J.
Angell, Mary M.	Bosold, Heather A.	Carter, JoAnne D.
Arneson, Denise A.	Bourne, Valerie S.	Charles, Salomie T.
Ash, Kendra Y.	Boyd, Sherry L.	Cheatham, Tosca C.
Atandare, Dara	Branch, Lesa M.	Chiappetti, Edith E.
Awe, Sam	Braxton, Cherie	Chiconas, Lisa D.
Bacon, Marlys E.	Bringa, Katie A.	Christoph, Brady G.
Banasik, Bryan J.	Britt, Eugenia H.	Cleator, Merle M.
Barker, Michael J.	Brown, Monique D.	Clements, Timothy S.
Bell, Monique Y.	Brown, Sherlyn	Cleveland, Trila
Bensemann, Koreen L.	Bruce-Konuah, Gail D.	Clodjeaux, Catherine A.

Coker, Christopher A.
Collins, Audrey
Colon, Patricia B.
Corcoran, Bryan S.
Cortez, Yolanda
Crook, Lisa A.
Crothers, Patrick J.
Czarnecki, Halligan M.
D'Alessio, Paul
Daly, Kathleen M.
Dardis, Maureen E.
Darrough, Ruthie
Davis, Caryl D.
De La Torre, Cexochitl
Denison, Edith R.
Depies, Shirley A.
De Trempe, Mary T.
Detroye, Laura A.
Dhillon, Paramjit
Disi, Lila A.
Doss, Donald F.
Douglas, Michelle S.
Duellman, Wigma I.
Dunst, Janet
Dye-Thompson, Fontella
Dyer, Celinda A.
Edler, James W.
Eggert, Patricia
Elliott, April R.
Elliott, Rachel R.
Ellsworth, Pamela C.
Fischer, Antonio
Fitzgerald, Amy C.
Fitzgerald, Caroyln
Flynn, Matthew L.
Franco, Graciela
Frank, Robert K.
Free, Kathie A.
Friehe, Lori A.
Fritz, Brenda J.
Fromm, Martha F.
Galvin, Ellen M.
Gatewood, Daniel R.
Geers, Stephanie A.
Gehred, Angela M.
Geisen, Marybeth
Gentile, John M.
Gessner, Paul T.
Gibbs, Caroline L.
Gilles-Perkovich, Dawn M.R.
Gingrasso, Charlotte D.
Girman, Stephen M.
Gladney Melinda G.
Gomez Solis, Alicia
Gonzalez, Enid
Gosh Lee, Cindrea J.
Graham-Bender, Glenda
Gray, Jo E.
Gremmer, Edith L.
Gretenhardt, Aleta M.
Grewal, Darshan
Griepentrog, Jennifer A.
Griffin-Turner, Talonda M.
Gulbrandson, Kim M.
Gull, Sara L.
Gundrum, Thomas W.
Gunther, Dream A.
Gutekunst, Maria
Hagan, Anne H.
Hall, Syvell H.
Halverson, Sarah B.
Halwig, Terri C.
Hamilton, Ashanti T.
Hammond, Erin L.
Hannis, Jennifer H.
Hanson, Sondra L.
Hardt, Jerome D.
Harmatys, Dawn M.
Harris, Billie J.
Harris, MarShon K.
Harris, Paula M.
Harris-Lawson, Yadira
Hart, Jennifer E.
Hartl, Stephanie M.
Hartz, Heather C.
Hassforth, Danielle L.
Hatton, Rael M.
Hayden Jr., Herbert
Heim, Steven J.
Hellenbrand, Amy
Hellenthal, Christine J.
Heller, Claudia P.
Hencsik, Todd M.
Hickethier, John A.
Hill, Laurel H.
Hill, Robert L.
Hillus, Kelly A.
Hoelzl, Kristin M.
Holmes, Stephen G.
Hotz, Jill A.
Hunt, Cathleen
Hust-Savard, Catherine M.
Hutchinson, Lori B.
Ingram-Estes, Raina M.
Jach, Joan C.
Jackson, Elveeca B.
Jakubowski, Thomas W.
James, Alvin C.
James, Felicia S.
Jenson, Margaret M.
Jester, Kim D.
Johnson, Wendy A.
Jones, Sherri
Kalili, Helen K.
Karas, Miriamne A.
Kasbeer, Janet L.
Keith, Heddy
Kennon, Kathleen M.
Kieper, Linda L.
Kittredge, Raquel A.
Klein, Catherine M.
Knopp, Joseph K.
Knuese, Annette M.
Knutson, Jennifer L.
Koelsch, Julie
Konings, Debbie L.
Koss, Marisa K.
Koss, Scott J.
Kroll, Karina P.
Krueger, Kathryn R.
Krueger, Kelli V.
Kubetz, Sarah R.
Kuether, Maria C.
Kuhs, Sharon L.
Kupka, Edward M.
Larmay, Krystal L.
Larsen, Jennifer E.
LeFlore, Shawon
Lemieux, William F.
Lemke, Jason
Lenz, Diane M.
Lind, Anne E.
Linstrum, Jennifer L.
Little, Angela K.
Long, Jennifer A.
Long, Neva E.
Lopez, Carlene R.
Losey, Linda M.
Louage, Barbara C.
Luedtke, Colleen M.
Mackowski, Catherine A.
Maiorelle, Rita M.
Majkowski, Christine
Marcinkiewicz, Eric K.
Marquez, Rhode E.
Martin, Anthony L.
Mason, Mayimuna M.
Maxwell, Christine B.
May, Keith A.
Mayer, Henry M.
McCauley, Jennifer R.
McDonough, Kevin T.

McGuire, Esther L.
McKay, Pamela
McLaughlin, Angela
McMahon, Kimberly C.
McNeil, Francine
Mercer, Gether A.
Meuler, Kathleen M.
Meyer, Karen S.
Miller, Heather F.
Miller, Virginia J.
Moe, Celeste A.
Momcilovic, Zorica D.
Moncada, Peggy L.
Montemurri, Joette S.
Moore, Alvin
Morrill, Kirk V.
Morris, Julie A.
Morrison, Lynn A.
Morrow, Marilyn L.
Morse, Jeffrey A.
Moscicki, Betsy R.
Moutry, Tamairo A.
Mueller, Jennifer A.
Mystrow, Margaret A.
Nash, Shurone
Nelson, Freddie L.
Nelson, Kristine J.
Nicholas, Tabia N.
Nichols, Linda J.
Nicholson, Lavance E.
Nowaczynski, Maryann
O'Hara, Brien P.
O'Neil, Matthew J.
Obenberger, Nancy A.
Obregon, Tamiko L.
Odegaard, Joseph E.
Oliver, Wrye D.
Olson, Beth A.
Olson, Joan K.
Orozco, Gloria
Orta, Evelyn
Paasch, Rebecca J.
Parks, Colleen M.
Parrett, Monifa B.
Pati, Arati
Payne, Maureen A.
Peavy, Tamila L.
Pence, Harold J.
Pence, Jennifer B.
Perkins, Anthony F.
Pernell-Cyiark, Cathy
Perry, Yvonne
Phillipson, Kathleen M.
Pitchford, Denise L.
Plach, Sara A.
Plewa, Susan P.
Plieseis, Nicole B.
Plummer, Abigail B.
Poepping, Catherine A.
Poeschl-Sobczak, Lisa M.
Prell, Kimberly A.
Pups, Stephanie J.
Quinn, Claudette
Raml, Kimberly J.
Randolph, Sherise L.
Ray, Matthew E.
Ray, Tonia M.
Rebholz, Barbara A.
Reed, Latish C.
Reed, Rashida B.
Rees, Linda A.
Reiter, Bonnie L.
Rich, Bobbie A.
Rich, Kathryn K.
Rieck, Laurel L.
Ring, Michelle L.
Rivera Jr., Eladio
Robbins, Rick S.
Roberson, Reniti R.
Robinson Jr., Benjamin W.
Robinson, Brenda L.
Robinson, Ted W.
Rodriguez, Jesse J.
Roesch, Mavis J.
Roland, Stephanie R.
Roseboro, Dimitric
Rosenberg, Lisa N.
Royston, Leslie A.
Ruiz, Carmen L.
Ryan, Patricia M.
St. Clair, Jo Ellen
Samson, Linda L.
Sanchez, Gloria M.
Schaber, Nancy K.
Schaefer, Christopher J.
Schmal, Janet M.
Schultz, Kathy R.
Schwab, Molly E.
Schwanz, Kerry A.
Schwinn, Philip A.
Seekins, Andrea S. B.
Sevilla, Arlene H.
Sheeley, Brigid Ann
Siekmann, David E.
Sisouphone, Rene C.
Skover, Jennifer K.
Smith, Dominique Q.
Smith, Lamonte L.
Smith-Mack, Francine
Soto, Shannon
Spiegel, Kerry
Spinelli, Nicole K.
Sprout, Christine M.
Stanenas, Romualdas P.
Stark, Ruth
Stedman, Patience J.
Steeves, Linda M.
Stephany, Julie A.
Sumbry, Alethea E.
Summerville, Stephen C.
Sunstrom, Sue L.
Swan, Ronni
Taylor, Cassandra A.
Thames, James H.
Thomas, Katherine F.
Thompson, Louise
Thompson, Mary K.
Thompson, Veronica S.
Tinajero, Martha
Tolefree, Tiffeny L.
Trautman, Alys E.
Veglia, Francesca A.
Vernor, Larry J.
Vivas, Vivian M.
Wagner, Carl J.
Wagner, Jeffry F.
Wagner, Patrick W.
Wallus, Rebecca R.
Warfel, Stephen L.
Weiss, Deborah S.
Welker, Douglas W.
Westrich, Kathleen M.
Wiesmueller, Colette L.
Wilbourne, Amy E.
Wilde, Kevin D.
Williams, Beverly D.
Wilson, Carol M.
Wilson, Nicole A.
Wise, Georgia N.
Witherspoon, Linda J.
Xiong, Pang
Yusuf, Mian M.
Zielinski, Joel
Zimmerman, Debra R.
Zych, Amy L.

PRINCIPALS

Completing One Semester

Florence Beauchamp Harris
Deborah A. Bell
Edith M. Bivens
Hughes B. George
Jacquelyn M. Humphrey
William B. Johnson
Doris F. Kennedy
Hillary R. Mayes
Sharon A. Munson
Keith P. Posley
Darrell L. Williams

Completing Two Semesters

Celin A. Arce
James H. Crain
Lori J. Komas
Carrie L. Odom

Completing Three Semesters

Jeffrey W. Krupar
Marybeth Sandvig
Elisabeth Words

Completing Four Semesters

Lonnie J. Anderson
Lorraine Applewhite
Ronald W. Brown
Cynthia M. Ellwood
Timothy J. Howard
Troney Hutchins
Sharon L. McKinney
Cynthia Y. Miller
Milford F. Moffett Jr.
Melanie A. Moore Steen
Ada I. Rivera
Gail R. Sanders

Completing Five Semesters

Jane K. Bogart
Murray A. Jackson
Mondell V. Mayfield
Patsy Parker Safford
Edward T. Szopinski

Completing Six Semesters

Kathy A. Bonds
Cassandra A. Brown
Cheryl A. Clancy
Thyra M. Handford
Thomas P. Hanley
Yvette D. Martel
Anita K. Sparks
Mary L. Zimmermann

ASSISTANT PRINCIPALS

Completing One Semester

Linda A. Altmayer
Pamela K. Bell
Mark A. Carter
Portia D. Ewing
Kathleen M. Giebel Puck
Offie L. Hobbs
Janel L. Howard
Christine A. Kadow
Timothy D. Kavanagh
Joel J. Koeper
Jeffrey V. Krumbein
James E. Lindsey
Darlene D. Liston
Daniel D. Murray
Gregory Y. Ogunbowaie
Vonnie Orr
Debra A. Ortiz
Jose C. Pequeno
Frances M. Newby Randle
Dawn Rice
Sandra J. Schroeder

Completing Two Semesters

Eddie C. Allen
Patricia L. Cifax
Elve K. Coleman
Ali M. Hatab
John Roch

Completing Three Semesters

Vivian E. Beckley
Eric C. Coleman
Christine A. Pitroski
Shiron A. Posley
Leea N. Power
Stephanie Y. Zollicoffer

Completing Four Semesters

Beverly A. Bell
Aaron Clark
Cheryl D. Colbert
Kristi Y. Cole
Vaughn M. Cummings
Allen J. Gobert
Barbara G. Goss
Janine F. Graber
Erica A. Hendricks
Linda G. Hoganson
Mary J. Kohl
Betty J. Laws Blue
Janice G. Love
Barbara J. Luepke
Andrea C. McClinton
Terry D. McKissick
Raymond G. Moore
Tammy L. Porter
Diane M. Price
Linda C. Robinson
Jeff S. Rosen
James B. Sayavong
Frederick E. Schroedl
Kathleen A. Schuh Ries
Charles R. Siebert Jr.
Lottie J. Smith
Christlyn A. Stanley
Susie M. Thompson
Grace A. Thomsen
Walter E. Washington
Donald E. Wojczulis

Completing Five Semesters

Thomas E. Matthews
Maria Sanchez

Completing Six Semesters

Clark E. Addison
Tami J. Doss
Sheila L. Harris
Willie J. Hickman
William B. Johnson
Annie K. Jones
Hattie E. Knox
Paul J. Kroog
Reginald L. Lawrence II
Ruth E. Maegli
Stanley W. McWilliams
Carolyn Tate McIntosh
Michele L. Pena

SUPPORT STAFF		
Completing One Semester	Completing Three Semesters	Completing Five Semesters
Randal J. Kohl	James J. Bloom Erica M. Jasna Antonia Rodriguez Lopez	JoAnn C. Buhr
Completing Two Semesters		Completing Six Semesters
Dare M. Boling Karen B. Gromowski	Completing Four Semesters	Stacy A. Herbst Kevin L. Reed
	None	◊

Report on Non-renewal of Probationary Personnel

Pursuant to the Rules of the Milwaukee Board of School Directors, the appointment of probationary employees initially requires the nomination of the Superintendent. In the event that a person already serving in a probationary position is not nominated by the Superintendent for reappointment, such act serves to terminate the probationary employee's employment in the district from his/her probationary position without further action required by the Board.

The following name of a probationary employee not nominated for reappointment is presented to the Board for informational purposes only:

Name	Present Position
Diane White	Assistant Principal

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 12, 2000:		
Annette Craig	South	April 25, 2000
Phyllis Ewing	Bell	January 25, 2000
Elsie Reyes	Vieau	March 31, 2000
Kevin Walsh	Maryland	April 13, 2000
Maternity Leave, to June 12, 2000		
Amy Gardner	Maryland	April 12, 2000
Maternity Leave, to January 19, 2001:		
Kimberli Bretzel	Forest Home	April 14, 2000
Sabbatical Leave, to June 11, 2001:		
Kathy Benoit	Alcott	August 22, 2000
Margaret Melvin	Fratney	August 22, 2000
CURTAILMENT OF LEAVE:		
G. Dwight Hamilton	Rescinded his personal leave that was granted from August 24, 1999, through June 12, 2000.	

Report on Resignations

Name	Position	Effective Date
Mary E. Aniakudo	Teacher	06/12/00
Patricia K. Arnot	Teacher	05/08/00
Jane L. Ashpes	Teacher	05/04/00
Vivian E. Beckley	Assist. Prin.	06/14/00
James L. Biegel	Teacher	07/11/00
Robert E. Bryer	Schl. Psych.	06/16/00
Jean M. Broadwater	Teacher	04/20/00
Roger A. Calvin	Teacher	06/12/00
Charles P. Chiconas	Teacher	06/12/00
Pauline Crump	Teacher	04/17/00
Donna M. Dolata	Teacher	06/12/00
William G. Donnelly	Teacher	06/12/00
Lori Fote	Teacher	06/12/00
Lou J. Gatford	Teacher	02/02/00
Sally Ghilarducci	Teacher	06/12/00
Caroline L. Gibbs	Teacher	06/12/00
Richard M. Gillick	Teacher	01/31/00
John A. Giove	Teacher	06/12/00
Richard V. Hahn	Teacher	06/12/00
Scott Hardesty	Teacher	03/31/00
Tamara Hines	Teacher	05/03/00
Floyd Jackson Jr.	Teacher	06/12/00
Mildred D. Jenkins	Teacher	06/12/00
Linda R. Jensen	Teacher	06/12/00
Harriet A. Jones	Teacher	09/25/00
Scott D. Julius	Teacher	06/12/00
Laura K. Kasper	Teacher	04/07/00
Keith J. Kestner	Teacher	06/12/00
Janet A. Leahy	Teacher	06/12/00
Blia X. Lee	Teacher	06/12/00
Barbara E. Lowitz	Teacher	06/12/00
Alyerd L. Luelloff	Teacher	06/12/00
Kenneth L. Maltby	Assist. Prin.	06/14/00
Maureen McFarland	Teacher	06/12/00
Diana McMenemy	Teacher	04/14/00
Margaret M. Mitchell	Teacher	06/12/00
Eric W. Moore	Teacher	06/12/00
Mary E. Norwood	Teacher	06/12/00
Marcella Pagel	Teacher	04/21/00
Reza H. Pakroo	Teacher	06/12/00

Elaine Palmer	Teacher	06/12/00
Henry L. Robinson	Teacher	06/12/00
Karen A. Ruesch-Vila	Assist. Prin.	06/14/00
Claire L. Shepherd	Teacher	06/12/00
Christine L. Straw	Schl. Psych.	06/16/00
M Lee Suitor	Teacher	06/12/00
Efrain Vila	Principal	06/19/00
Doris J. Wallace	Supervisor	07/05/00
Kathleen Williams	Teacher	06/12/00
Kay E. Zuberbier	Teacher	06/16/00
Paul K. Zuehlke	Teacher	06/09/00
Joseph L. Zuniga	Teacher	04/18/00

Affirmative Action Report

The Affirmative Action Report for the month of April is attached to the minutes of his Committee's minutes. This is an informational report, and no action is required.

Committee recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, reappointment of probationary personnel, and leaves of absence as listed above.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Receipt of and Possible Action on the Summary Report of Partnership School Financial/Compliance Reviews

Background

Annually, the Office of Audit Services conducts audits of partnership schools. The objectives of the audits are to determine whether the schools (1) used resources provided by MPS in an appropriate manner to operate the schools' programs, (2) accurately reported program expenditures to MPS, and (3) complied with the fiscal and administrative provisions of the contract. To achieve the audit objectives, financial and compliance reviews were performed for five early childhood and two alternative education schools.

Individual audit reports have been completed for all seven schools. The reports present audit findings and recommendations, as well as the school's responses to audit recommendations. Individual partnership school audit reports are available upon request.

A summary report of the results of the individual partnership school reviews has been provided to the Board under separate cover. The report summarizes overall conclusions on each school's compliance with financial and administrative requirements and reports all material findings for each school reviewed. In addition, the summary report offers recommendations to the MPS Office of Early Childhood Programs and the Division of Small Community Schools to aid in administering the programs.

The summary report and each partnership school's individual financial and compliance report have been provided to the Superintendent, the Division of Small Community Schools, and the Office of Early Childhood Programs.

Committee Recommendations

Your Committee that the Board:

1. Receive the Summary Report of Partnership School Financial and Compliance Audits (Audits #2000-03 to -09); and

2. Direct the Office of Early Childhood Programs and the Division of Small Community Schools to resolve the exceptions reported and to submit a report to the Office of Board Governance by August 2000 indicating: (a) how the exceptions were resolved, and (b) the actions taken in response to the recommendations about improving the MPS partnership school contract administration process.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Action on a Proposed Lease/Purchase Agreement for the Milwaukee School of Entrepreneurship

Administration's Analysis

1. At its meeting of March 29, 1995, the Board approved innovative school proposals for the New School For Community Service and the Milwaukee School of Entrepreneurship. Both schools were to be funded at the same per-pupil level as the other high schools and were to be located at sites to be determined.

2. At its meeting of July 14, 1995, the Board approved leases for these two programs, as well as the Kilmer Alternative School, as follows:

a. To house the Milwaukee School of Entrepreneurship in the Appleton Professional Building, located at 6914 West Appleton Avenue, at a cost of $117,373.32.

b. To house the New School for Community Service in the former Demmer Building, located at 734 North 8th Street, at a base cost of $85,735.

c. To house Kilmer South at the property at 4807 South 2nd Street, at a base cost of $591,280.

3. The current lease for the Milwaukee School of Entrepreneurship is a five-year agreement with options for two additional five-year extensions. As the lease expires on June 30, 2000, any decision to exercise our option must now be made. During the past several months, the Administration has had a number of discussions with the owner's representative to discuss the lease and to explore possible alternatives to simply exercising our option under the current agreement. As a result of these discussions, the owner's representative has presented two additional alternatives for consideration:

a. Extend the lease for one ten-year term instead of two five-year terms. The rent structure would be modified to permit a fixed rate for the first five years and a second fixed rate for the last five years. These rates, which would be less than the average that would be paid under the two five-year options, would result in a net savings to the Board of $22,684.50 over the term of the extension.

b. **Acquire the building on a lease/purchase basis**. The purchase price for the building would be established through an independent appraisal completed at the owner's expense, with the rent paid over a fixed term (10 years) to be applied toward the purchase price. The rent payment would not only include the cost for the principal and interest, but the operating expenses as well. At the end of the term, the district would then purchase the building for $1.

The agreement would permit the Board to terminate the lease with 90 days notice, should funds not be appropriated; however, all principal and interest paid to that date would be

forfeited. The owner could not terminate the agreement. Depending on the value established by the appraisal, and the length of term selected, the total annual cost would likely be less than the district is currently paying for rent alone.

4. The Administration has reviewed each of the alternatives and believes that the negotiation of a lease/purchase agreement is the best, as it provides the greatest long-term flexibility for the district from both a financial and program standpoint for the following reasons:

a. The Board would still have all of the advantages of leasing, in that the agreement could be terminated at any time with appropriate notice. The Board would have to seriously consider whether to avail itself of this option, since all principal and interest paid to date would be lost should the lease be terminated early.

b. At the end of the term, the Board would own the facility at a fixed price and, should the program be discontinued, could take advantage of the building's increased value and sell the building at a higher price.

c. The Board would have a facility that could be used to house other small educational programs, should the Milwaukee School of Entrepreneurship program be discontinued.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the practice of fiscal responsibility to make informed decisions about allocations of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

6. Board Policy BG4.08 requires that all lease agreements with annual costs in excess of $100,000 or terms longer than three years be approved by the Board.

Fiscal Impact Statement

7. There is no budgetary impact from the recommendation, as sufficient funds to pay for either the lease extension or the lease/purchase agreement are included in the school budgets for FY00 and proposed FY01. The following tables detail the costs associated with the three options available to the Board. The first table compares the costs of extending the current lease for two five-year periods with those of a new ten-year rent structure. The second table details the payments for five price scenarios for purchase of the facility on a ten-year basis.

Lease Extension Table								
Existing Option Period Rent Structure				Proposed 10-year Rent Structure				
	Year	Rent Per S.F.	Total Annual Lease Paymt	Year	Rent Per S.F.	Total Annual Lease Paymt	Annual $ Savings to MPS Per S.F.	Annual $ Savings to MPS Per Year
Option Period #1	1	$8.98	$95,637.00	1	$9.38	$99,897.00	$0.40	$4,260.00
	2	$9.25	$98,512.50	2	$9.38	$99,897.00	$0.13	$1,384.50
	3	$9.53	$101,494.50	3	$9.38	$99,897.00	-$0.15	-$1,597.50
	4	$9.82	$104,583.00	4	$9.38	$99,897.00	-$0.44	-$4,686.00
	5	$10.11	$107,671.50	5	$9.38	$99,897.00	-$0.73	-$7,774.50
Option Period #2	1	$10.41	$110,866.50	6	$10.79	$114,913.50	$0.38	$4,047.00
	2	$10.73	$114,274.50	7	$10.79	$114,913.50	$0.06	$639.00
	3	$11.05	$117,682.50	8	$10.79	$114,913.50	-$0.26	-$2,769.00
	4	$11.38	$121,197.00	9	$10.79	$114,913.50	-$0.59	-$6,283.50
	5	$11.72	$124,818.00	10	$10.79	$114,913.50	-$0.93	-$9,904.50
				Total Rent Reduction to MPS			-$22,684.50	

Lease/Purchase Table					
Terms In Years	Purchase Price Loan Amount	Monthly Payment (Principal & Interest)	Monthly Payment (Operating Expenses)	Total Monthly Payment	Total Annual Payment
10	$600,000.00	$7,929.04	$3,185.42	$11,114.46	$133,373.52
10	$575,000.00	$7,598.67	$3,185.42	$10,784.09	$129,409.08
10	$550,000.00	$7,268.29	$3,185.42	$10,453.71	$125,444.52
10	$525,000.00	$6,937.91	$3,185.42	$10,123.33	$121,479.96
10	$500,000.00	$6,607.54	$3,185.42	$9,792.96	$117,515.52

Because no appraisal has been completed to establish the purchase price in advance, the negotiations have included an option for either party to decline to proceed, should the appraisal be adverse to its particular interest. The figures of $500,000-$600,000 provided in the lease/purchase option represent the best estimate by the owner of the value of the building. The Administration feels that the value of the building is between $450,000 and $550,000. As a result, the parties have agreed that the lease/purchase option would not be pursued if the price were above $550,000 (MPS) or below $500,000 (Owner).

Should the lease/purchase option not proceed, the Administration will renew the lease utilizing the proposed new rate structure. All other conditions of the current lease would remain the same.

Implementation and Assessment Plan

8. Upon approval by the Board, the owner would immediately proceed to obtain the appraisal. This would take no more than six weeks, at which time sale documents would be completed by the owner for closing as soon as possible after that time. The current lease would continue at the same price on a month-to-month basis until closing. Should the lease/purchase not proceed, an amendment to the lease would be drafted reflecting the new payment schedule and signed by both parties. All documents in either option will be reviewed by the city attorney.

Committee Recommendations

Your Committee recommends that the Board, contingent upon adoption of the proposed FY2001 budget, authorize:

1. The Administration to enter into a lease/purchase agreement for the Appleton Professional Building located at 6914 West Appleton Avenue, for use by Milwaukee School of Entrepreneurship, at a cost not to exceed $550,000.
2. The Administration to renew the current lease for a ten-year period based upon the schedule in Pertinent Fact #7 above, should the lease/purchase agreement option not proceed.
3. The City Real Estate Agent and City Attorney to take whatever action is required to execute the appropriate documents.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Action on a Recommendation of Approve Construction and Leasing Contracts for the Expansion of Craig Montessori and Townsend Schools Early Childhood Program

Administration's Analysis

1. The Administration has been working on proposals between Craig Montessori School and Faith United Church of Christ, located at 4240 North 78th Street, and between Townsend School and Trinity Presbyterian Church, located at 3302 North Sherman Boulevard, to construct early childhood classrooms to provide additional opportunities for neighborhood children.

2. The Craig-United Church in Christ proposal will establish two (2) classrooms and one wrap-around program room. The classrooms, which will serve as a feeder to Craig Montessori School or to another MPS Montessori school, will provide before- and after-school services for students.

Projected construction and equipment costs are $98,000. Upon Board adoption of the budget, funds will be provided by Craig School, the Department of School and Community Services, and the Department of Business Services for the construction and equipment costs.

Total cost of the project over five years is $180,000. A four- to five-year lease will be negotiated which will reflect the cost of the construction. Craig School will provide the funds for the annual lease payments totaling $82,000.

3. The Townsend-Trinity Presbyterian Church proposal expands the current partnership between MPS and the church. Currently Townsend School operates two (2) classrooms for K3 and K4 students. This proposal will add an additional classroom.

Projected construction and equipment costs are $70,000. Upon Board adoption of the budget, funds will be provided by Townsend School, the Department of School and Community Services, and the Department of Business Services for the construction/equipment costs.

Total cost of the project over five years is $150,000. A four- to five-year lease will be negotiated which will reflect the cost of the construction. Townsend School will provide the funds for the annual lease payments totaling $80,000.

4. The cost to add classroom space is well below the cost of new construction. The per-pupil cost averages $3,000-$5,000. As indicated in the Neighborhood Schools Initiative, new construction averages $17,000 per student.

5. As both proposals seek to establish classrooms for the 2000-2001 school year, the projects cannot be funded out of Neighborhood School Initiative funds. Both projects, however, embrace the goals of the Neighborhood Schools Initiative: 1) to provide classrooms for neighborhood students, 2) to expand popular educational programs, and 3) to establish community partnerships. Therefore, the Administration recommends approval of both proposals.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan Goal #3, Family Satisfaction, and the goals of the Neighborhood Schools Initiative by providing high-quality educational program options for students in their neighborhood schools.

Statute, Board Policy or Rule Statement

7. No Board policy or rule would require modification.

Fiscal Impact Statement

8. All expenditures and negotiation of contracts/lease agreements are contingent upon Board adoption of the proposed FY2001 budget.

The proposed FY2001 budget provides for sufficient funds for the two projects. Total construction/equipment costs for the two projects is $168,000. The Department of Business Services will allocate $50,000; the Department of School and Community Services will allocate $50,000, and the schools will allocate $68,000 ($40,000 for Craig, and $18,000 for Townsend).

Lease costs will be funded out of local school budgets (Craig — $82,000; Townsend — $80,000)

Implementation and Assessment Plan

10. Upon Board approval of the proposed FY2001 budget, construction contracts and lease agreements will be negotiated.

Both facilities would be expected to open for the start of the 2000-2001 school year.

Committee Recommendations

Your Committee recommends that the Board, contingent upon adoption of the proposed FY2001 budget, approve:

1. The construction/equipment costs and the lease of classroom space at Faith United Church of Christ, 4240 North 78th Street, for a total cost over five years of $180,000;

2. The construction/equipment costs and lease of classroom space at Trinity Presbyterian Church, 3302 North Sherman Boulevard, for a total cost over five years of $150,000.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 6) Action on a Recommendation to Enter into a Contract with Evans, Newton, Inc., for Curriculum Alignment Services and Support

Administration's Analysis

1. The TargetTeach Elementary Reading Alignment Project, which the Board approved in February 1998, was initiated during the 1998-1999 school year to support schools by implementing a systematic approach to higher student achievement in reading. The TargetTeach FiveStep Program consists of identifying instructional goals, aligning curriculum, filling the gaps, determining benchmarks, and monitoring student progress.

2. Evans Newton, Inc. (ENI), consultants for this project, identified MPS instructional goals based on the specific objectives tested on the Wisconsin Reading Comprehension Test (WRCT) for grade three and the Wisconsin Knowledge and Concepts Examination (WKCE) Reading and Language Arts Sub-test for grade four. These goals were aligned with the MPS core reading curriculum — Houghton Mifflin's *Invitations to Literacy*, Scholastic's *Literacy Place*, and SRA's *Reading Mastery Program.* Also aligned were the MPS computer-assisted-instruction (CAI) resource providers, Jostens and Computer Curriculum Corporation, and our district and state standards for reading and language arts.

3. To address objectives that were not clearly and directly aligned to our core reading, teachers worked to identify strategies and create District Resource Packets (DRPs) at each grade level (one through five) to strengthen instruction and improve teaching and learning. Schools continue to "customize" the DRPs to reflect local practices. Teachers also grouped the MPS instructional goals into meaningful benchmarks over time to ensure that all objectives are being taught.

4. Finally, ENI has developed assessments to be administered after each benchmark period and comprehensive tests that parallel our actual state tests to assess student achievement. These data help teachers provide highly focused instruction to meet the individual needs of every student.

5. During the 1999-2000 school year, thirty-four elementary project schools have implemented the TargetTeach Project. Six middle schools have implemented a comparable mathematics project, following a similar implementation process to the one outlined above. Each participating school has a computerized management system that facilitates ongoing monitoring of student progress by providing immediate feedback to teachers, administrators, students, and parents.

6. In December 1999, the Board received a report on the progress of the reading project. The 1998-1999 WKCE test results for reading showed significant gains made by TargetTeach schools. Key results include:

- On the WKCE Reading test, 18 of the 25 schools improved their scores — 17 by 10% or more.
- On the WRCT test, 16 of the 25 schools improved their scores — 12 by 10% or more.
- The percent of gains made by project schools exceeded that of the district overall.
- Eleven schools improved in both accountability measures, 12 more improved in one.

The Administration plans to present a similar report to the Board in the Fall 2000 on both the reading and mathematics projects.

7. Because of the project's success thus far, teachers and principals have requested a continuation of the project. For elementary reading, the project proposed for 2000-2001 includes a strategy lessons component for grades 3 and 4. Project teachers would receive handbooks of strategies specifically developed for the skills on the WKCE reading subtest and for the WRCT. Training sessions would be conducted in June and in August, prior to the start of school.

8. For both reading and mathematics, software updates and customer technical and educational consulting support are proposed for the 34 elementary and 6 middle schools. The software updates include updated software, on-line help, shortcut keys for operators, district reports, etc.

Strategic Plan Compatibility Statement

9. The recommendation supports the MPS Strategic Plan Goal, 1 to improve student achievement.

Statute, Board Policy or Rule Statement

10. Implementation of the project complies with statutes and Board policies and rules.

Fiscal Impact Statement

11. The total compensation for services performed will not exceed $200,000. The estimated costs include the development of curriculum strategies for grade-three WRCT reading objectives and for grade-four WKCE reading/language arts objectives. It also includes aligned teaching strategy handbooks for 200 teachers, with training for all grade 3 and 4 project teachers. In addition, software updates and customer support for 40 sites at $2,500 per site are included. Funds will be provided through the district Title I budget, account code 1-13-4-111-576-311-240000.

Implementation and Assessment

12. Through the participation in the TargetTeach Elementary Program, schools will receive systematic, intensive and sustained support. A Title I reading supervisor and a Title I math supervisor have been working as project coordinators under the direction of the director of the Division of Curriculum and Instruction and the coordinator of the Title I program.

13. All third- and fourth-grade project teachers will be trained in the implementation of TargetTeach reading strategies. Appropriate training will also be provided to project math teachers.

14. ENI consultants will make on-site visits at least once during the year and provide feedback regarding the strengths and weaknesses of each school's implementation.

15. Principals will continue to meet regularly throughout the year to provide instructional leadership and support. They will supervise and coach teachers by articulating expectations for all students, setting goals, and providing feedback based on assessment data that will improve teaching and learning.

16. The district project coordinator will continue regularly scheduled meetings with the local site-coordinators to provide information, answer questions, and discuss school-wide implementation strategies.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a contract with Evans Newton, Inc., not to exceed $200,000 to provide services, materials, and support for the TargetTeach Reading and Mathematics Project.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 7) Action on a Recommendation to Enter into a Contract with the American Institute for Research to Conduct a Special Education Expenditure Project

Administration's Analysis

1. The latest reauthorization of the *Individuals with Disabilities Act* (IDEA 1997) requires data collection and studies to measure and evaluate the impact of IDEA and the effectiveness of efforts to provide free, appropriate public education to all children with disabilities. The Office of Special Education Programs at the U.S. Department of Education is conducting the first national study, the Special Education Expenditure Project (SEEP), in 15 years. This study will build on this effort by collecting and analyzing special education expenditures representative of, and unique to, the Milwaukee Public Schools.

2. The SEEP study is designed to provide information and analysis of the following questions:

- What is the average special and general education expenditure per pupil, both in the aggregate and broken out by detailed components?
- How do identification rates vary by type of school, district, and state?
- What are the emerging interactions among programs and blending of funds from education and other social service agencies to provide mandated services for students with disabilities, and how do these vary by school?
- What are the expenditure and service implications of the newly reemphasized movement to serve special education students in the least restrictive environment.
- How does the funding and provision of special education compare to and affect the funding of general education, and does this vary by school?
- How has the distribution of resources allocated to special education changed in relation to other resources?
- What are the characteristics of, and expenditures on, programs and services for preschool special education students?
- What are the total current and projected costs of special education?

Information collected specifically through this study will be the property of MPS.

3. The study will involve 63 units or schools: 30 elementary, 16 middle schools, 10 high schools, and 6 charter schools. The per unit/school cost is $1,100, plus $50,000 for a customized report, and $6,000 for expenses. Total projected cost is $125,300.

4. The study will begin in June 2000. Preliminary tabulation of data is scheduled for June 2001, with the final report scheduled for December 2001.

5. The American Institute for Research (AIR) is an independent, not-for-profit corporation engaged in research, development, evaluation, and analysis in the behavioral and social sciences. AIR has extensive experience in conducting SEEP efforts. Its national experience will enhance its efforts in Milwaukee.

Strategic Plan Compatibility Statement

6. The redesign of special education is a strategic action identified in the MPS Strategic Plan approved by the Board in March 2000. Obtaining comprehensive data is critical to this effort.

Statute, Board Policy or Rules Statement

7. No Board policy or rule would require modification. Approval of the recommendation will allow the district to meet the requirements of the Individuals with Disabilities Act.

Fiscal Impact Statement

8. Funds are available in the Department of Educational Services — Federal IDEA Contract Services, account code 1-24/25-4-310-600-312-223300

Implementation and Assessment Plan

9. The study will begin in June 2000. Preliminary tabulation of data is scheduled for June 2001, with the final report scheduled for December 2001.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a contract with American Institute for Research (AIR) to conduct a study of special education expenditures (SEEP) at a cost of $125,300.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 8) Action on Recommended Administrative Appointments and Promotions

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Robert Peters	Principal Milwaukee Trade & Technical School and future Lynde & Harry Bradley School of Technology & Trades	Schedule III, Range 15A $100,096
2(r)	Terry McKissick	Principal Garden Homes Elementary School	Schedule III, Range 13Z $67,356
2(r)	Carolyn Armour	Principal Thirty-fifth Street Elementary School	Schedule III, Range 12Z $72,170
2(r)	Lisa Carter	Assistant Principal Carleton Elementary School	Schedule III, Range 10Z $51,497
5(r)	Moshe Werdesheim	Assistant Principal Holmes Elementary School	Schedule III, Range 10Z $61,474
5(r)	Susan Ristow	Special Education Staffing Specialist Department of Human Resources	Schedule III, Range 10A $78,429
5(nr)	G. David Yaros	Labor Relations Specialist Division of Labor Relations	Schedule III, Range 10A $60,000

Codes:

2	African American	r	Resident who must remain resident
5	White	nr	Non-resident who must become resident

Adopted with the roll call on the balance of the Committee reports.

REPORTS OF SPECIAL COMMITTEES

The Board Clerk, presented 14 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of May 4, 2000, at 9:00 and 11:30 AM and 2:00 PM; May 5, 2000, at 2:00 PM; May 8, 2000, at 11:30 AM; May 9, 2000, at 9:30 AM; May 10, 2000, at 9:30 and 11:30 AM; May 11, 2000, at 9:30 AM; May 12, 2000, at 9:30 AM; May 22, 2000, at 11:30 AM; May 25, 2000, at 11:30 AM; May 26, 2000, at 9:30 and 11:30 AM

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

Ayes— Directors Braun, Dannecker, Gardner, O'Neil, Spence, Werra, and President Thompson—7.

Noes—Director Hardin—1.

* * * * *

RESOLUTIONS

RESOLUTION 0001R-001

By Director O'Neil:

WHEREAS, The Milwaukee Spanish Immersion School, a City Wide Specialty school with 575 students and 70 staff members, depends on an operational technology system to enhance instruction and learning opportunities; and

WHEREAS, In July of 1999, during a severe lightening storm, the school's entire computer system, including the server and automated library system, was destroyed when lightening struck the school building; and

WHEREAS, The MPS insurance coverage did not absorb the cost of repairs in the amount of $12,500; and

WHEREAS, The repairs were paid from the school's budget; and

WHEREAS, The school should not be held financially liable for damage incurred to its building as a direct result of natural causes; now, therefore, be it

RESOLVED, That MPS reimburse the Milwaukee Spanish Immersion School from the FY2000 contingent fund in the amount of $12,500.

Referred to the Finance/Personnel Committee.

The Board adjourned at 7:45 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 19, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:06 PM.

Present—Directors Braun, Gardner, Johnson, Werra, and President Thompson—5.

Absent and excused—Directors Dannecker, Hardin, O'Neil and Spence—4.

The Assistant Board Clerk read the following call of the meeting:

June 22, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Monday, June 19, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering litigation the Board may become involved in with respect to a personnel matter.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (g), may retire to executive session to confer with its legal counsel who is rendering legal advice concerning possible litigation the Board may become involved with respect to a personnel matter.

SUZANNE M. LUNDIN
Board Clerk

Director Gardner moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (g), to confer with its legal counsel concerning possible litigation the Board may become involved with respect to a personnel matter.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Johnson, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session of 6:07 PM.

The Board adjourned from executive session at 6:30 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:02 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson (6:30 PM), O'Neil (6:22 PM), Spence (6:17 PM), Werra, and President Thompson—9.

Absent—None.

The Assistant Board Clerk read the following call of the meeting:

June 22, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, June 27, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of initiating performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk.

Pursuant to Wisconsin Statutes 19.85 (1) (c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purposes stated above.

SUZANNE M. LUNDIN
Board Clerk

Director Braun moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (c), for the purpose of initiating performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Werra and President Thompson—6.

Noes—None.

The Board retired to executive session of 6:04 PM.

The Board adjourned from executive session at 6:35 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:38 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

President Thompson called for a moment of silence to commemorate the deaths of two members of the MPS community:

Jamar J. Curry, a 9th-grader at Custer High School, who died of a gunshot wound on June 20. Jamar was 17 years old.

Amos P. Simmons, Jr., who was manager of the Carpentry and Paint Group of the Facilities and Maintenance Services Division, had worked for MPS for 23 years. He had started his career with MPS as a carpenter.

AWARDS AND COMMENDATIONS

Congratulations are extended to the following in recognition of their achievements and/or awards:

STUDENTS

The following high school seniors have been recognized for their outstanding scholastic achievements by being named as Milwaukee Public Schools valedictorians and salutatorians for the graduating class of 2000.

High School	Valedictorian	Salutatorian
Bay View	Kathleen Merkle	Tamyra Berry
Custer	Jamia Davis	May Her
Grand Ave.	Ann Marie McGinnity	Leah Cocos
Hamilton	Araby Belcher	April Hansen
Juneau	Carl Falk	Sikithea Collins
	Loni Fitzgerald	
	Telemachus Rafaelidys	
Kilmer	Tammy Cantillon	Lea Braun
Rufus King	Lisa Benz	Lucas Petzold
	Matthew Connolly	
	David Glisch	
	Curtis Marshall	
	Erin Modra	
	Alexis Twito	

Madison	Amanda Knudtson Sara Kortseh	Oscar Spivey-Dodd
Marshall	Evann Franklin	Ross Salchow
Metropolitan	Melanie Holden-Pichelmann	Rebecca Deall
Milw. H.S. of the Arts	Roseanne Clark Lindsay Pier Sarah Schneider	
Milw. School of Entrepreneurship	Rachel Roxbury	Audrey Deweerdt
Milwaukee School of Language	Rebeca Martinez Kaitlin Gavin	Dana Sisley
Milwaukee Trade & Technical	Ernest Chomicki	Robert Hagner
New School for Community Service	LeKevia Hampton	Karrimeth Edward
North Division	Benjamin Koller	Rosalyn Newton
Pulaski	Nicholas Doll	Phu Tran
Riverside University	Nicole Schultz	Carl Quindel
South Division	Veronica Silva	Suprat Saely
Vincent	David Banks	Christopher Fix Yontel Handford
Washington	La Vang	Jihan Mohamed

The Hispanic Chamber of Commerce of Wisconsin awarded Roel Munoz, a 2000 graduate of South Division High School, a $10,000 scholarship from at a luncheon at the United Community Center on June 14th. Roel will attend the University of Wisconsin-Milwaukee in the fall.

Three Milwaukee Public Schools high school graduates, nominated by Representative Tom Barrett, have accepted appointments to military academies. The MPS 2000 graduates are:

Leigh Batts, Juneau High School .....West Point
Byron Fisher, Vincent High School .....West Point
Curtis Marshall, Rufus King High School .....Air Force Academy

Carl Quindel, a 2000 graduate of Riverside University High School, has been named the Jewish Community Center's outstanding teen athlete and scholar. Carl, who played varsity soccer for each of his four years, also played on the Milwaukee Kickers national team and on the Wisconsin Olympic Development boys' soccer team. A member of the National Honor Society, he graduated with a 3.9 grade-point average, earning honors as salutatorian for his class.

Eight MPS 2000 graduates have been awarded college scholarships worth up to $8,000 under a new program aimed at education assistance for children of former welfare clients. Employment Solutions, Inc., a subsidiary of Goodwill Industries, has contributed $100,000 of surplus W-2 money to create the 2000 Independence Scholarship Fund. The scholarships are intended to help break the cycle of dependency of welfare families. Scholarship recipients are:

Charmaine Bailey, Washington High School
Evita Barfiel, Custer High School
Vanessa Grant, Hamilton High School
LaTesha Griffin, Juneau High School
Magnolia Jackson, Riverside High School

Kenya Jones, Custer High School
Dexter Lee, Custer High School
Shaquanda Teague, Custer High School

The following MPS students were awarded $2,000 Time Warner Cable/City of Milwaukee scholarships at a special ceremony held on May 31st at City Hall:

Hugo Chaidez, Milwaukee Trade & Technical School
Jennifer Epps, Riverside University High School
Edward King, Jr., Hamilton High School
Joise Lunar, Marshall High School
Tuyen Ngo, Pulaski High School
Steven Piché, Hamilton High School
Salimah Rashada, Marshall High School

Two outstanding MPS Hispanic students were named to the UCC/Ameritech Youth Wall of Fame in recognition of their academic achievements and community involvement. The awards were presented at the Centro de la Comunidad/United Community Center during UCC's 30th Anniversary Celebration. Students are recognized for being active and involved in their communities and for maintaining academic excellence. MPS students named to the Wall of Fame are:

Lisette Franco, Milwaukee High School of the Arts
Victor Gutierrez, Pulaski High School

Four MPS students were winners in recently conducted *No Smoking Campaigns*. Amanda Green and Joshua Martinez, both from Sholes Middle School, were winners in the *Crossing Out Smoking Campaign* sponsored by the MPS Drug Free Schools Program, City of Milwaukee Health Department, Stive Media Institute, radio station V-100, and the American Cancer Society. Kristopher Kane, from Grant Elementary, and Miranda Tomczak, from Clement Avenue Elementary, were winners in the *Counting on You Tobacco Awareness Challenge* sponsored by the MPS Drug Free Schools Program and City of Milwaukee Health Department. All four winners received Sega Dreamcast systems.

The Rufus King High School tennis team has, for the fourth year in a row, won the Milwaukee City Conference Gold Division Championship and the City Conference Varsity Boys Tennis Team Conference Championship.

The following players are medal winners:

Gold Medal & All-Conference Players		Silver Medal		Bronze Medal	
Kevin Spinti	#2, Singles	David Adams	#1, Doubles	Kin Chung	#1, Singles
Eric Roush	#4, Singles	Tony Boehm	#1, Doubles	Owen Duckworth	#3, Singles
Robert Travis	#3, Doubles	Joe Wong	#2, Doubles		
Mike Yellin	#3, Doubles	Bryan Roush	#2, Doubles		

SCHOOLS

Marshall High School has put itself in the position to be one of Milwaukee's leading college preparatory schools with the announcement that it has achieved *Full Participation* status in the International Baccalaureate (IB) Organization. IB full participation means that Marshall will now offer its eleventh- and twelfth-grade students rigorous, college-level courses that are accepted at universities worldwide. Marshall joins only one other Milwaukee high school — Rufus King — and only two other schools in the state of Wisconsin in offering students a full International Baccalaureate (IB) Diploma and Certificate Program.

Disney Corporation has chosen Hamilton High School's *Communication Across the Americas Partnership with Brazil (CAAP)* project to be a link on Disney's website. The Disney website "focuses on teaching and learning that is a cut above." CAAP is a multicultural, collaborative, and constructivist media literacy project linking schools and students across the Americas.

South Division High School has received approval through Mitchell Bank to open a bank branch at the school in August. The *Cardinal Bank*, the result of a partnership between the school and Mitchell Bank, will be a full-service bank facility located in the high school. Cardinal Bank was developed to teach students banking and savings practices and individual money management skills. The branch will have a board of directors chosen from the student body, as well as student bank officers. Student volunteers will receive on-the-job training at Mitchell Banks' Mitchell Street facility.

Sholes and Burroughs middle schools won awards at the annual Cable and Media Youth Awards show sponsored by Time Warner Cable. Thirty middle schools throughout the area put together 28-minute Kidz Biz news programs that air over various Time Warner channels. Sholes was awarded for best breaking news story and best special event coverage. Burroughs Middle School won for best story.

Webster Middle School has received an assembly line from Briggs & Stratton Corporation in a continued effort to help strengthen technical and trade education in MPS. The assembly line enables students to get hands-on learning experience in a simulated manufacturing environment. The necessary hand tools to equip each of the eight workstations on the line and the services of an engineer to disassemble the line at the company and reassemble it at Webster were also presented to the school.

Congress Extended Year-Round School has been awarded a $351,000 grant through the state's Early Childhood Excellence Center Initiative Grant Program. Congress will receive its award over the next year and a half to develop new programming and to assist the school in becoming a model center in the state.

Elm Creative Arts School's Expressions booklet, designed to provide students with an opportunity to do individual pieces of creative writing or artwork that could be shared with other students, was recognized at the Milwaukee Art Museum's Parent-Student Art Center Night. The booklet has been published for 13 years. Students from Elm's fifth-grade class visited the museum and worked with their art teacher and fourteen art museum docents to put together the unique booklet. As part of the project, each student selected one piece of artwork and studied the work and its artist. The student did a sketch of the artwork, wrote about the artist and/or piece of artwork, and prepared a short speech describing it.

Grant Elementary School was named *Safest Class in Wisconsin* by the Wisconsin Alliance for Fire Safety and the *Milwaukee Journal Sentinel's* Newspapers in Education Program. The award was earned as the result of a fire safety classroom and home project published in the *Milwaukee Journal Sentinel.*

Kagel Elementary School was featured in a June 2, 2000, *Milwaukee Journal Sentinel* article about its new rain forest entryway, a four-month project which involved more than one-third of the school's 356 students. Sponsored by Artists Working in Education, a non-profit organization that provides art enrichment programs in the schools, the entrance was created by fourth- and fifth-grade students in collaboration with Dennis Felber, a Milwaukee photographer and artist.

TEACHERS

The following MPS teachers have been selected for this year's Gilder Lehrman Institute of American History Summer Seminars 2000.

Annie Coleman, Robinson Middle School
Robert DeVorse, Riverside University
Sharon Durtka, Division of Curriculum & Instruction
Charmaine Easter, Lady Pitts
Yolanda Farmer, Lincoln Middle School of the Arts
Leela Miller, Juneau High School
Steven Minik, Marshall High School
Dawn Overbeck, Fritsche Middle School
John Rodahl, Milwaukee High School of the Arts
Dan Voboril, Pulaski High School

The Gilder Lehrman Institute of American History promotes the study of American history among teachers, scholars, and the general public. It seeks to open lines of communication among these groups, to rekindle the excitement of history for teachers and adults, and to awaken interest in American history for students. The Institute introduces teachers to scholars for seminars and enrichment programs and fosters the creation of American history academies.

OTHER

WYMS's Native American show, *Voices from the Circle*, a weekly program of native news, music, issues, entertainment, and storytelling, has received the Silver Reed Award of the National Federation of Community Broadcasters in Washington, DC. The award was presented at the organizations' 25th Annual Community Radio Conference in New Orleans.

The Office of Public Affairs has received a certificate of appreciation for its leadership in the collection of approximately 50 teddy bears from Central Services staff to support the city-wide 2000 Teddy Bear Patrol Campaign. The annual campaign, sponsored by Newsradio 620 WTMJ, Children's Hospital of Wisconsin, and State Financial Bank, collected more than 8,000 bears and stuffed animals. The bears are distributed to area police and fire departments and community organizations to help comfort children in crisis situations such as fire, trauma, accidents, neglect, and abuse.

The MPS Office of Public Affairs has been awarded four 2000 National School Public Relations Association (NSRA) publication awards. NSRA awards are granted for outstanding school-related publications developed to provide clear and relevant information, presented in a professional and attractive format, for school staff, parents, and the community. This year's awards honor the following MPS publications:

MPS Report to the Community – Award of Excellence
1999-2000 MPS Calendar/Handbook – Award of Merit
21st Century Community Learning Centers – Award of Merit
1999 Summer Activities Calendar – Honorable Mention

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of April 24, May 1, May 9, May 15, May 23, May 24, and May 30, 2000 were approved as printed.

* * * * *

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item A) Action on a Request from the City Comptroller for Board Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes

City of Milwaukee
Office of the Comptroller

June 1, 2000

Dr. Suzanne M. Lundin
Director, Office of Board Goverance/Board Clerk
Milwaukee Public Schools
P.O. Drawer 2181 (Room 273)
Milwaukee, Wl 53201

Dear Dr. Lundin:

The City of Milwaukee anticipates issuance, as has been the practice over the past number of years, of Milwaukee Public School Revenue Anticipation Notes. The Notes are for the purpose of providing interim financing of MPS Operations Fund pending receipt of State Educational Aids. These Revenue Anticipation Notes, will be specifically referred to as "School Order Notes, Series of 2000-B".

In conjunction with this issuance, the City Attorney has determined that authorizing resolutions are required to be adopted by both the Milwaukee Common Council as well as the Milwaukee Board of School Directors. The City Attorney has further authored both required resolutions. Please find attached two ccpies of the resolution which will be required to be considered by the Milwaukee Board of School Directors in order that such borrowing may take place.

We would ask that the resolution be placed on the next available agenda for the Board and that the resolution be considered. We recommend its adoption. Based upon the assumption that the resolution is adopted, various specific certified copies of the resolution as well as certifications relating to the adoption meeting itself (members present, specific Board vote, etc.) will be required. Robert Seeber of my staff will be in contact with you or your staff with the specific details of required certifications.

Your assistance in having this required resolution placed before the Board is appreciated. If there are any questions, or if we may be of any further assistance, please feel free to contact Robert Seeber at 286-2319.

Very truly yours,

W. MARTIN MORICS
Comptroller

RESOLUTION AUTHORIZING THE SALE OF REVENUE ANTICIPATION NOTES

Whereas, The Milwaukee Public Schools is a department of the City authorized by secs. 65.05 and 119.46, Stats., to determine its expenditures and the taxes to be levied therefor; and

Whereas, The Milwaukee Public Schools operates on a fiscal year commencing July 1, 2000, through June 30, 2001; and

Whereas, Section 119.46, Stats., establishes a School Operations Fund and authorizes the Milwaukee Public Schools to report the amount of money therefor required for the ensuing school year and the amount of property tax to be levied therefor; and

Whereas, The anticipated state general aid revenue payments for the School Operations Fund for fiscal year 2000-2001 amount to $582,525,756 and these anticipated school aid revenue payments under sec. 121.15, Stats., represent 70.9% of the anticipated revenues for the School Operations Fund for fiscal year 2000-2001; and

Whereas, The Milwaukee Public Schools is anticipating the receipt of equalization aid revenues from the State of Wisconsin in September, 2000; December, 2000; March, 2001 and June, 2001, and specifically in the amount of $189,000,000 in June, 2001; and

Whereas, Operating expenses are incurred on a uniform basis throughout the school year; and

Whereas, The Milwaukee Public Schools has determined that it will be necessary to finance the operating budget of the Milwaukee Public Schools on an interim basis between now and the receipt of state general aid revenue payment during fiscal year 2000-2001; and

Whereas, Under sec. 65.06 (4), Stats., the Board of School Directors may change any appropriation specified in the budget for one purpose which is found unnecessary for that purpose to another purpose to which the Board shall find necessary to expend a greater sum than specified in the budget for that purpose; and

Whereas, For purposes of facilitating the sale of the aforesaid notes, the Board recognizes and agrees that it cannot transfer funds in the School Extension Fund authorized by sec. 119.47, Stats., or the School Construction Fund authorized by sec. 119.48, Stats., which have been certified by the City Comptroller as encumbered by reason of there being in existence a contract in full force and effect; now, therefore, be it

Resolved, By the Board of School Directors of the City of Milwaukee that it hereby requests the City of Milwaukee to issue short-term promissory notes pursuant to the provisions of sec. 67.12(1), in an amount not to exceed $128,000,000 for the purpose of financing the operating budget of the Milwaukee Public Schools on an interim basis pending receipt of state general aid revenue payments during fiscal year 2000-2001; and be it

Further resolved, That the City of Milwaukee and its proper City officers be and hereby are authorized to irrevocably pledge and assign all revenue of the School Operations Fund due and not yet paid as of the date of delivery of and payment for the notes and which are not otherwise applied as security for repayment of such obligations; and be it

Further resolved, That the City of Milwaukee and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund state school aid revenue payments under sec. 121.15, Stats., received in June, 2001 in the amount of the principal obligation of the short-term promissory notes for the purpose of securing payment of the principal obligation upon maturity; and be it

Further resolved, That for purposes of sec. 65.05 (4), Stats., the Board hereby recognizes and agrees that it cannot transfer during the fiscal year 2000-2001 as unnecessary funds in the School Extension Fund authorized under sec. 119.47, Stats., or the School Construction Fund authorized under sec. 119.48, Stats., which have been certified by the City Comptroller as encumbered by reason of there being in existence a contract in full force and effect.

Director Braun moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

Office of
Superintendent of Schools

To the Board of School Directors:

In accordance with established procedures, I present the following claims:

1. Notice of Claim for Damages filed against Milwaukee Public Schools by Paul A. Strouse, attorney, on behalf of Jerry Brewer, Jr., for damages resulting from an alleged injury sustained by him while a student at Thoreau Elementary School on May 19, 1999.

   Claim is being made in the sum of $20,000.00.

2. Notice of Claim For Damages filed against Milwaukee Public Schools by Lynn M. Zuehlsdorf-Mack, attorney, on behalf of Char'Rita Townsend and her mother, Renee Townsend, for damages resulting from an alleged injury sustained by Char'Rita while on a Maple Tree Elementary School field trip to the Pettit National Ice Center on or about December 2, 1997.

   Claim is being made in the sum of $32,214.10.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that these claims be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

On the motion of Director Braun the claims were disallowed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

* * * * *

(Item B) Action on the Continuation of an Agreement between the Board and the Milwaukee Teacher Education Center (MTEC) Regarding a Teacher Program, Staff, and Funding

Office of the
Superintendent of Schools

To the Board of School Directors:

Over the last few years, the Milwaukee Public Schools has established a number of alternative certification programs in partnership with other organizations. The purpose of the programs is to change the ways teachers are prepared, to recruit and retain hundreds of new teachers, and to assist those already teaching to master new competencies in concert with the district's educational reforms. One of the alternative certification programs is the Milwaukee Teacher Education Center (MTEC) program.

During the 1996-97 school year, the Milwaukee Public Schools and MTEC began working collaboratively through a partnership agreement to implement a new form of teacher preparation program. The program was designed in partnership with MTEC, the University of Wisconsin-Milwaukee, the Milwaukee Teachers' Education Association, Administrators' and Supervisors' Council, and the business community. Primarily, it is an alternative certification program for college graduates who want to teach but do not possess education degrees.

The purpose of the MTEC program is to:

- increase and retain the number and diversity of professional, committed teachers who can be successful in MPS settings, and
- provide effective inservice programs for current MPS teachers to expand their professional growth and development and support the implementation of the district's curriculum reform efforts.

During the 1999-2000 school year, the MTEC program served 95 individuals in the teacher preparation program. Of these interns, 73 successfully completed the program and were hired as first-year teachers with MPS. These teachers are required to commit to three years of service in the district.

The 2000-2001 class will consist of 129 grade-one-through-eight interns. The new MTEC bilingual program has virtually eliminated the shortage of bilingual teachers in the district.

The agreement between MPS and MTEC will expire on June 30, 2000. The Administration is submitting a recommendation to renew the agreement and an addendum to the agreement for the 2000-2001 school year. Copies of the recommended agreement and addendum have been provided to the Board.

Program Costs

MPS will fund tuition stipends for qualified new teacher interns through a Title II Teacher Quality Enhancement Grants Program.

MPS will also be funding $258,000 toward the fringe benefits of the ten-teacher faculty. Funds for these benefits are located in the FY01 Educational Services Staff Development budget, 1-10-4-773-600-299-500000. MTEC will pay the balance of $600,000 for the faculty salaries.

Staff

Mr. Thomas McGinnity will continue to serve in the position of Executive Director of MTEC effective July 1, 2000, through June 30, 2001. During the past school year, Mr. McGinnity has been invaluable to the district in this position. Through his dedication and perseverance, Mr. McGinnity continues to demonstrate the expertise, knowledge, and skills necessary to provide executive support to MTEC and to serve as an effective liaison between the MPS Board of School Directors and MTEC. Funds for his salary are located in the FY01 Educational Services Staff Development budget, 1-10-4-773-600-299-500000. MTEC will reimburse MPS 50 percent of his current salary.

Recommendation

That the Board approve the agreement and addendum between the Milwaukee Public Schools and the Milwaukee Teacher Education Center for the 2000-2001 school year.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

Director Spence moved to approve the agreement and addendum between the Milwaukee Public Schools and the Milwaukee Teacher Education Center for the 2000-2001 school year.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

* * * * *

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

(Item A) Action on a Recommendation to Approve a Charter School Contract with Wisconsin Career Academy As a Non-Instrumentality of the District

To the Board of School Directors:

At its regular meeting on January 25, 2000, the Board granted the petition of Wisconsin Career Academy to become a charter school as a non-instrumentality of MPS and directed the Office of Board Governance, in consultation with the Superintendent and the City Attorney, to commence the negotiation of a contract with Wisconsin Career Academy and to submit the contract for Board approval.

Negotiations have now been concluded. A summary of the contract is reproduced below, and a copy of the full contract has been sent to Board members under separate cover.

It is the recommendation of the Office of Board Governance that the Board approve the charter school contract with Wisconsin Career Academy as a non-instrumentality of the Board.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

SUMMARY OF
CHARTER SCHOOL CONTRACT BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND WISCONSIN CAREER ACADEMY

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would establish Wisconsin Career Academy as an MPS Non-Instrumentality Charter School. The Board President, the Director of the Office of Board Governance, and the Superintendent would be authorized to execute the following terms and conditions of this contract:

- The Charter School shall be governed by a Board of Directors and operated under the authority of the Principal.
- The Charter School shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in the Wisconsin Career Academy charter school proposal.
- The Charter School shall administer and adhere to all MPS district-wide performance measures, Tier-1 Accountability measures, and proficiency measures as do non-chartered MPS middle schools, unless the charter school submits and receives Board approval for an alternate assessment plan.
- The Charter School shall submit an annual Academic Achievement report and will be held accountable for meeting at least five of the six performance criteria as outlined in the contract.
- The Charter School may be eligible to receive Title I funds through the district and will be subject to all related federal and district regulations and policies.
- Personnel of the Charter School shall not be district employees. All Instructional staff members shall hold licenses or permits to teach issued by DPI.
- All background checks and payroll procedures will be completed through MPS Departments.

- The Charter School will be a voluntary program and shall abide by all MPS policies and procedures for pupil admission.
- The Charter School shall maintain pupil database information and strive to maintain ethnic diversity, special education programs, and specialty program offerings.
- Charter School shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.
- MPS will have the authority to request information and reports as needed from the Charter School.
- The Charter School shall pay an annual Administrative Fee of not more than 3% to reimburse the Board for the costs of administering the charter school contract.
- While the Charter School is exempt from most Wisconsin Statutes 115 through 121, the contract does list statutes which the charter school agrees to follow.
- The Charter School is also exempt from Board policies and procedures, with the exception of those policies and procedures specified in the contract.
- The Charter School shall operate under an operating budget to be approved by the Board and attached as Appendix D within 30 days from the contract signing.
- Charter School recognizes that as the Local Education Agency (LEA), MPS has the authority to direct charter school to perform all mandated activities or corrective actions necessary to comply with LEA related state and federal laws, codes, rules and regulations.
- The contract guarantees the Charter School annual funding on a per pupil basis equal to the rate provided by the state to non-MPS charter schools.
- Categorical aid funding is not specified in the contract, but may be received and spent by Wisconsin Career Academy in addition to the district allocation.
- The Charter School has the authority to apply for grants so long as such grants do not conflict with MPS grant applications or are not funded in whole or in part by MPS.
- The contract provides for the Board to renegotiate terms and conditions of the contract at any time during the term.
- The Contract allows for both parties to agree to terminate the contract, or for the Board to terminate the contract for the following reasons:
    - — Board determines that Charter School violated this Contract; or
    - — Board determines that pupils enrolled in Charter School have failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats. or the academic performance criteria established by Board; or
    - — Board determines that Charter School has failed to comply with school-based governance financial standards; or
    - — Board determines that Charter School has violated sec. 118.40, Stats.; or
    - — Board determines that Charter School and the Board are not able to agree to modifications of this Contract.
- In the event that the contract is terminated, all legal associations between the Board and Charter School shall be severed.

Director Braun moved to approve the charter school contract with Wisconsin Career Academy as a non-instrumentality of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 13 (contingent fund transfer for HR Payroll project), Item 18 (a resolution to reimburse the Spanish Immersion School for lightening damage) and Item 22 (Administrative Appointments) of the Report of the Finance/Personnel Committee.

On the motion of Director Werra , the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Action on a Recommendation to Amend a Previous Approval of a Charter Proposal from Homeboyz Interactive, Inc., to Replace Homeboyz with the Milwaukee Leadership Training Center as the Contracting Agent and to Expand the Program by Adding a Middle School Component

Background

1. At its meeting on January 25, 2000, the Board approved a charter proposal from Homeboyz Interactive, Inc., for the Milwaukee Leadership Training Center (MLTC). This non-profit organization had submitted its proposal for a non-instrumentality high school program targeting children who have been adjudicated in Milwaukee County Juvenile Court, incarcerated, expelled or facing expulsion, or otherwise identified as at-risk. They were planning to open with an enrollment of 65 students in grades 9 through 12. They planned to offer a comprehensive high school education program designed to direct the skills and talents of troubled youth into improved life opportunities and productive careers.

2. Since the proposal was approved, the Milwaukee Leadership Training Center has evolved to include a middle school as well as a high school component. The student age has expanded from 14-19 to 10-19, and the maximum enrollment has been increased from 150 to 200 students. The initial enrollment at the school will be approximately 30 students, rather than 65.

3. The Milwaukee Leadership Training Center seeks to operate independently of Homeboyz Interactive, Inc. MLTC will incorporate as its own entity by August 2000. MLTC seeks to negotiate directly with MPS for a charter for a combination middle and high school.

4. The program focus has not changed: a comprehensive education program designed to direct the skills and talents of troubled youth into improved life opportunities and productive careers.

5. A copy of the modified charter proposal has been sent to Board members under separate cover. Homeboyz Interactive is in full agreement with the proposed changes.

Committee Recommendation

Your Committee recommends that the Board amend its previous approval of a charter proposal from Homeboyz Interactive, Inc., to replace Homeboyz with the Milwaukee Leadership Training Center as the contracting agent and to expand the program by adding a middle school component.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 2) Action on a Recommendation to Modify the Walker International Middle School Charter Contract to Add a Provision for Additional Seats

Background

1. Walker International Middle School has requested that its charter school contract be modified to allow it to enroll an additional ten pupils not currently enrolled in MPS.

2. The current charter school contract with Walker International Middle School provides for a maximum of 730 pupils. If approved, the modified contract would allow for a maximum of 740 pupils for the remaining two years of the contract.

Fiscal Impact Statement

3. During the 2000-2001 school year, an increase of ten students would add approximately $72,191 to Walker's charter school allocation. These funds would be taken out of the monies already budgeted for MPS charter schools.

Committee Recommendation

Your Committee recommends that the Board agree to Walker International Middle School's request and that the Walker Charter School Contract be modified to increase the maximum student enrollment by ten pupils, with the understanding that these additional students are not currently enrolled in any MPS school.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Preliminary Report Regarding the Urban Teacher Perceiver

Your Committee received the following report from the Administration:

Administration's Report

1. At its April 18, 2000, meeting, the Board accepted an informational report regarding the teacher recruitment grant and teacher alternative certification programs. Included in the report was information

regarding the efforts of the district to recruit, hire, support, and retain quality teachers. At that time, the Board requested that a preliminary report on the Urban Teacher Perceiver be provided to the Innovational/School Reform Committee in May, with a final report due in October.

Specifically the following information regarding the Urban Teacher Perceiver was requested:

Background information
Selection process
Statistical data
Comparative data
Evaluative data

2. Background information

In 1994, the Administration determined that there was a need to identify and use a more effective interview tool to accurately identify prospective teachers who would be most successful in teaching the children of Milwaukee Public Schools. This action was taken in response to the district's difficulty with identifying, hiring, and retaining effective teachers for the urban classroom. Two instruments were considered: Dr. Martin Haberman's STAR interview, and the Gallup Teacher Perceiver interview. During this time, the Gallup Organization introduced the Urban Teacher Perceiver (UTP), a version of the original instrument that placed an emphasis on those talents and characteristics (called themes) specifically needed for teachers in the urban classroom. After participating in the orientation for both instruments and reviewing the information for each, the executive director recommended to the Administration that the district use the Urban Teacher Perceiver.

The Urban Teacher Perceiver interview was developed on studies of highly talented urban teachers from all over the country. Effective teachers with diverse backgrounds from urban settings were identified through principal and student ratings of performance criteria to participate in the pilot study. The philosophy behind Gallup's UTP is to find and select successful and talented teachers and place them in positions where they can make best use of their talents. The UTP identifies core beliefs, or themes, that are relative to urban education. Themes are recurring and have consistent patterns of thought, feelings, or behavior. They are used to help provide an understanding and assessment of teachers who are likely to be successful in the urban classroom.

The Division of Staffing Services has been administering the Urban Teacher Perceiver interview since 1995. All staffing specialists, some leadership specialists and principals, and various other district administrators have been trained to conduct the Urban Teacher Perceiver interview. This training is continuous: In order to maintain the integrity and validity of the process, each interviewer is trained, certified, and recertified annually by the Gallup Organization. The UTP interview is administered to all certified teachers, substitute teachers, and permit and intern applicants who seek employment with the Milwaukee Public Schools.

3. Selection process

The Urban Teacher Perceiver is a structured interview which consists of 55 questions — five questions for each of the 11 themes. A shorter version (a screener), consisting of the first 22 questions, is used for substitute teacher interviews, at recruitment fairs, or in situations in which it is not possible to give the entire interview. The interview takes approximately one hour for most candidates. It is always administered by a trained certified interviewer. Every candidate is asked the same questions in the same manner. The purpose is to eliminate interview bias and arbitrariness of questions and to increase the validity, integrity, and legal defensibility of the selection process. Each candidate's response is judged against the responses of outstanding urban teachers from various racial, gender, and age groups.

Every interview is taped so that the responses can be reviewed for scoring. If necessary, the tape can be reviewed by a second interviewer for clarification. The results of the interview are assigned a total score and a qualitative rating which reflect the 'understanding' of how the teacher responded to each theme in the UTP. The ratings are Highly Recommended (HR), Recommended (R), Conditionally Recommended (CR), Not Recommend (NR).

While the Urban Teacher Perceiver is an important tool in the identification and selection of quality teachers for the Milwaukee Public Schools, other criteria are also considered. The Gallup Organization specifically states, "The results of the structured interview should not be the sole source of information in making a decision about a candidate." The Division of Staffing Services gives consideration to academic background, principal recommendation, university credentials, certification, employment verification, criminal background check, physical examination, references, and the presentation of the candidate during the interview. Additional consideration is given to the actual need for teachers in a specific content area.

If a candidate is not hired primarily because of the interview, it is possible to retake the UTP on an annual basis. Additionally, if there is question about a score, it is possible to have another interviewer review the interview tape. A principal's recommendation or observation of a candidate's performance may result in a recommendation for hire, even if the UTP rating contraindicates it. There are also occasions when, although the UTP rating may be lower, the interviewing staffing specialist may recommend a candidate for hire as a result of an extended interview and a review of an applicant's qualifications.

4. Statistical Data: Urban Teacher Perceiver 1999-2000

During 1999-2000, the district administered the UTP interview to 774 teacher candidates. Scores totaled from 76 Highly Recommended; 195 Recommended; 418 Conditionally Recommended; and 85 Not Recommended. The 689 candidates who received a passing score were placed in teaching positions, with five candidates who received a "Not Recommended" score also being placed based on other criteria. The chart attached to the minutes of your Committee's meeting indicates a more detailed breakdown of the scores for teacher candidates. Similar statistics are included for substitute teachers, with a breakdown by elementary, middle, and high school levels also provided.

The Department of Human Resources is currently receiving teacher evaluation forms from the schools. Further analysis containing comparative and evaluative data will be presented to the Board in October 2000.

The children of Milwaukee Public Schools and their families deserve talented teachers who are committed and dedicated to working in an urban environment with a diverse population of students. Our students need caring, empathetic teachers who are sensitive to their individual needs and dedicated to helping all children reach high levels of achievement. The Urban Teacher Perceiver is used to assist the district in identifying the strengths and talents of teachers who will make a positive and significant difference in the lives of our students. The preliminary data indicate that the Urban Teacher Perceiver is an appropriate tool.

* * * * *

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Award of Contracts

Below are contract award recommendations for the June 2000 Finance and Personnel Committee. Adequate funding is available in various accounts as noted below.

ADA COMPLIANCE WORK

Neeskara School

Prime Contractor
Guenther-Wagner-Johnson
1828 South 76th Street
West Allis, WI 53214

Second low Bidder, Base Bid of $577,030.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	15%	100% MBE	48	7	2	Corporation	6

MPS Facilities and Maintenance will set aside funds from account code 2-41-4-976-283-327-255009.

Note: Low Bidder failed to execute its contract, which had previously been awarded at the February Board Meeting.

ROOF REPLACEMENT

Maple Tree School

Prime Contractor
Walsdorf Roofing Company, Inc.
P.O. Box 66
Kiel, WI 53042

Low Bidder, Base Bid of $360,100.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	17% MBE	50	2	3	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-267-324-254319 from FY01 budget.

MASONRY RESTORATION

Division 1 – Washington High School

Prime Contractor
Pukall Co., Inc.
W63 N173 Washington Avenue
Cedarburg, WI 53012

Low Bidder, Base Bid of $123,902.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	15	1	1	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-035-324-254339 from FY01 budget.

Division 2 – Zablocki School

Prime Contractor
Pukall Co., Inc.
W63 N173 Washington Avenue
Cedarburg, WI 53012

Low Bidder, Base Bid of $69,650.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	15	1	1	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-295-324-254339 from FY01 budget.

ROOF REPLACEMENT

Morse Middle School

Prime Contractor
Specialty Associates, Inc.
11122 West Rogers Street
West Allis, WI 53227

Low Bidder, Base Bid of $156,569.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	160	7	7	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-052-324-254319 from FY01 budget.

ROOF REPLACEMENT

River Trail School

Prime Contractor
Specialty Associates, Inc.
11122 West Rogers Street
West Allis, WI 53227

Low Bidder, Base Bid of $253,325.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	160	7	7	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-194-324-254319 from FY01 budget.

PLAYGROUND RESURFACING

Cooper School

Prime Contractor
Paving Mix & Construction Co. Inc.
124 East Rawson Avenue
Oak Creek, WI 53154

Second low Bidder, Base Bid of $209,915.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% WBE	45	10	4	Corporation	6

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-117-327-255009.

Note: Low Bidder did not meet the M/WBE requirements.

PLAYGROUND RECONSTRUCTION AND NEW TOT LOT

Goodrich School

Prime Contractor
Payne and Dolan, Inc.
P.O. Box 781
Waukesha, WI 53187

Low Bidder, Base Bid of $237,525, plus $8,250 for Mandatory Alternate Bid 1 to remove existing pavement and stone base and provide new paving, for a total contract of $245,775.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	8% MBE 5% WBE	594	126	89	Corporation	10

MPS Facilities and Maintenance will set aside funds from account codes 2-10-4-974-192-327-255009 from FY01 budget and 2-10-4-975-192-327-255008.

NEW TOT LOTS

Division 1 — Hawthorne School

Prime Contractor
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder, Base Bid of $54,550.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% WBE	23	11	2	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-975-212-327-255009 from FY01 budget.

Division 2 – Milwaukee Sign Language School

Prime Contractor
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder, Base Bid of $54,865.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% WBE	23	11	2	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-975-226-327-255009 FY01 budget.

The following is a report detailing the emergency award of contract to purchase boilers due to unforeseen conditions that caused the boilers to fail.

Clement Avenue School

Heat & Power Products, Inc.
N88 W16624 Appleton Avenue
Menomonee Falls, WI 53051

Low Bidder $47,895.00

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-113-324-254329.

Total construction contract dollars awarded $2,105,681.00
Total dollars HUB participation $808,656.65
% of MBE participation 34.37
% of WBE participation 1.84
% of M/WBE participation 2.19
% Minority employees within company 12.06
% Women employees within company 6.33

Authorization to Make Purchases

SS-559 *Authorization to Enter into a License and Services Agreement with Oracle Corporation to Provide Database Software and Support*

The district entered a License and Service Agreement with Oracle Corporation in May 1998 which provides Oracle software and support for the district's various technology initiatives, such as the Student Management System (SMS) and the HR/Payroll System. The term of the Agreement, which supports 1,250 concurrent users, was for six years at a total cost of $2,008,663.

The Administration is seeking authorization to renegotiate the Agreement, basing pricing on the number of servers rather than number of users. This will provide the district with the opportunity to expand beyond the 1,250 users. The district will be charged a one-time fee of $53,129; however, over the six-year term of the Agreement, the net savings will be $558,294. The district will also receive additional management software, valued at $237,000.

Fiscal Information: Funds for the Oracle License are included in the district's Strategic Technology Plan, 1-10-4-814-518-312-266000

SS-529 *Authorization to Extend the Contract with Omni Resources, Inc., to Provide Support for the HR/Payroll Project and the Student Management System*

At the January 25, 2000, meeting, the Board authorized the Administration to increase the contract with Omni Resources, Inc., to $220,000 to provide computer-programming services in support of the Student Management System. The term of the contract was through June 2000. A continued need for mainframe application support for both the HR/Payroll Project and the SMS project is the basis for the request. The extension will be for an additional $37,300 and the term extended through December 2000.

Fiscal Information: Funds for the Omni contract are included in the district's Strategic Technology Plan, 1-10-4-814-518-312-266000

SS-544 *Authorization to Extend the Contract with Stratagem, Inc. to Provide Support for the HR/Payroll Project*

At the November 30, 1999, meeting, the Board authorized the Administration to increase the Stratagem, Inc., contract amount by $60,000 to provide computer-programming services in support of the HR/Payroll System. The term of the contract was through June 2000. A continued need for project support for the HR/Payroll Project is the basis for the request. The extension will be for an additional $100,000 and the term extended through June 2001.

Fiscal Information: Funds for the Stratagem, Inc., contract are included in the district's FY2000 HR/Payroll budget. BC: 1-10-4-812-600-311-266000

SS-560 *Authorization to Enter into a Contract with International Business Machines, Inc., (IBM) to Provide Systems and Programming Support for the District's IBM Mainframe Computer.*

The Administration is requesting authorization to enter into a contract with IBM to provide VM/ESA and VSE/ESA System Programming and staff training. Recent resignations have resulted in a shortage of skilled mainframe programmers and operators. The Administration is in the process of filling the vacant positions. The cost of the contract is $50,000. The term of the contract will be six months or 200 hours.

Fiscal Information: Funds for the IBM contract are included in the Department of Technology budget: 1-10-4-814-518-312-266000.

SS-561 *Authorization to Enter into a Contract with A.E. Business Systems for Network, Systems Engineering and Technical Support Services.*

The Administration is requesting authorization to enter into a contract with A.E. Business Systems (AEBS) to provide various network management, database, and computer support services. The contract would be on a time- and material-basis, with the amount not to exceed $125,000. Some of these services are eligible for E-rate reimbursement. The district currently does not have the staff or technical resources to perform these functions. AEBS recently won the Wisconsin state contract for these services (Contract Number: 15-93275-901).

Fiscal Information: Funds for the AEBS contract are included in the district's Strategic Technology Plan. 1-10-4-814-518-312-266000

SS-562 *Authorization to Enter into a Contract with Walk on Water, Inc. (WOW) to Provide Systems and Programing Support for the District's HR/Payroll Project.*

The Administration is requesting authorization to enter into a contract with Walk on Water, Inc., (WOW) to provide HR/Payroll System programming, database support, and staff training. The firm's expertise in PeopleSoft and MPS HR/Payroll systems is essential for the continued development of the HR/Payroll project. The cost of the contract is $207,600. The term of the contract will be through June 2001.

Fiscal Information: Funds for the WOW contract are included in the district's FY2000 HR/Payroll budget. BC: 1-10-4-812-600-311-266000

SS-495 *Authorization to Extend Contracts with Milliman and Robertson for Actuarial and Health Care Network Evaluations and Health Care System Consultants for Claims Administration Evaluation.*

At its June 1999 meeting, the Board authorized contracts with Milliman and Robertson for actuarial and network evaluations, and Health Care Systems Consultants for claims administration evaluation. Both contracts were for one year at a cost not to exceed $49,500 each, for a total of $98,000. Both firms assist the Administration with evaluating proposals for health and dental insurance.

The Administration is requesting authorization to increase the contract with Milliman and Robertson by $55,000. Recent changes in the scope and length of time to complete the evaluations necessitate this request. No additional funds are required for Health Care System Consultants.

Fiscal Information: Funds for the Milliman and Robertson extension is included in the Department of Human Resources' FY2000 budget. Account code: 1-10-4-870-600-241-500000.

RFP-187 *Authorization to Extend the Length of Contract for the Stockless Office Supply Program*

The contract with Corporate Express was originally awarded six years ago. Pending successful negotiations regarding such issues as price and contract length, the intent is to extend the length of this contract as needed throughout fiscal year 2001. The extension is needed while staff explores e-commerce alternatives or rebidding the contract.

RFP-234 *Authorization to Extend the Length of Contract for the Stockless Educational Supply Program*

The contract with School Specialty Supply was originally awarded three years ago. Pending successful negotiations regarding such issues as price and contract length, the intent is to extend the length of this contract as needed throughout fiscal year 2001. The extension is needed while staff explores e-commerce alternatives or rebidding the contract.

The TAC (Technology Advisory Committee) has reviewed these projects and recommends the following:

SS-551 *Lease-Purchase of Computers (Pulaski)*

Recommend authorization to purchase 37 laptop computers with network cards, 88 Windows computers, upgrades to file servers, video conferencing equipment, a printer, 30 computer tables and chairs, whiteboards for 18 rooms, and air conditioning for two computer labs, totaling an estimated $274,817.

The school's Title 1 budget will be charged if all items are bought on a lease-purchase:

FY0l	1-13-4-143-026-551-110500	$ 97,423
FY02	1-13-4-143-026-551-110500	$ 97,423
FY03	1-13-4-143-026-551-110500	$ 97,423
	Total	$ 292,269

SS-553 *145 Windows Computers and Software (Metcalfe)*

Recommend authorization to purchase 145 Windows Pentium III computers, a file server, 10 cameras, 29 printers, various administrative and classroom software titles, related items, and installation totaling an estimated $485,793. This is in cooperation with the Boys and Girls Clubs. Funding sources are:

FY00	1-10-1-000-000-000-713280	$ 485,000

SS-557 *Lease-Purchase of CCC Software (Fernwood)*

Recommend authorization to enter into a three-year lease-purchase for instructional software, maintenance, and related Computer Curriculum Corporation items totaling $63,058, using the existing line of credit with Citicorp Leasing. Funding is as follows:

FY00	1-13-4-143-158-551-110500	$ 17,509
FY01	1-14-4-143-158-551-110500	$ 25,039
FY02	1-13-4-143-158-551-110500	$ 25,039
	Total	$ 67,587

SS-558 *Lease-Purchases (Various)*

The intent of this request is to use this same sole-source authorization for any similar technology-related requests that may be made this summer. Projects being processed now include:

Congress School — $38,250 — 30 MPS standard Windows computers for SMS:

FY00	1-10-4-601-116-579-110500	$ 13,560
FY01	1-10-4-601-116-579-110500	$ 13,560
FY02	Technology Dept. budget	$ 13,560

Edison — $127,500 — 100 MPS standard Windows computers for SMS

FY00	1-10-4-606-047-579-110500	$ 45,135
FY01	1-10-4-606-047-579-110500	$ 45,135
FY02	Technology Dept. budget	$ 45,135

Emerson — $38,719 — 31 MPS standard Apple iMac computers for SMS

FY00	1-10-4-609-150-579-110500	$ 13,707
FY01	1-10-4-609-150-579-110500	$ 13,707
FY02	Technology Dept. budget	$ 13,707

MSL — $90,496 — 70 MPS standard Windows computers for SMS and 6 printers

FY01	1-10-4-606-091-579-110500	$ 32,036
FY02	1-10-4-606-091-579-110500	$ 32,036
FY03	1-10-4-606-091-579-110500	$ 2,716
FY03	Technology Dept. budget	$ 29,320

Morgandale — $25,500 — 20 MPS standard Windows computers for SMS

FY00	1-10-4-609-277-579-110500	$ 9,040
FY01	1-10-4-609-277-579-110500	$ 9,040
FY02	Technology Dept. budget	$ 9,040

Morse — $147,499 — 80 MPS standard Apple iMac and G4 computers, 9 Apple laptops, and 22 MPS standard Windows computers for SMS

FY00	1-13-4-143-052-551-110500	$ 52,215
FY01	1-14-4-143-052-551-110500	$ 52,215
FY02	Technology Dept. budget	$ 52,215

Report of Revenues and Expenses and Monthly Expenditure Control Report — April 2000

A. Statement of Revenues as of April 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$774,122,606	$13,276,365	$787,398,971	$6,455,976	$524,525,564	$262,873,407	67%
Categorically Aided	63,402,232	58,748,346	122,150,578	12,642,356	66,563,874	55,586,704	54%
School Nutrition	26,840,000	159,206	26,999,206	6,885,060	21,004,228	5,994,978	78%
Construction	22,823,121	34,312,199	57,135,320	1,462	20,464,990	36,670,330	36%
Extension	7,326,868	81,412	7,408,280	97,653	7,204,137	204,143	97%
Total All Funds	894,514,827	106,577,528	1,001,092,355	26,082,507	639,762,793	361,329,562	64%

B. Statement of Expenditures as of April 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$774,123,606	$13,258,431	$787,382,037	$60,409,976	$665,545,153	$121,836,884	85%
Categorically Aided	63,402,232	58,748,346	122,150,578	10,165,640	82,425,052	39,725,526	67%
School Nutrition	26,840,000	159,206	26,999,206	2,249,386	22,307,039	4,692,167	83%
Construction	22,823,121	34,312,196	57,135,317	91,657	53,105,522	4,029,795	93%
Extension	7,326,868	81,413	7,408,281	319,370	5,037,251	2,371,030	68%
Total All Funds	894,515,827	106,559,592	1,001,075,419	73,236,029	828,420,017	172,655,402	83%

(1) Represents Board-approved transfers during fiscal year 2000 and appropriations for purchases encumbered in fiscal year 1999.

(2) Revised budget revenues are $16,936 greater than revised budget expenditures due to a net deficit carryover for schools and departments in fiscal year 1999.

Monthly Report on Expenditures

The following report is submitted for the Board's information pursuant to the Milwaukee Board of School Director's action of November 8, 1978. This report is presented on a budgetary basis of accounting and reflects revenues and expenditures for the period July 1, 1999 through April 30, 2000.

SCHOOL OPERATIONS FUND

Expenditures through April totaled $665,545,153, or 85% of the revised budget.

District Contingent Fund — Total funding in the account presently is $1,304,217. Approved fund transfers and a recapitulation of the account status is as follows:

Balance — July 1, 1999	$ 2,504,217
Approved Transfers:	
Adjustment to Budget	800,000
Neighborhood School Plan Development	400,000
Balance –April 30, 2000	$ 1,304,217

CONSTRUCTION FUND

Expenditures through April totaled $53,105,522, or 93% of the revised budget.

EXTENSION FUND

Expenditures through April totaled $5,037,251, or 68% of the revised budget.

Revenues & Expenditures —
Current Year vs. 3-Year Average
As of April 30, 2000

	Percent Realized		Percent Expended	
	Current Year	3-Year Avg	Current Year	3-Year Avg
School Operations	67%	69%	85%	78%
Categorically Aided	54%	58%	67%	69%
School Nutrition	78%	75%	83%	83%
Construction	36%	56%	93%	85%
Extension	97%	93%	68%	77%

Report of Revenues and Expenses and Monthly Expenditure Control Report (May 2000)

A. Statement of Revenues as of May 31, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$774,122,606	$13,334,160	$787,456,766	$6,384,142	$530,909,707	$256,547,059	67%
Categorically Aided	63,402,232	59,205,132	122,607,364	9,033,169	75,597,044	47,010,320	62%
School Nutrition	26,840,000	101,411	26,941,411	282,571	21,286,771	5,654,640	79%
Construction	22,823,121	34,312,199	57,135,320	163,501	20,628,491	36,506,829	36%
Extension	7,326,868	81,412	7,408,280	173,296	7,377,431	30,849	100%
Total All Funds	894,514,827	107,034,314	1,001,549,141	16,036,679	655,799,444	345,749,697	65%

B. Statement of Expenditures as of May 31, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Expenditures	Year-to-Date Exp. & Encumb.	Unexpended Balance	Percent Expended
School Operations	$774,123,606	$13,316,226	$787,439,832	$64,544,732	$726,950,269	$60,489,563	92%
Categorically Aided	63,402,232	59,205,132	122,607,364	9,862,684	94,293,722	28,313,642	77%
School Nutrition	26,840,000	101,411	26,941,411	2,144,894	25,060,992	1,880,419	93%
Construction	22,823,121	34,312,196	57,135,317	5,128,385	53,331,059	3,804,258	93%
Extension	7,326,868	81,413	7,408,281	359,440	5,585,330	1,822,951	75%
Total All Funds	894,515,827	107,016,378	1,001,532,205	82,040,135	905,221,372	96,310,833	90%

(1) Represents Board-approved transfers during fiscal year 2000 and appropriations for purchases encumbered in fiscal year 1999.

(2) Revised budget revenues are $16,936 greater than revised budget expenditures due to a net deficit carryover for schools and departments in fiscal year 1999.

Monthly Report on Expenditures

The following report is submitted for the Board's information pursuant to the Milwaukee Board of School Director's action of November 8, 1978. This report is presented on a budgetary basis of accounting and reflects revenues and expenditures for the period July 1, 1999 through May 31, 2000.

SCHOOL OPERATIONS FUND

Expenditures through May totaled $726,950,269, or 92% of the revised budget.

District Contingent Fund — Total funding in the account presently is $1,304,217. Approved fund transfers and a recapitulation of the account status is as follows:

Balance — July 1, 1999	$ 2,504,217
Approved Transfers:	
Adjustment to Budget	800,000
Neighborhood School Plan Development	400,000
Balance –May 31, 2000	$ 1,304,217

CONSTRUCTION FUND

Expenditures through May totaled $53,331,059, or 93% of the revised budget.

EXTENSION FUND

Expenditures through May totaled $5,585,330, or 75% of the revised budget.

Revenues & Expenditures —
Current Year vs. 3-Year Average
As of May 31, 2000

	Percent Realized		Percent Expended	
	Current Year	3-Year Avg	Current Year	3-Year Avg
School Operations	67%	69%	92%	89%
Categorically Aided	62%	66%	77%	78%
School Nutrition	79%	84%	93%	94%
Construction	36%	56%	93%	89%
Extension	100%	93%	75%	83%

Report on Administrative And School Fund Transfers

4. The listing of administrative and school transfers required by Board Policy 4.04 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Allen-Field	Ameritech	$4,000	RIF Program
Browning	Howard Fuller	$100	College Scholarship Fund
Burbank	PTO	$750	Marketing fund
Burbank	PTO	$100	Student welfare fund
Burbank	PTO	$750	Two refrigerators
Burbank	PTO	$250	Student incentives
Burbank	PTO	$300	Peer mediation program
Burbank	PTO	$750	Staff appreciation events
Burbank	PTO	$2,435	Special events
Burbank	PTO	$7,220	Field trips
Burbank	PTO	$3,150	Educational supplies
Burdick	Broadband Sports	$3,120	Three Macintosh computers
Clarke	Hope M. Winter	$350	CD-ROM rewriter
Cooper	Neighbors	$190	Tot lot replacement
Cooper	Saturn	$250	Tot lot replacement
Cooper	Neighbor	$25	Tot lot replacement
Cooper	Pieper Family Foundation	$200	Tot lot replacement
Cooper	Neighborhood Family	$25	Tot lot replacement
Custer	Jostens	$200	Renaissance Convention
Custer High	Miller Brewing Co.	$5,000	Tools For Success Program
Edison	University of Wisconsin	$250	Educational supplies
Fernwood	Boys & Girls Club	$3,829	After school program
Gaenslen	Knights of Pythias	$400	Media Center
Goodrich	North Milw State Bank	$500	Attendance T-shirts
Goodrich	Advanced Vet Clinic	$500	Attendance T-shirts
Grant	Sam’s Club/Wal-Mart	$150	Student supplies
Kilbourn	St. Francis Church	$100	Students’ clothing bank
Kilmer	Sam’s Club Foundation	$500	Wood shop
LaFollette	Osco Drug Store	$56	Gifts for picnic games
LaFollette	Sentry	$50	Third-grade picnic
LaFollette	Pepsi-Cola Bottling Co.	$60	Third-grade picnic

Lowell	Sams Club	$500	Field trips
Malcolm X	Anonymous	$1,000	Eighth-grade completion
Malcolm X	Rockwell - Allen-Bradley	$4,000	Tech/Student Incentives
Malcolm X	Ameritech	$4,000	Techn/Library Upgrade
Malcolm X	American Heart Assn	$50	Sports Equipment
Maryland	Thomas Barber	$25	Memory of Robert S. Stoke
Maryland	Mary Holzbauer	$1,020	Memory of Robert S. Stoke
Maryland	Elizabeth Radtke	$50	Memory of Robert S. Stoke
Milw German Imm	American Legion Auxiliary	$2,114	Sound system
Milwaukee Tech	Taylor Electric	$1,500	Woodshop project materials
Starms DLC	Alpha Kappa Alpha Sorority	$500	Literacy
Victory	97 FM WLTQ Radio Station	$200	Teacher of the Month Award
Victory	Broadband Sports/Athletics	$3,120	Three MAC Computers
Webster	Briggs & Stratton	$96,000	Assembly line tools for workstations
WiscConservatory	Betty McCarrier	$106	Eighth-grade D.C. trip
Wisc Conservatory	Schindler Elevator Corp.	$100	Eighth-grade D.C. trip
Wisc Conservatory	Johnson Controls	$250	Eighth-grade D.C. trip
Wisc Conservatory	Grunau Co.	$100	Eighth-grade D.C. trip
Wisc Conservatory	Pieper Power	$75	Eighth-grade D.C. trip

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above;
3. Accept the Reports of Revenues and Expenses; and
4. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Deletion of Names From the List of Appointed Teachers; Approval of Leaves of Absence; Report on Resignations; and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Tod Haggerty Warehouse and Distribution	Material Handler I $30,857.32/yr.	07-10-00
Anna Carter Milwaukee Village	School Secretary I $17,358.67/yr.	05-22-00
Tammi Glasgow Congress	Child Care Worker $8.64/hr.	05-22-00
Otis Paige Metcalf	School Secretary I $17,358.67/yr.	05-05-00

PROMOTIONS

Raymond Watson Webster Middle School	Boiler Attendant Trainee $25,815.40/yr.	05-04-00
Linda Tousignant Madison High School	Building Service Helper II $23,926.76yr.	05-14-00
Frederick Oliver Vincent High School	Building Service Helper II $23,926.76/yr.	05-14-00
Gloria Remm Audubon Middle School	School Secretary II $28,194.92/yr.	05-29-00
Saundra Turner-Griffin Human Resources	Human Resources Assistant $28,027.74/yr.	07-10-00
Raquel Mendoza Audubon Middle School	School Secretary I - DP $26,238.94/yr.	05-29-00

REINSTATEMENTS

Teresa Ramos Trowbridge	School Secretary I $22,232.22/yr.	05-03-00

Approval of Certificated Appointments — Teachers

Etnic Code	Teachers - Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
nr,a	Margaret M. Cavanaugh Speech	C	$44,666	0	6/1/00

CODES
(a) Reappointment without tenure
(nr) Non-Resident who must become a resident

Deletion of Names From the List of Appointed Teachers

3. On December 2, 1999, a 15-day conference letter was sent to each of the following teachers, stating that he/she should respond within 15 days or his/her name would be deleted from the list of appointed teachers. As of this date, no response has been received nor has any of these staff members informed the Administration of their status.

Andrea Noon
Edward Richards II
Colleen Roth
Michael Stephan

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 12, 2000:		
Alice Jorgenson	Grantosa	May 10, 2000
James Martell	Hamilton	March 28, 2000
Karen Tepper	McNair	May 1, 2000
Penny Vance	Clemens	April 4, 2000

Maternity Leave, to June 12, 2000

Ann Marie Flynn	Westside Academy II	May 9, 2000

Maternity Leave, to June 11, 2001:

Lauren Kell	Custer	August 22, 2000

Maternity Leave, to June 11, 2001:

Rochelle Meulemans	Gaenslen	May 8, 2000
Jillian Tobin	Vieau	May 17, 2000

Personal Leave, to June 12, 2000:

Todd Genke	Clement/Trowbridge	May 15, 2000
Robert Dames	Custer	April 5, 2000

Personal Leave, to January 19, 2001:

Brenda Kertscher	Gaenslen	May 12, 2000

Personal Leave, to June 11, 2001:

Ann Marie Bicknell	Morse	August 22, 2000
Julie Gross	Elm	August 22, 2000
Linda Matzke	Academy of Accelerated Learning	August 22, 2000
Constance Petersen	Goodrich	August 22, 2000
Martha Tinajero	South Division	August 22, 2000

Sabbatical Leave, to January 19, 2001:

Terri Simmons Jones	Muir	August 22, 2000

Sabbatical Leave, to June 11, 2001:

Constance Orlandini	DSSC	August 22, 2000
Susan Owens	Siefert	August 22, 2000

Extension of Illness Leave, to June 11, 2001:

Lawrence Jackson	Leave	August 22, 2000
Linda LeValley Loose	Leave	August 22, 2000
Doreen McDermott	Leave	August 22, 2000
Alba Santiago	Leave	August 22, 2000
Penny Vance	Leave	August 22, 2000

Extension of Maternity Leave, to January 19, 2001:

Angelena Malone	Leave	August 22, 2000
Shari Michael	Leave	August 22, 2000

Extension of Maternity Leave, to June 11, 2001:

Theresa Andrews	Leave	August 22, 2000
Diane Dencker	Leave	August 22, 2000
Katrina Edmond	Leave	August 22, 2000
Tammie Feiner	Leave	August 22, 2000
Jenny Galloway	Leave	August 22, 2000
Amy Gerbasi	Leave	August 22, 2000
Kristi Giese	Leave	August 22, 2000
Laura Gorecki	Leave	August 22, 2000
Gloria Hafemann	Leave	August 22, 2000
Molly Hernandez	Leave	August 22, 2000

Sarah Lee	Leave	August 22, 2000
Karen Martens	Leave	August 22, 2000
Carolyn Neumann	Leave	August 22, 2000
Linda Prado	Leave	August 22, 2000
Susan Romero	Leave	August 22, 2000
Melinda Runnoe	Leave	August 22, 2000
Erica Schmidt	Leave	August 22, 2000
Dawn Strasser	Leave	August 22, 2000
Michelle Thompsen	Leave	August 22, 2000
Kim Urchell	Leave	August 22, 2000
Lauren Vey	Leave	August 22, 2000
Susan Will	Leave	August 22, 2000

Extension of Personal Leave, to June 11, 2001:

Michelle Anderson	Leave	August 22, 2000
Shahanna McKinney	Leave	August 22, 2000
Naseer Nasir	Leave	August 22, 2000

Extension of Study Leave, to June 11, 2001:

Kathryn Brimmer	Leave	August 22, 2000

Report on Resignations

Name	Position	Effective Date
Amy Adams	Teacher	06/12/00
Dawn S. Akers	Teacher	06/12/00
Michelle L. Angle	Teacher	08/21/00
Sarah C. Boblenz	Teacher	06/12/00
Norma J. Cleary	Teacher	06/12/00
Nathorn C. Edwards	Teacher	06/12/00
Julius W. Gaddis	Teacher	05/03/00
Jennifer A. Frontier	Teacher	06/12/00
Amy Gardner	Teacher	05/17/00
Charlotte L. Grobner	Teacher	07/26/00
Jean M. Gumina	Teacher	06/30/00
Veronica D. Heabler	Teacher	09/18/00
Virginia A Hirsch	Director	07/05/00
Stephanie Johnson	Teacher	08/21/00
Barry G. Koch	Teacher	05/01/00
Ivanka Kuzmanovic	Teacher	06/12/00
Terry D. Landgren	Teacher	07/13/00
Marilyn Lane	Supervisor	07/07/00
Steven G. Marshall	Teacher	06/12/00
Jennifer B. Neuenschwander	Teacher	06/12/00
Leonard C. Pacala	Teacher	06/12/00
Linda P. Perez	Teacher	06/12/00
Patsy A. Peterson	Teacher	05/18/00
William E. Rawles	Teacher	05/10/00
Martin Shadd	Teacher	06/12/00

Brian Slattery	Teacher	06/12/00
David J. Stanley	Teacher	06/12/00
Colleen B. Sullivan-Konyn	Teacher	05/24/00
Diane L. Tenenbaum	Teacher	07/28/00
Debra Toporek	Teacher	06/12/00
Brian Veenendaal	Teacher	07/28/00
JoAnne Wargin	Teacher	06/12/00
Jill D. Wilm	Teacher	09/13/00
Kathryn E. Winston	Teacher	06/12/00

Prevailing Wage Rates

Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council listing the new wage rates and their effective dates are attached to the minutes of your Committee's meeting.

Affirmative Action Report

7. The Affirmative Action report for May 2000 will be submitted in July.

Committee Recommendations

Your Committee recommends that the Board:

1. Approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.
2. Authorize the Administration to pay the prevailing wage rates detailed in the above-mentioned communications in contract with contractors and subcontractors.
3. Authorize increases for MPS construction craftsmen as of the dates indicated on the above-mentioned communications.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Action on a Recommendation to Approve Changes to the Milwaukee Board of School Directors' Investment Policy and Investment Manager Structure for the District's Two Supplemental Early Retirement Pension Plans

Administration's Analysis

1. The firm of Brackey Consulting, Inc., was retained to perform a study of investment options for the district's supplemental early retirement pension plans (i.e., the "Teachers' Plan" and the "Administrator's Plan"). A copy of the report prepared by Brackey Consulting, Inc., is provided under separate cover.

The district's investment policy was last changed in 1994, when the Board approved the investment of a portion of its pension plan assets in the State of Wisconsin Investment Board's (SWIB) Fixed Fund. Until recently, Wisconsin statutes prohibited the investment of district funds in common stocks other than investments in the SWIB fund.

Prior to 1994, all of the district's pension assets were held in trust at Marshall and Ilsley (M&I) and invested by M&I Investment Management Inc. in fixed-income government securities.

2. The plans' actuary, Ernst and Young, was also retained to provide projected plan benefit payments, contributions, assets, and funded status each year over the next fifteen-year period, based on four alternative rates of investment returns — 4%, 6%, 8%, and 10%. The investment return assumption currently used as a basis for funding the plans is 8%.

3. The projections performed in this study alarmingly show that, long term, the district will not be able to maintain the current 8% investment return assumption with the investment mix permitted by the district's current investment policy. Actual investment performance below the assumed investment rate of 8% will necessitate increased funding of the plan. For example, plan contributions will need to be increased in the range of $0.4 million to $1.2 million each year for every 2% the investment rate assumption is reduced from 8%.

4. Since 1994, the district has made periodic investments totaling $31,990,778 in plan assets in the SWIB Fixed Fund. As of March 31, 2000, these assets have grown to $58,153,889. The SWIB administrative expense charged against the district's plan assets in the SWIB Fixed Fund since 1994 has been $40,082, which on average is 0.13% of assets. The SWIB Fixed Fund, which has returned on average 17% per year for five years and 12.5% per year for ten years, has consistently performed above its benchmarks. The asset mix of the SWIB Fixed Fund as of 12/30/99 was 62% equity and 38% in fixed income.

5. The district's remaining pension funds are held in trust at M&I, the custodial trustee responsible for making benefit payments to all retired plan participants. The funds are managed by M&I Investment Management, Inc., and are invested in high-quality government bonds in accordance with Wisconsin statutes. Total plan assets at M&I, including the employee contribution accounts, are approximately $21,692,000.

6. The district's current investment policy stipulates that all funds are to be invested in the SWIB Fixed Fund after setting aside the following to be held in trust at M&I:

a. Dedicated bond portfolios for 1984 and 1989

b. Administrators' Plan member contribution accounts

c. 2 years of benefit payments to retirees for Administrators' Plan

d. 1 year of benefit payments to retirees for Teachers' Plan

7. The following asset allocation policy is recommended based on the district's supplemental pension contribution and benefit payment projections over the ten-year period through 2009, the historical and prospective risk and return characteristics associated with various asset classes, and the diversification benefits achieved by investing in different asset classes:

Fund Manager	Asset Class	Investment Policy Target
SWIB Fixed	Balanced	100% of the remaining plan assets after setting aside amounts listed below.
M&I	Fixed Income	The sum of the following:
		1984 & 1989 bond dedications
		One year's benefit payments (net of payments from the employee contribution accounts).
		Employee contributions plus investment income.
SWIB Variable	Equities	An amount equal to 150% of the amount in Fixed Income.

This will result in approximately 60% of assets to be invested outside of the SWIB Fixed Fund being allocated to equities and 40% to fixed income. This asset mix is approximately equal to the proportionate allocation, which was developed in Policy 1 of the consultant's report. The projection for Policy 1 indicates an expected return of 8.1% at a standard deviation (risk) of 12.5%.

8. The recommended investment policies for the Teachers' Plan and the Administrators' Plan are provided under separate cover. The attached opinions received from the City Attorney dated June 7, 1999, and April 27, 2000, were followed in crafting the recommended investment policies. These opinions explain the recent amendments to Wisconsin Statute 66.04 made by enactment of the 1997 Investment Act 318. These amendments have enabled greater flexibility for M&I to prudently invest plan assets in fixed-income securities in addition to government issues, as noted on page 9 of the recommended investment policies. Accordingly, this flexibility has been included in the recommended investment policies, which provide that, in addition to government fixed-income securities, bonds may also be purchased or owned that have a minimum quality rating of Baa (Moody's) or BBB (Standard and Poor's).

9. The City Attorney's opinion dated June 7, 1999, also advises that the Board annually take action to expressly renew the investment agreement with M&I for the ensuing fiscal year. Currently investment returns are included in the independent annual audits performed on each plan and reported to the Board.

Strategic Plan Compatibility Statement

10. The recommendation is compatible with the MPS Strategic Plan, adopted by the Board in March 2000. Specifically, it supports the initiative directed at financial management *to develop policies and procedures to improve the district's financial management systems to preserve the district's financial stability*.

Statute, Board Policy or Rules Statement

11. These recommendations are compliant with above referenced legal opinions provided by the Office of the City Attorney. (Copies are attached.)

Fiscal Impact Statement

12. Long term, the current investment mix permitted by the district's investment policy appears insufficient to support the 8% investment rate assumption used to fund its plans. The recommended revisions to the investment policy will enable funds to potentially yield higher investment returns prudently at the degree of investment risk which the Board deems acceptable.

Implementation and Assessment Plan

13. The Administration must be authorized to withdraw and transfer funds from the SWIB Fixed Fund to the SWIB Variable Fund or M&I in order to administer the investment of the plans assets in accordance with the attached recommended investment policies.

Committee Recommendations

Your Committee recommends that, effective June 28, 2000, the Board:

1. Approve the recommended asset allocation policy as follows:

   The Board continue to allocate 100% of the remaining assets to the State of Wisconsin Investment Board (SWIB) Fixed Fund after setting aside the following allocation:

   - the assets invested as part of the 1984 and 1989 bond dedication programs,
   - an amount equal to one year's benefit payments for the MPS Teachers' Plan and the MPS Administrators' Plan (net of payments for the employee contribution accounts),
   - the assets in fixed-income investments ($7.2 million on June 30, 1999), if any, relating to employee contributions to the MPS Administrators' Plan,

- an amount to be invested in equities in the SWIB Variable Fund which is approximately equal to 150% of the market value of the investments for the bond dedication programs, one year's benefit payments, and any fixed-income investments relating to employee contributions.

2. Modify the investment guidelines under which M&I is managing fixed-income investments to reflect 1997 Wisconsin Act 318. As noted in the Office of the City Attorney's letter dated June 7, 1999, the Act "removes the previously applicable statutory restrictions on MPS pension plans. The assets of the pension plan may now be invested in any investments that meet the standard of the 'prudent person rule.'"

3. Adopt the investment policy for the Teachers' Plan and the attached investment policy for the Administrator's Plan. (Policy documents provided under separate cover.)

4. Authorize the Superintendent or his designee to withdraw or transfer funds to provide for benefit payments and investments permitted in accordance with the district's investment policies for the Teacher's Plan and the Administrator's Plan.

5. Direct the Administration to annually provide the Board with a report on investment performance of SWIB and M&I, as well as an annual review of SWIB's changes in investment policy targets, guidelines, and organizational changes.

6. Authorize the Superintendent to execute a renewal of the investment agreement with M&I for fiscal year 2001 as recommended in the City Attorney's opinion dated June 7, 1999.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Action on Authorization for FY01 Contracts for Contracted Kindergarten/Primary Programs

Administration's Analysis

1. The Milwaukee Board of School Directors at its May 26, 1999, meeting authorized the Administration to enter into contracts with agencies for early childhood services. The contracts covered a three-year term: FY2000, FY2001 and FY2002. All students being served under these contract agreements are included in the MPS enrollment count.

2. Consistent with the provisions of the three-year contract, contracts will be renewed on a yearly basis, given the performance of the program, the availability of funds, and the needs of the district. The Milwaukee Public Schools continues to have a need for programs serving students in early childhood grades. The Administration has worked with the agencies, and the agencies have met the terms of their contracts. Funds totaling $4,676,236 were allocated in the FY2001 budget for contracted kindergarten/primary programs.

3. The Administration recommends the Board authorize the second year of the three-year contracts with the agencies listed below.

SITE	FTE Authorized	Amount Authorized
AGAPE	180	$963,520
Enlightened Day Care	20	$94,760
Guadalupe Head Start	25	$118,450
La Causa	80	$412,140
MMASBE (Arete)	60	$304,140
Next Door	120	$568,560
Seeds of Health (Windlake)	280	$1,445,800
V.E. Carter	140	$703,040
TOTAL	905	$4,610,410

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement, and Goal 3, family satisfaction, as measured by their choices in the education marketplace. These contracts provide parents and students with multiple educational options and services.

Statute, Board Policy or Rule Statement

5. These contracts conform to all statutes, policies and rules.

Fiscal Impact Statement

6. Funds totaling $4,676,236 were allocated in the FY2001 budget, Department of Educational Services, Early Childhood Programs, 1-10-4-618-000-370-431100, for contracted kindergarten/primary programs.

Implementation and Assessment Plan

7. The contracts will be monitored through the Department of Educational Services. Unless otherwise negotiated and agreed to by the parties in writing, the agencies shall establish to the satisfaction of MPS on an annual basis that they have evaluated how children are performing in the program in the following areas:

Language Arts
Active Learning
Math and Logical Reasoning
Social/Emotional
Science/Social Studies/Health

Committee Recommendation

Your Committee recommends that the Board authorize the second year of the three-year contracts with the following agencies for the FTEs and amounts listed below:

SITE	FTE Authorized	Amount Authorized
AGAPE	180	$963,520
Enlightened Day Care	20	$94,760
Guadalupe Head Start	25	$118,450
La Causa	80	$412,140
MMASBE (Arete)	60	$304,140
Next Door	120	$568,560
Seeds of Health (Windlake)	280	$1,445,800
V.E. Carter	140	$703,040
TOTAL	905	$4,610,410

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Action on Recommendation for Approval of FY01 MPS/Milwaukee County Collaborative Day Treatment Programs for Adjudicated Youth

Administration's Analysis

1. The Milwaukee County Children's Court Center and MPS have agreed to collaborate in providing Intensive Day Treatment Programs for those students being assigned by the courts. The Milwaukee Public Schools and the Milwaukee County Children's Court Center jointly fund several day treatment facilities for

adjudicated youth. These programs provide educational and therapeutic services to children ages 12 through 18 who are juvenile offenders or adjudicated delinquents. Most are MPS students who are on court-ordered probation due to a court finding of delinquency.

2. MPS and agency teachers provide instruction designed to help pupils meet MPS middle and high school graduation requirements, while the Milwaukee County Children's Court Center supports the therapy program.

3. The aim of the joint MPS/Milwaukee County Day Treatment Programs is to decrease delinquent behavior, while promoting school and community adjustment for students who are experiencing socially unacceptable behavior, academic problems, and difficult family relationships. These programs provide an alternative to placement in a correctional or residential treatment facility and support the district's efforts to ensure safe learning environments.

4. Adjudicated youth placed in a day treatment center are assigned for a designated period of time by court order. At termination, students are either reassigned to an MPS school or referred to the court system.

5. In January of 2000, the Milwaukee Children's Court Center approved proposals to provide day treatment services from four community-based organizations: Southwest Key, St. Charles, Lad Lake Ultra, and Project Excel.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement, and Goal 2, student success in further education and employment.

Statute, Board Policy or Rules Statement

7. The recommendation is consistent with Administrative Policy 7.16, Alternative School Programs, which authorizes the Board of School Directors to approve alternatives to regular school programs in response to the wide range of student needs.

Fiscal Impact Statement

8. Projected costs for the contracts listed for approval are shown below. Funds sufficient to support educational services to adjudicated students were approved in the 2000-01 budget, Division of Small Community Schools, Milwaukee County Collaborative. The following budget codes will be utilized:

1-10-4-694-587-021-129000 (salaries)
1-10-4-694-587-299-500000 (employee benefits)
1-10-4-694-587-312-129000 (purchased services)

	Seats		Contract
Day Treatment Site	99-00	00-01	Amount
Lad Lake Ultra	30	30	$125,940
Project Excel	30	30	126,000
St. Charles Intensive Day	30	30	131,460
Southwest Key Intensive day	30	30	131,460
Total	120	120	$514,860

The FTE cost for Southwest Key and St. Charles is $4,382. The contract costs for Project Excel and Lad Lake are based on the salaries of the MPS teachers assigned to those sites.

Implementation and Assessment Plan

9. In accordance with contract requirements, formal/informal assessments are implemented throughout the school year. Unless otherwise negotiated and agreed to by the parties in writing, each day treatment site shall establish to the satisfaction of MPS on an annual basis that it has complied with the following performance standards:

- At least 70% of the eligible (see note below) students will have remained in school.
- At least 70% of the eligible (see note below) participating high school seniors shall have received a school diploma.
- At least 70% of the eligible (see note below) students in grades 9-12 will have earned at least 4.5 academic credits, or a prorated number of credits if the pupil was enrolled in the program for less than the entire school.
- At least 70% of the eligible (see note below) students will demonstrate, on standardized tests or other appropriate measures, at lest one month's gain in reading and mathematics for each month of enrollment.

Note: Duration of enrollment is often determined by the courts. Based on Board action of June 30, 1999, the 70%-attendance provisions of the policy will be waived for contracted sites serving behavioral reassignment, adjudicated, and special education students who are assigned by MP.

Committee Recommendation

Your Committee recommends that, based on the collaborative agreement with Milwaukee County, the Board authorize the Administration to enter into contracts with the following day treatment agencies to provide educational programs for adjudicated students for FY01:

	Seats		Contract
Day Treatment Site	99-00	00-01	Amount
Lad Lake Ultra	30	30	$125,940
Project Excel	30	30	126,000
St. Charles Intensive Day	30	30	131,460
Southwest Key Intensive day	30	30	131,460
Total	120	120	$514,860

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 6) Action on Recommendation for Approval of FY01 Partnership School Alternative Education Contracts

Administration's Analysis

1. On June 30, 1999, the Board of School Directors approved contracts with a number of community-based organizations to provide alternative education programs for children at risk. The contract provides for renewal subject to an annual performance evaluation, the availability of funds, and the needs of MPS. The Milwaukee Public Schools continues to have a need for programs serving at-risk students, as well as those serving regular and special education students experiencing difficulty with their behavior.

2. The current law for children at risk includes standards for the percent of student attendance, academic units earned, the number and percent of seniors graduating, the percent of students staying in school and the percent of students showing gains in basic skills. Data for the full academic year will be available upon request after July 15, 2000.

3. In addition to using the quantitative evaluation results to help arrive at its recommendation for contract renewal, the Administration also used the "percent of seats enrolled" and "number of students on waiting lists" data to determine which schools to recommend for contract renewal and additional seats. School demand is determined by the school's ease in filling its seats and the number of students on the school's waiting list.

4. The Office of Board Governance-Audit Services conducted Partnership School Financial/Compliance Reviews in the spring of 2000 for the following partnership schools: Learning Enterprise of Wisconsin (LEW), Seeds of Health/Grandview, and HR Academy. The review of LEW, which is in process, is expected to be completed shortly.

5. Displayed below are the Administration's recommendations for contract renewal and seat allocation. The total contract costs listed are based on a rate of $6,975 per student and include the cost of an MPS teacher.

PROPOSED SEATS FOR FY2001

Partnership School	Grade Level	Seats '00	Seats '01	Seats Sem. II	'01 Seats Total FTE	Contract Total Cost
Assata	9-12	57	60		60.0	418,500
Aurora Weier	9-12	72.5	70	10	75.0	523,125
Cornerstone Achieve. Acad.	9-12	96	100		100.0	697,500
El Puente	9-12	100	100		100.0	697,500
Grandview/Seeds of Health *	9-12	200	200		200.0	1,395,000
HR Academy	6-10	100	100		100.0	697,500
HR Possentem	6-8	60	60		60.0	418,500
LEW	9-12	95	150		150.0	1,046,250
Loyola Academy *	9-12	90	90		90.0	627,750
Milw. Spectrum	9-12	90	90		90.0	627,750
NOVA *	6-12	100	100		100.0	697,500
Shalom *	9-12	100	100		100.0	697,500
Silver Spring Neigh. Ctr.	6-8	65	65		65.0	453,375
Spotted Eagle MAAIC	9-12	100	100		100.0	$697,500
UCC *	6-8	60	60		60.0	418,500
Totals		1385.5	1445	10	1450	$10,113,750

* A three-year contract was executed in FY 2000, with renewal contingent upon successful yearly evaluations.

At-Risk Behavioral Reassignment (Please see Fiscal Impact Statement below.)

Partnership School	Grade Level	Seats '00	Seats '01	Seats Sem. II	'01 Seats Total FTE	Contract Total Cost
Career Youth Development	6-12	112.5	75	75	112.5	784,688
St. Charles	6-12	45	45		45.0	313,875
Southeastern	6-8	60	60		60.0	418,500
Synergy	6-12	125	125		125.0	871,875
Total		342.5	305	75	342.5	$2,388,938
GRAND TOTAL		1728	1750	85	1792.5	$12,502,688

- *The chart reflects the restoration of three seats to 60 at Assata, of four seats to 100 at Cornerstone and of 55 seats to 150 at LEW. These partnership schools have successfully complied with the provisions of the contract.*
- *Contracts with the recommended service providers are contingent on the availability of an additional $500,000 from the appropriation under s. 20.255(2)(kp), Wisconsin Statutes, Aid to Milwaukee Public Schools; federal block grant aids.*

Strategic Plan Compatibility Statement

6. The recommendations supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement, and Goal 2, student success in further education and employment.

Statute, Board Policy or Rules Statement

7. The contract renewal recommendations adhere to the provisions established by:

- Wisconsin Statute 118.153, Children at Risk.
- MPS Board Standards for Contracting with Partnership Schools (February, 1992).
- MPS Board of Governance Recommendations for Contracting with Partnership Schools. (Review of the Division of Alternative Programs Management of the Partnership School Contracts Audit 505, May 1995.)

Fiscal Impact Statement

8. A breakdown of the costs of renewing contracts for the 2000-01 school year is included in the Recommendation section. Funding for the contracts was included in the FY2001 Division of Small Community Schools budget, Non-MPS Agency Programs. The following budget codes will be utilized:

1-10-4-693-610-021-129500 (salaries)
1-10-4-693-600-299-500000 (employee benefits)
1-10-4-693-600-370-431129 (purchased services)

7. Additional funding of $500,000 will be provided through the appropriation under s. 20.255(2)(kp), Wisconsin Statutes, Aid to Milwaukee Public Schools; federal block grant aids, budget code: 1-14-4-252-600-371-129500.

implementation and assessment

9. Formal/informal assessments are implemented throughout the school year. Unless otherwise negotiated and agreed to by the parties in writing, Partnership Schools shall establish to the satisfaction of MPS on an annual basis that they have complied with the following performance standards.

1. The average daily attendance rate of pupils in the Partnership School shall be at least 70%.
2. At least 70% of the students will have remained in school.
3. At least 70% of the participating high school seniors shall have received a school diploma.
4. At least 70% of the eligible students in grades 9-12 will have earned at least 4.5 high school units at the end of two semesters, or 2.25 units at the end of one semester, or 1.5 units at the end of one trimester.
5. At least 70% of the eligible students in grades 1-8 shall have received a passing grade in at least four of the core academic courses of English, mathematics, reading, science, and social studies.
6. At least 70% of the students will show achievement gains on a standardized test or other appropriate measures of at least one month's gain in reading and mathematics for each month of enrollment in the program.

Note: Based on Board action of June 30, 1999, the 70%-attendance provisions of the policy will be waived for contracted sites serving behavioral reassignment, adjudicated, and special education students who are assigned by MP.

Committee Recommendations

Your Committee recommends that the Board authorize the renewal of the contracts with partnership schools as listed below.

PROPOSED SEATS FOR FY2001

Partnership School	Grade Level	Seats '00	Seats '01	Seats Sem. II	'01 Seats Total FTE	Contract Total Cost
Assata	9-12	57	60		60.0	418,500
Aurora Weier	9-12	72.5	70	10	75.0	523,125
Cornerstone Achieve. Acad.	9-12	96	100		100.0	697,500
El Puente	9-12	100	100		100.0	697,500
Grandview/Seeds of Health *	9-12	200	200		200.0	1,395,000
HR Academy	6-10	100	100		100.0	697,500
HR Possentem	6-8	60	60		60.0	418,500
LEW	9-12	95	150		150.0	1,046,250
Loyola Academy *	9-12	90	90		90.0	627,750
Milw. Spectrum	9-12	90	90		90.0	627,750
NOVA *	6-12	100	100		100.0	697,500
Shalom *	9-12	100	100		100.0	697,500
Silver Spring Neigh. Ctr.	6-8	65	65		65.0	453,375
Spotted Eagle MAAIC	9-12	100	100		100.0	$697,500
UCC *	6-8	60	60		60.0	418,500
Totals		1385.5	1445	10	1450	$10,113,750

* A three-year contract was executed in FY 2000, with renewal contingent upon successful yearly evaluations.

At-Risk Behavioral Reassignment (Please see Fiscal Impact Statement below.)

Partnership School	Grade Level	Seats '00	Seats '01	Seats Sem. II	'01 Seats Total FTE	Contract Total Cost
Career Youth Development	6-12	112.5	75	75	112.5	784,688
St. Charles	6-12	45	45		45.0	313,875
Southeastern	6-8	60	60		60.0	418,500
Synergy	6-12	125	125		125.0	871,875
Total		342.5	305	75	342.5	$2,388,938
GRAND TOTAL		1728	1750	85	1792.5	$12,502,688

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 7) Action on Recommendations for Contract Renewal with St. Charles for Private School Placement of Students with Special Education Needs

Administration's Analysis

1. Under the provisions of Wisconsin Statute 115.85(2)(d), the Board is authorized to contract with private, non-sectarian special education agencies to provide special education services to pupils enrolled in MPS.

2. At its June 26, 1996, meeting, the Board of School Directors approved recommendations allowing the Administration to request a waiver from the provision of PI 11.06 (1)(d)(2) of the Wisconsin Administrative Code, which requires the State Superintendent of Public Instruction to individually approve each placement in a private agency for students with handicaps.

3. On June 30, 1999, the Board of School Directors gave approval for a contract agreement with St. Charles Youth and Family Service and the St. Francis Children's Center to provide an educational treatment-oriented program for students with exceptional education needs to serve 168 students with severe behavioral problems.

4. Consistent with the provisions of our contract, contracts can be renewed subject to the performance of the program, the availability of funds, and the needs of MPS. The Milwaukee Public Schools continues to have a need for programs serving special education students experiencing difficulty with their behavior.

5. At the request of the Division of Special Services, the seats at St. Francis will be moved to St. Charles. St. Francis will have no seats in FY01.

6. The number of seats at St. Charles has been increased from 145 to 158 to include 33 elementary seats (grades 1-5) and 125 secondary seats (grades 6-12).

7. The per-FTE cost for grades 1-5 is $11,000. The per-FTE cost for Grades 6-12 is $9,586. The difference in the rate is due to the additional services required for students in the elementary grades.

Strategic Plan Compatibility Statement

8. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement, and Goal 2, student success in further education and employment.

Statute, Board Policy or Rules Statement

9. The recommendation adheres to the provisions established by Wisconsin Statute 115.85, the MPS Board Standards for Contracting with Alternative Partnership Schools, and the Wisconsin Administrative Code upon the grant of a waiver request.

Fiscal Impact Statement

10. The contract costs for the St. Charles contract is shown below:

	Grades	Seats	Cost
FY 1999-2000	6-12	145	$1,349,515
FY2000-2001	1-5	33	$363,000
	6-12	125	$1,198,250
	Total	158	$1,561,250

Funding for the St. Charles contract is included in the FY2001 Division of Small Community Schools budget, Non-MPS Agency Programs. The following budget codes will be utilized:

1-10-4-693-610-021-129500 (salaries)
1-10-4-693-600-299-500000 (employee benefits)
1-10-4-693-600-370-431129 (purchased services)

Implementation and Assessment Plan

11. A program performance evaluation is conducted annually to measure compliance with the performance standards stated in the contract. Unless otherwise negotiated and agreed to by the parties in writing, St. Charles shall establish to the satisfaction of MPS on an annual basis that it has complied with the following performance standards.

- At least 70% of the eligible* students will have remained in school.
- At least 70% of the eligible* participating high school seniors shall have received a school diploma.
- At least 70% of the eligible* students in grades 9-12 will have earned at least 4.5 academic credits or a prorated number of credits if the pupil was enrolled in the program for less than the entire school year.

- At least 70% of the eligible* students will demonstrate on standardized tests or other appropriate measures, at least one month's gain in reading and mathematics for each month of enrollment.

Note: Based on Board action of June 30, 1999, the 70%-attendance provisions of the policy will be waived for contracted sites serving behavioral reassignment, adjudicated, and special education students who are assigned by MP.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to renew the contract with St. Charles for FY01 for 158 special education seats at a cost not to exceed $1,561,250 as outlined below.

FY2000-2001	1-5	33	$363,000
	6-12	125	$1,198,250
	Total	158	$1,561,250

Adopted with the roll call on the balance of the Committee reports.

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(Item 8) Action on Recommendations for Approval of School-Within-A-School Program for Disruptive Youth

Administration's Analysis

1. As a result of Board action on July 27, 1999, contracts to serve disruptive students in grades 6-12 during the 1999-00 school year were approved with the following MPS schools:

Schools	Grades	Seats	Cost
Grand Avenue	6-8	40	$42,520
Hamilton High School	9-12	70	105,350
Juneau High School	9-12	45	62,505
Madison High School	9-12	70	102,130
Milwaukee Tech High School	9-12	60	79,140
North Division High School	9-12	50	47,650
Riverside High School	9-12	60	85,440
Robinson Middle School	6-8	30	30,510
Walker Middle School	6-8	40	53,400
Washington High school	9-12	70	98,840
TOTALS		535	$707,485

2. Unless otherwise negotiated and agreed to by the parties in writing, a school-within-a-school program shall establish to the satisfaction of the Division of Small Community Schools on an annual basis that the program has complied with the following performance standards:

- average daily student attendance;
- academic units earned;
- number and percent of seniors graduating;
- percent of students staying in school;
- percent of students showing gains in basic skills.

3. Grand Avenue, Hamilton, Robinson, Juneau, Madison, Milwaukee Tech, North Division, Riverside, Walker and Washington have successfully assigned students to school-within-a-school programs. 564 students were served during the 1999-2000 school year. All school programs met the 70% average daily attendance goal, along with the 70% student retention goal. Where seniors were enrolled, students met the graduation rate of 70% or above. The Administration is recommending that all ten schools receive approval for contracts to serve disruptive students for the 2000-2001 school year.

strategic plan compatibility statement

4. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement, and Goal 2, student success in further education and employment.

Statute, Board Policy or Rules Statement

5. The recommendation adheres to the provisions established by Wisconsin Statute 115.85, the MPS Board Standards for Contracting with Alternative Partnership Schools, and the Wisconsin Administrative Code upon the grant of a waiver request.

Fiscal Impact Statement

6. The cost of entering into contracts for the 2000-2001 school year is $707,485. Funds sufficient to support contracts for the 2000-2001 school year were appropriated in the FY01 MPS budget. With Board approval, the funds will be transferred from the Division of Small Community Schools' Non-MPS Agency Budget to the Division of Small Community Schools' MPS Agency Budget, for the use of MPS school sites granted contracts. The following Non-MPS Agency budget codes will be utilized for the transfer of funds:

1-10-4-693-610-021-129500 (salaries)
1-10-4-693-600-299-500000 (employee benefits)
1-10-4-693-600-370-431129 (purchased services)

Implementation and Assessment Plan

8. Programs will begin in August 2000, subject to the completion of a signed Memorandum of Understanding with the Milwaukee Teachers' Education Association.

9. Program assessment will be performed annually to measure student outcome standards specified for contracted programs serving children at risk of not graduating from high school.

Committee Recommendations

Your Committee recommends that the Board approve contracts to serve disruptive students for the 2000-01 school year with the following previous service providers and authorize the transfer of funds to MPS Agency accounts for individual school use.

Schools	Grades	Seats	Cost
Grand Avenue	6-8	40	$42,520
Hamilton High School	9-12	70	105,350
Juneau High School	9-12	45	62,505
Madison High School	9-12	70	102,130
Milwaukee Tech High School	9-12	60	79,140
North Division High School	9-12	50	47,650
Riverside High School	9-12	60	85,440
Robinson Middle School	6-8	30	30,510
Walker Middle School	6-8	40	53,400
Washington High school	9-12	70	98,840
TOTALS		535	$707,485

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 9) Action on Recommendation to Enter Into Financing Agreements for the Acquisition of Technology in Schools

Administration's analysis

1. One of the Board's strategic objectives is to "use technology effectively to support higher-order learning throughout the school district by implementing the MPS Technology Strategic Plan." Schools have embraced technology as an effective means to improve student achievement. The new Student Management System and the district's Wide-Area Network are scheduled to be implemented in numerous schools next year. Facing significant financial constraints, schools — and the district in general — need to leverage any and all available funds. Often schools are unable to accumulate the funds necessary to purchase the hardware. Entering a lease/purchase agreement can provide the financial leverage schools need.

2. Since FY96, the district has entered into lease/purchase agreements for technology purchases. Each year, the master lease/purchase agreement requires the Board to grant authorization to enter into lease/purchase agreements. For FY96, the Board authorized the Administration to obtain and use a $2.7 million credit line to finance equipment and software purchases.

Since FY97, the School Board has authorized $5 million each year. The $5 million figure is not a cumulative amount: It is the amount of new lease/purchase authority granted for that fiscal year. The Administration is requesting reauthorization to obtain and use a $5 million credit line for FY2001.

3. Since FY96, the total amount of lease/purchases is $29,255,780. Payments totaling $20,309,634 have been made, leaving a balance of $8,946,145. Payments totaling $6,678,068 are scheduled in FY2001, leaving a balance of $2,268,077.

4. Since FY96, schools have purchased 6,514 computers using lease/purchase agreements. Various Central Services departments have entered into lease/purchase agreements for network servers and administrative software and hardware.

5. The Administration has reviewed the current master lease/purchase agreements with the City Attorney's Office. Any new agreements will also be reviewed by the City Attorney's Office. Procedures are in place to ensure payments are made on time.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, approved by the Board in March 2000, to use technology effectively to support teaching and learning throughout the district by implementing the MPS Technology Strategic Plan.

Statute, Board Policy or Rule Statement

7. This program is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

8. Any lease/purchase agreements will be reviewed to ensure that the schools have the funds within their budgets to pay the annual cost. Should any school fail to meet its payments, the district has the options of 1) paying the lease payment, 2) transferring the equipment and lease contract to another school, or 3) returning the equipment to the lessor.

Implementation and Assessment Plan

9. Lease/purchases in excess of $50,000 will be submitted to the Board for approval, at which time Funding sources will be indicated.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to obtain up to $5 million in lease/purchase agreements for the purchase of technology in FY2001.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 10) Action on a Request for Authorization to Enter Into a Sole-Source Contract with Voyager Expanded Learning, Inc., to Provide Reading, Math and Science Curriculum for Elementary and Middle School Local Extended-Year Programs

Administration's Analysis

1. On May 11, 2000, the Department of Public Instruction authorized expenditures of $132,000 in Title I grant funds to support this program. The Administration is requesting approval to enter into a sole-source contract with Voyager Expanded Learning, Inc., to enable the Voyager curricula to be implemented in the Year 2000 extended-year summer programs.

Pending Board approval, it is the Administration's intention to implement the Voyager Expanded Learning Curriculum in 22 elementary and middle school extended-year programs during the summer of 2000. Voyager would provide staff development, curriculum and assessment materials, and program support aimed at increasing student achievement in reading, math, writing skills, social studies, and science knowledge.

2. The Administration has allocated $183,030 in Title I funds to support the Voyager summer program. The funds have enabled the preparation and staff-development portions of the program to begin in May and early June, pending the anticipated approval of additional Title I grant funding from the Department of Public Instruction.

3. <u>The Voyager Education Initiative</u>

   a. Voyager Expanded Learning is a nationally recognized program using research-based curriculum and instructional strategies.

   b. The Voyager Expanded Learning curricula, which have been aligned to national and Wisconsin State Model Academic Standards, support the district's interdisciplinary approach to learning with real-world applications and opportunities for critical thinking through problem solving.

   c. When the Voyager curricula were used in the 1999 extended-year (summer school) programs, students demonstrated academic gains in core academic areas. Qualitative responses from teachers were highly favorable.

   d. The Voyager "Success City, USA" curriculum was implemented in 11 after-school programs during the spring 2000 semester. Results will be available in June.

   e. The program format for implementing the curriculum is as follows:

      - Schools will select from eight curricula to meet the academic needs of their students.
      - The Voyager summer school curriculums are implemented two to four hours per day, five days per week, for five weeks.
      - The student/teacher ratio is 18 to 1.
      - The academic focus and skill areas of each Voyager curriculum are indicated below:

Program	Multi-Grade Levels	Academic Area	Skill Content
TimeWarp Egypt (TWE)	2-3	Reading Intervention	• Main idea • Cause & effect • Sequencing events • Making inferences • Summarizing text • Decoding • Reading in content areas • Writing • Oral language • Ancient history • Archeology
TimeWarp Greece (TWG)	4-5	Reading Intervention	• Main idea • Cause & effect • Sequencing events • Making inferences • Summarizing text • Decoding • Reading in content areas • Writing • Oral language • Ancient history • Archeology
TimeWarp The Americas (YWA)	6-7	Reading Intervention	• Identifies main idea • Cause & effect • Sequences events • Makes inferences • Summarizes text • Accesses and organizes information • Vocabulary • Reading in the content areas • Word analysis skills
Discovery Channel Pre+Med Community Hospital	K-3	Basic Skills Reinforcement: Reading & Math emphasis	• Basic reading skills • Numbers & numeration • Operations • Patterns and functions • Measurement • Problem solving
Discovery Channel Pre+Med Emergency Room	3-6	Basic Skills Reinforcement: Reading & Math emphasis	• Basic reading skills • Numbers & numeration • Operations • Patterns and functions • Problem solving • Measurement

Program	Multi-Grade Levels	Academic Area	Skill Content
Discovery Channel Pre+Med Code blue	6-8	Basic Skills Reinforcement: Math emphasis	• Problem solving • Statistics • Probability • Algebra • Patterns and functions • Numbers and number relationships
Smithsonian T-Rex	K-6	Basic Skills Reinforcement: Reading & Math emphasis	• Vocabulary development • Main idea & supporting details • Drawing conclusions & making inferences • Sequential order • Phonemic awareness • Expository writing • Computation & problem solving • Geometric shapes • Estimation & measurement • Statistics and probability
Smithsonian National Space Command	3-6	Basic Skills Reinforcement: Math emphasis	• Whole-number computation • Decimal computation • Fraction computation • Measurement • Problem solving

4. Targeted Schools

MPS elementary and middle schools with local extended-year programs had an opportunity to request the Voyager curricula in their summer school programs. The following 22 schools chose to participate in the summer initiative, which is targeted to serve 3,240 students.

School	T-Rex	Space Camp	Community Hospital	ER	Code Blue	TWE	TWG	TWA
Auer Ave Elementary			1					
Benj. Franklin Elementary	3	4				1		
Brown Street Academy			5	3		1		
Burdick School			5	4				
Clara Barton Elementary	3	6	2			3	5	1
Dover Street Elementary	2					2	2	
Elm Creative Arts			5	4				
Fairview Elementary			5	4				
Gaenslen School	2		1					
Green Bay Ave Elem	9							
Kilbourn Elementary		1	3	3		2	4	
Lancaster Elementary	9							
Lincoln Ave Elem					4			
95th Street Elem			5	4				
Riley Elem			2	2				

School	T-Rex	Space Camp	Community Hospital	ER	Code Blue	TWE	TWG	TWA
Robinson Middle					1			1
Siefert Elem	4	2				1	1	
Silver Spring Elem	9							
Story School	2	2	1		1			2
U.S. Grant Elem			5	4				
WG Bruce Elem	9							
Wisconsin Ave Elem	4	4	1			4		
180 Total Classes × 18 students per class = 3,240 students								

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, students achievement; Goal 2, student success in further education and employment; and Goal 3, family satisfaction as measured by their choices in education.

Statute, Board Policy or Rules Statement

6. This recommendation is consistent with Administrative Policy 3.09(3), Purchasing and Bidding Requirements.

Fiscal Impact Statement

7. The total compensation for services performed will not exceed $315,030 ($132,000 from DPI Grant Award, 1-13-4-097-600-411-110000, and $183,030 from Title I funds, 1-13-4-119-600-411-110000). Materials and services provided in the grant include curricula and supplies, a comprehensive two-day implementation training for multiple groups of staff that will deliver the Voyager curriculum, and ongoing program support.

Implementation and Assessment

8. Administrative activities and timelines for implementing the summer Voyager Initiative are as follows:

Summer Initiative	Time Line
Implement Voyager curriculums in extended year summer programs	June-August 2000
Informational meeting for building administrators and staff	May 4, 2000
Complete interest/commitment survey	May 12, 2000
Finalize orders for materials and curriculum	May 17, 2000
Conduct staff training, Group 1	June 14-15
Conduct staff training, Group 2	June 20-21
Program implementation	June 26 –July 28
Administer pre-test to participating students	June 28-29, 2000

Provide support and coordination for program implementation ongoing through summer.....June 26-July 28, 2000

Present concluding celebration and learning demonstration for parents and supporters ..... July 27-28, 2000

Administer qualitative surveys to students, parents, and staff ..... July 27-28 , 2000

Collect pre/post test class compilations.....July 31, 2000

Receipt of district and individual progress and qualitative evaluation reports.....Late August, early Sept. 2000

9. Student Assessment

The following assessments will be administered in the summer extended-year programs:

- Pre- and post-tests measuring academic content knowledge will be administered to 3,240 students across participating summer extended-year sites.
- Attendance data will be recorded.
- Qualitative data will be collected from parents and staff, focusing on observed learning and interest growth among students, general perspectives regarding the usefulness of the program, and interest in future participation in similar learning experiences.
- The Division of Research and Assessment will compile student test records, compute statistics, review results, and prepare a narrative summary of the district's 2000 Extended-Year Voyager Program.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a sole-source contract not to exceed $315,030 with Voyager Expanded Learning, Inc., to provide program support and materials for the district's extended-year programs for the summer of 2000.

Adopted with the roll call on the balance of the Committee reports.

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(Item 11) Action on a Recommendation for a Sole-Source Purchase of Computer-Based Learning Courseware for the Transitional Program at High School Sites and the MPS 21st Century Community Learning Centers at High School Sites

Background

1. On June 18, 1997, the Board approved the middle-grades proficiencies and mandated that students who are in the eighth-grade class of 2000 and thereafter must meet middle-grade proficiency requirements in order to be promoted to ninth grade. On December 21, 1999, the Board approved a Transitional Program for students who do not meet eighth-grade requirements. These students would be retained or become transitional students. Further, the Board approved a recommendation that MPS high schools provide specific services for eighth-grade transitional students, with the high school per-pupil allocation adjusted based on services provided and funding allocated through the annual adopted budget.

2. A primary goal of the MPS CLCs is to increase the academic achievement of MPS students participating in CLC activities. The CLCs also are responsive to the diverse needs and interests of parents, families, and community residents. Open after school, during the evening, on weekends, and during

summer, these centers serve 6,400 students between the ages of 4 and 18, their families, and neighborhood residents. Programs and activities at the CLCs assist students who are at risk of academic failure and provide safe and drug-free environments for social and recreation activities.

Milwaukee Public Schools is the recipient of three U.S. Department of Education Grants (1998, 1999, 2000) which fund the operation of the 21st Century Community Learning Centers (CLCs) in 32 MPS schools.

Administration's Analysis

3. Transitional students in high school constitute a heterogeneous population that has achieved various levels of proficiency. They need an academic support program that will meet their varied needs. To support the diverse learning styles of students, the Administration recommends that the transitional program use the Plato Learning System Courseware, supported by a smaller student/teacher ratio.

4. The Plato Learning System Courseware will provide authentic problem-solving environments that will foster critical thinking skills and enable the teacher to support the learning process by assessing the students' skills at a variety of levels. Teachers will develop an individualized learning plan for each student, and the Plato Learning System assessment process will allow students to progress as fast as their abilities allow.

5. A diverse group of MPS schools — Riverside High School, Washington High School, Kilmer South, and the Milwaukee County Youth Education Center — has been using the Plato Learning System Courseware to help meet student needs.

6. Features of the Plato Learning System Courseware include:

- Alignment with Wisconsin Academic Standards
- Alignment with a MPS Academic Standards and Grade Level Expectations, Grades 9-12
- ACT and SAT Alignment
- Plato Pathways Assessments & Management System, including Curriculum, Course, and Skill Level Assessments and Internet Integration Applications.

7. The Wisconsin Department of Public Instruction has awarded MPS a $250,000 grant that will help support the transitional program. The grant application anticipated the use of a common curriculum and assessment tool such as the Plato Learning System Courseware. The amount awarded was less than anticipated, and the funds received are budgeted for more teachers to help meet the needs of transitional students. Even though these grant funds are not being used for the direct purchase of learning system courseware, indirectly the grant supplements the purchase.

8. To support the objectives of providing academic support to increase student achievement in all academic areas and of providing adult advancement programming in the CLCs, the 2000 CLC grant provides $60,000 for educational courseware. It is envisioned that in each of the six high school CLCs, the grant can provide funds to install 10 Plato licenses, which will be used by the school during the school day. The use of the Plato stations will then be extended to the participants of the CLC during non-school hours in order to provide additional opportunities for academic support.

9. The Plato Learning System Courseware will be installed on a NetServer and made available to school sites on the MPS wide-area network. Installing Plato on the network is more cost-effective, offers more flexibility, and anticipates the eventual move of Plato to a web-based system, which will enable access from home and other community locations. The cost of the purchase and installation of the NetServer, which is not a part of the sole-source purchase, will be covered by funds from the Technology Plan.

10. By addressing the computer-based courseware needs of the two grant proposals in the same purchase, the district will realize a savings of $192,860. A breakdown of the cost and a summary of the licenses, courseware, and services provided by the Plato purchase is included in the attachments.

11. The Plato Learning System Courseware is a sole-source purchase because it:

- Provides a common curriculum and assessment learning system that can be used at all MPS high school sites for the transitional program;
- Incorporates individualization of learning and assessment;
- Utilizes a student monitoring system that will provide detailed information on student progress;
- Meets in part the requirements of the 21st Century Community Learning Centers grant from the U.S. Department of Education;
- Fulfills part of the requirements of the transitional program Alternative Education Program grant from the Wisconsin Department of Public Instruction;
- Establishes continuity in learning system courseware from the high school day programs to the CLC programs;
- Addresses the needs of basic and advanced students;
- Has potential use as a web-based system with access from school, home, and community locations;
- Has been used successfully at a variety of MPS sites;
- Provides the district with a cost-effective computer-based learning system courseware.

Strategic Plan Compatibility Statement

12. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement, and Goal 2, student success in further education and employment.

Statute, Board Policy or Rules Statement

13. The recommendation is consistent with Administrative Policy 7:37, Graduation and Promotion Requirements and Benchmarks by Grade Level; Administrative Policy 3:09, Purchasing and Bidding Requirements; and Wisconsin State Stature 118.30.

Fiscal Impact Statement

14. Funds for the $329,650 purchase of the Plato Learning System courseware are allocated in the Department of Educational Services, budget code 1-10-4-620-600-398-110000, for $269,650, and $60,000 from the Community Learning Center grant, budget code 3-13-4-546-532-312-110000.

The cost of the NetServer purchase and installation, $19,801, will be covered by funds from the Technology Plan, budget code 1-10-4-818-518-398-266000.

Implementation and Assessment Plan

15. In order to ensure a rigorous evaluation design, a detailed program operational management plan has been developed for the CLC grant. This plan includes clearly identified project goals, measurable objectives, outcomes, responsibilities, timelines, and milestones. The CLCs use an automated attendance system to track student participation and correlate the program's impact on student achievement.

16. The transitional program grant from the DPI also includes a detailed evaluation component that will provide feedback and permit assessment of progress toward achieving intended outcomes.

TIMELINE

July 2000	Purchase and installation
July & August 2000	Staff development
Fall of 2000	Implementation of Plato for transitional program and CLC after-school sites
October 2000	Review implementation

Committee Recommendation

Your Committee recommends that the Board approve the sole-source purchase, not to exceed $329,650, of Plato Learning System Courseware from Plato Learning, Inc.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 12) Action on a Request for Authorization to Enter Into Negotiations for a One-Year Lease Agreement with the Wisconsin Career Academy for the Use of Space at Madison High School

Administration's Analysis

1. At its meeting of January 25, 2000, the Board approved a charter school proposal concept submitted by Wisconsin Career Academy. The Wisconsin Career Academy was to initially have an enrollment of 200 students in grades 6-9, with a grade to be added each year to a maximum of 350 students in grades 6-12. The immediate goal was to prepare students for academic success in their further education, to enable students to keep open a broad spectrum of options, and to prepare them to be responsible and productive citizens in a multicultural, globally oriented environment. The school is supposed to focus on core knowledge and essential skills, with an emphasis on math, science, and technology.

2. Although a non-instrumentality charter school contract for the school has been developed, execution of the contract is contingent upon identification of an acceptable site. The Wisconsin Career Academy (WCA) leadership has indicated to the Administration that they are seeking a site on which to build a new school. During the construction, which is expected to occur during FY01, WCA has requested to lease space at Madison University High School to temporarily house the program.

3. WCA has requested the use of seven classrooms, office space, restrooms, cafeteria, and hallways. The lease will be structured to permit the district to not only recover 100% of all direct and indirect costs associated with the agreement, but to provide income to the district as well. The final lease agreement with all necessary specifics will be brought back to the Board for its approval at the July 2000 meeting.

4. The principal of Madison High School has met with the WCA school officials to determine their exact needs and has indicated that space is available to accommodate this request. The principal has also indicated that he supports this request.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the MPS Strategic Plan, Goal 3, to improve parent satisfaction as measured by their choices in the education marketplace.

Statute, Board Policy or Rules Statement

6. There are a number of policy implications associated with leasing of space to private schools. The Administration has been studying these implications with a committee made up of principals, Central Services staff, and the City Attorney's office, particularly as they relate to Administrative Policy 9.12, Charter Schools, and Administrative Procedure 5.01(3), Rentals and Services (Leases). The City Attorney has preliminarily indicated that it is permissible to lease to private schools chartered by the Board, but will be exploring other issues that must be addressed prior to approval of the actual agreement. In addition, there may be contract implications relating to supervision, safety, and some facility uses. The Administration will bring all of the implications associated with this lease in July as part of the Board's consideration. All changes to policies or procedures will also be brought before the Board for its consideration.

Fiscal Impact Statement

7. The recommendation has no fiscal impact as only authorization to negotiate is being requested. As previously indicated, the lease will be structured to recover 100% of all direct and indirect costs, as well as to provide income for the district. In addition, policy decisions related to treatment of the revenue will be required. Recommendations related to these policy changes will also be made in July.

Committee Recommendations

Your Committee recommends that:

1. Authorization be given to negotiate a lease agreement with Wisconsin Career Academy for use of space at Madison University High School, with the agreement to be brought back to the Board for approval in July 2000.

2. Recommendations related to all fiscal, contractual, and Board policy changes be brought back to the Board in July 2000.

Adopted with the roll call on the balance of the Committee reports.

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(Item 13) Action on a Request for a Contingent Fund Transfer to Support the HR Payroll Project

Administrations Analysis

1. MPS had been using a proprietary, custom system for payroll that was over twenty years old. Limitations of the legacy system resulted in MPS selecting a commercial replacement system in FY98 that would perform the payroll function, add functionality and reduce risk exposure for MPS.

2. Implementation of the system began January 1998. The project has taken two years to complete. Since January 7, 2000, payroll checks for the current calendar year are being issued using the replacement system.

3. Updated cost projections were presented to the Board during November 1999. The Board approved contract change orders and contract extensions required for completing implementation of this portion of the HR/Payroll project on November 30, 1999.

4. MPS is in the process of completing the initial implementation of this project and is currently negotiating the final closure of this contract with the implementation vendor. The Administration has entered into short-term contracts to provide MPS with specific technical expertise needed for on-going support.

5. The Administration is recommending that FY00 contingent funds be applied to this project to meet current requirements and to contract for support of additional essential functions. Added functions include summer school payroll for 2001, conversion from the legacy time and labor system to the new system time and labor module and employment tracking.

Cost	Initial FY97 Budget	Actual Cost Through 1-2000	Projected Cost Through 6-2001
Installation	7,008,270	7,375,966	
Current Requirements			(FY00) 827,417
Continuing Implementation			(FY01) 464,300
Project Management	210,000	560,000	
Change Orders		865,700	
Operational Costs	974,750	556,701	
	8,193,020	9,358,367	1,291,717

6. An FY01 allocation of $1.5 million is for lease payments associated with the initial purchase of the system and an allocation of $44,000 is for software maintenance.

7. The contingent fund transfer would allow the district to meet current requirements and to continue implementation of additional system modules.

Statute, Mps Policy, or Board Rule Implication Statement

8. The recommendation is consistent with the Board Administrative Policy 3.0, Fiscal Management.

Fiscal Impact Statement

9. The recommendation will commit $1,291,717 of the contingent fund to the HR/Payroll project. A fiscal note is included in the attachments.

Implementation And Assessment Plan

10. The commitment of contingent funds would occur immediately following Board approval. Periodic progress reports on this project will be presented to the Board.

Committee Recommendation

Your Committee recommends that the Board allocate $1,291,717 from the School Operations contingent fund to the HR/Payroll project.

A two-thirds vote of the members present being required for a contingent fund transfer, the item was set aside for separate consideration.

Director Hardin moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

* * * * *

(Item 14) Action on Recommendation to Revise Board Policy 8.26(1), Related to Locker Searches

Administration's analysis

1. The Board adopted Administrative Policy 8.26(1), Interrogation and Searches: Searches by School Personnel, on June 30, 1975.

2. The Administration is recommending revising Administration Policy 8.26(1) to address the following requirement of Wisconsin State Statue 118.325 enacted July 1, 1998:

Wisconsin State Statute 118.325, *Locker Searches. An official, employee or agent of a school district may search a pupil's locker as determined necessary or appropriate without the consent of the pupil, without notifying the pupil and without obtaining a search warrant if the school board has adopted a written policy specifying that the school board retains ownership and possessory control of all pupil lockers and designating the positions of the officials, employees or agents who may conduct searches, and has distributed a copy of the policy to pupils enrolled in the school district.*

3. Board Policy 8.26(1) is being revised to include:

- Change of the title of Administrative Policy 8.26(1) to "Locker Searches"
- Designation of the district personnel that may authorize locker searches

- Designation of the school personnel authorized to conduct locker searches

Strategic Plan Compatibility Statement

4. The recommendations supports the vision of the MPS Strategic Plan, adopted by the Board in March 2000, to provide a safe environment where children can learn, achieve, and experience a healthy wellbeing.

Fiscal Impact Statement

5. No additional funding is required. Staff will implement the revision to the policy as part of their existing responsibilities.

Implementation and Assessment Plan

6. Changes in Administrative Policy 8.26(1) will be announced to MPS staff via the Administrators' Bulletin, school staff meetings, and meetings with principals.

7. Parents and students will be informed of the locker search policy in the *Parent/Student Handbook on Rights, Responsibilities and Discipline.* Schools will be requested to review the policy in homeroom or at a grade-level meeting at the school. Publications developed by the school or the Administration will include information on the revised locker search policy.

Committee Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 8.26(1); Interrogations and Searches: Searches by School Personnel, as follows:

8:26(1) ~~SEARCHES BY SCHOOL PERSONNEL~~ LOCKER SEARCHES

School lockers are the property of the Board and are provided for the convenience of students. ~~The lockers shall be subject to search for a variety of reasons. Among the reasons are suspicion of concealing drugs, alcohol, material of a disruptive nature, stolen properties, weapons, or other items which pose a danger to health or safety. Students should not put anything in their lockers or carry anything in their possession that they would not want the police to know about for any reason.~~ At no time does the Milwaukee public school district relinquish its exclusive control of lockers provided for the convenience of students. School authorities for any reason may conduct periodic general inspections of lockers at any time, without notice, without student consent, and without a search warrant. The locker search may be authorized by the Superintendent or designee, or the building principal or designee. The locker search may be conducted by school district personnel authorized to do the search by the Superintendent/designee or the building principal/designee.

Any unauthorized item(s) found in the locker may be removed. Item(s) removed from the locker are to be inventoried by the Division of School Safety and Security and may be disbursed for return to the parent(s)/guardian of the student or retained for disciplinary proceedings, or turned over to law enforcement officials.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 15) Annual Adoption of a Resolution Delegating the Board's Expulsion Authority to an Independent Hearing Panel

Administration's Analysis

1. Section 119.25 of the Wisconsin State Statutes allows the Board to adopt a resolution appointing either an Independent Hearing Panel or a hearing officer to hear and decide student expulsion cases. The resolution is effective only for the school year for which it is adopted.

2. For the 1988-89 school year, the Board appointed a panel made up of assistant superintendents. For the 1989-90 through 1999-2000 school years, because of the increased number of cases, it was necessary to expand the pool of panel members to ensure both a better distribution of the workload and the convening of a panel within the time constraints required by law.

3. For the 2000-2001 school year, the Administration is again recommending that the panel comprise directors, coordinators, managers, supervisors, specialists, assistant coordinators, and program administrators of Central Services departments and offices. The Administration is also recommending continuation of the option of having a non-MPS community or parent representative serve as a voting member of the panel.

4. From the 1989-90 school year through the 1998-1999 school year, the Independent Hearing Panel had the authority to determine whether the student was to receive educational services during the expulsion period. Generally, no educational services were offered if the incident involved guns, illegal drugs or alcohol, battery, or knives or other weapons, or otherwise endangered the health or safety of others.

The Independent Hearing Panel could choose not to follow the Administration's recommendation regarding the provision of educational services, depending on the circumstances of individual cases. When this occurred, the panel had to submit a *Deviating from Milwaukee Public Schools Guidelines in the Disposition of Expulsion Cases* form. A copy of the form is included in the attachments.

5. Beginning with the 1999-2000 school year, educational services were recommended for expelled students based on the Independent Hearing Panel Guidelines for Offering Educational Services. The guidelines are included in the attachments.

6. Conditional early reinstatement of expelled students: Effective May 23, 2000, State Statue 119.25(2)(d) authorized the Board, or Independent Hearing Panel authorized by the Board, to impose one or more early reinstatement conditions under which a pupil who is expelled from school may be reinstated to school before the end of the term of his/her expulsion. Students whom the Administration has determined represent a danger to other students and staff will not be eligible for conditional early reinstatement.

An early reinstatement condition may be:

- a condition that a pupil is required to meet before he/she may be granted early reinstatement, or
- a condition that a pupil is required to meet after his/her early reinstatement, but before the end of the term of the expulsion specified in the student's expulsion order.

The early reinstatement conditions must be related to the reason for the pupil's expulsion and must be specified in the expulsion order.

7. During the 1999-00 school year (August-May), 156 students were expelled, compared with 176 expulsions during the 1998-99 school year (August-May). The total number of expelled students for the 1998-1999 school year was 204. Two hundred sixty-seven (267) students were expelled during the 1997-1998 school year. A summary of the expulsion data for the 1999-00 school year and expulsion statistics covering 1978-79 to 1999-00 are attached.

8. Reinstatement of expelled students: The Administration will notify the parent/guardian in writing of the need to have a reinstatement conference. This notification shall take place at least two weeks prior to expiration of the expulsion period. Failure of the parent/guardian to respond to a reinstatement conference request will result in the Administration's issuing a school assignment for the student. The parent/guardian and the receiving school will be notified in writing of the school assignment.

Expelled students assigned to an alternative/partnership school will continue to be reinstated at the end of the semester dismissal conference. The conference participants include the parent, student, and the student services coordinator.

Expelled students are not reassigned to the schools from which the expulsions occurred.

Strategic Plan Compatibility Statement

9. The recommendation supports the vision of the MPS Strategic Plan, adopted by the Board in March 2000, to ensure our schools are centers of community activity which are safe and inviting places that attract families and staff.

Statute, Board Policy or Rule Statement

10. The proposed resolution regarding delegating the Board's expulsion authority to an Independent Hearing Panel is consistent with:

- Wisconsin State Statute 120.13, School Board Powers
- Wisconsin State Statute 119.25, Expulsion of Pupils
- Board Policy 8.28, Student Discipline
- Board Policy 8.31, Student Suspension
- Board Policy 8.32, Student Expulsion
- Parent Student Handbook on Rights, Responsibility and Discipline

Fiscal Impact Statement

11. The primary cost of processing student expulsion cases is for staff time. This cost is covered by various departmental budgets. There may be a need to expand partnership seats beyond the 2000-2001 expanded numbers, depending upon the actions of the Independent Hearing Panel. The Administration will inform the Board if there exists a need for additional partnership seats for expelled students. The Administration will also inform the Board if additional funds are needed to process student expulsion cases within the time requirements of the law.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution:

BE IT RESOLVED, That, for the 2000-2001 school year, student expulsions from the Milwaukee Public Schools shall be ordered by a three-member Independent Hearing Panel selected from a pool of directors, coordinators, managers, supervisors, specialists, assistant coordinators, and program administrators of Central Services' departments and offices; and that one of the three panel members may be a non-MPS community representative or parent; and be it

FURTHER RESOLVED, That this three-member panel may be augmented by one voting, non-MPS ombudsperson, and that, in accordance with the law, no person may be designated to participate in the expulsion hearing if he or she had any involvement in the incident that led to the expulsion proceedings; and be it

FURTHER RESOLVED, That the same procedures as were used in the 1999-2000 school year be followed when hearing all cases of student expulsions, which include the Independent Hearing Panel Guidelines for Offering Educational Services; and be it

FURTHER RESOLVED, That the Independent Hearing Panel may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement; or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the pupils expulsion and stated in the expulsion order; and be it

FURTHER RESOLVED, That while it is not required to provide alternative educational services to expelled students, the Independent Hearing Panel in all expulsion cases should consider providing educational services to expelled students at an alternative/partnership school per the Independent Hearing Panel Guidelines for Offering Educational Services; and be it

FURTHER RESOLVED, That when a non-MPS community representative or parent agrees to be on a panel as a voting member, but does not appear, the panel shall proceed with the expulsion hearing; and be it

FURTHER RESOLVED, That expelled students shall be reinstated to the Milwaukee Public Schools through the Division of Student Services in the manner described herein.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 16) Action on Resolution 9900R-022 by Director Werra to Review Present Procedure to Ensure the Safety of Students and Staff and Develop an Updated Technology System to Collect and Disseminate District-Wide Incident Data

Background

1. At the Finance/Personnel Committee meeting on March 21, 2000, the Administration presented a report regarding a comprehensive school safety and security plan for the district. That report was held in committee pending further investigation and recommendations regarding the district's collection and reporting of district-wide incident data.

2. At its meeting on March 28, 2000, the Board referred the following Resolution 9900R-022 by Director Werra to the Finance/Personnel Committee. The resolution relates to the review of present procedures to ensure the safety of students and staff and the development of an updated technology system to collect and disseminate district-wide incident data:

> WHEREAS, The 1994 Federal Gun-Free Schools Act states that each state receiving federal funds under this Act shall have in effect a State law requiring local educational agencies, (LEA), to expel from school for a period of not less than one year a student who is determined to have brought a weapon to a school; and
>
> WHEREAS, The mission of the Division of School Safety and Security is to ensure "that the students, faculty and facilities of the district are safe and secure, and that all threats to that environment are quickly detected by, responded to, and resolved by a well trained, highly motivated, and professional safety and security staff"; and
>
> WHEREAS, The 1994 Federal Gun-Free Schools Act states "Each local educational agency, (LEA), requesting assistance from the State educational agency that is to be provided from funds made available to the State under this Act….", and shall collect data and report on the incidence and circumstances surrounding any expulsions; and
>
> WHEREAS, During the 1998-99 school year about 5,000 incidents of rape, or other types of sexual battery were reported in our nation's public schools, 12,000 incidents of physical attacks or fights in which weapons were used, 78,000 robberies, 115,000 thefts and 98, 000 incidents of vandalism (Bureau of Justice Statistics 1999) and
>
> WHEREAS, Seventy-four percent of public elementary and secondary school principals reported that five or more incidents of crime/violence occurred in their schools during the 1998-1999 school year and were reported to law enforcement officials. (National Center for Education Statistics, 1999), and
>
> WHEREAS, As other urban areas throughout the United States, the City of Milwaukee and the Milwaukee Public Schools (MPS) have experienced increased violence within our community and our schools; and

WHEREAS, the number of incidents reported to the MPS Division of School Safety and Security from September 1999 to March 1, 2000 reflects only 20% of those reported to the Division of Student Services; and

WHEREAS, the number of teacher and staff assaults reported to the MPS Division of School Safety and Security and Division of Student Services, does not correlate with the number of assaults reported by teachers to the MTEA; and

WHEREAS, 71 Milwaukee Public Schools students were recommended for expulsion by the Division of Student Services, from August 25, 1999 through February 29, 2000, for weapons and criminal acts; and 326 have been reassigned to another school; and

WHEREAS, The Division of School Safety and Security's present method of data collection jeopardizes compliance with the provisions of the Gun-Free Schools Act requiring that each state shall report the information described to the Secretary on an annual basis; and

WHEREAS, The Division of Security and Safety's present method of assembling data of serious safety issues and concerns is not consistent and would be enhanced by use of modern technological data collection methods; and

WHEREAS, In order for the Administration to implement a comprehensive school safety and security plan it must be able to determine the number of serious incidents and crimes occurring in MPS schools perceptively; now, therefore be it

RESOLVED, That the Board direct the administration to review its present procedures to ensure the safety of students and staff in our schools and direct a portion of the $8,411,000 annual cost of the Division of School Safety and Security toward developing an updated technology system to more accurately and efficiently collect and disseminate district wide data on incidents in MPS schools; and be it

FURTHER RESOLVED, That the report forms and procedures used in reporting serious incidents and crimes be uniform so that the Divisions of Safety and Security, and Student Services, are consistent in their data; and be it,

FURTHER RESOLVED, that a comprehensive incident report is submitted to the Board on an annual basis starting in January.

Administration's Report

3. Staff from the Departments of Leadership Services and Technology Services, and the Divisions of Parent and Students Services and School Safety and Security met to determine the informational needs of the district and what methodology to use in gathering and disseminating it. The Administration has developed a system to record all significant incidents that occur in the district, which will enable the district to maintain a more accurate and consistent record of safety-related incidents and crimes.

4. The existing Incident Referral Form #80072-01, generally referred to as the "72 card," is currently used by secondary schools to record all significant activities in the schools. The system has been an effective method of recording and retrieving data for many years. Data entry and retrieval capability for secondary schools already exists and is used on a daily basis throughout the district. To meet the reporting needs of the district, the use of the "72 card" will be expanded to include the elementary schools in the fall of 2000.

5. It is anticipated that in order to ensure the efficient and effective use of the system, two staff persons in each elementary school will require approximately three hours of training at a cost not to exceed $35,000. An additional $35,000 to tailor the new School Management System for all MPS sites will be required. This entire process, including staff training and system upgrade, will be completed by fall 2001.

The approximate $70,000 for the project was approved by the Board on May 30, 2000, as part of the FY2001 budget. Elementary school principals were informed of this new procedure and the plans for staff training.

Strategic Plan Compatibility Statement

6. The development of a system which will enable the district to maintain a more accurate and consistent record of safety-related incidents and crimes supports the MPS Strategic Plan's vision to provide an environment for students where they are safe and have a healthy wellbeing.

Statute, Board Policy or Rule Statement

7. The recommendation is consistent with Administrative Policy 8.42, Student Records, and Administrative Policy 4.03, Security.

Fiscal Impact Statement

8. Training for two staff persons in each elementary school will require approximately $35,000. An additional $35,000 to tailor the new School Management System for all MPS sites will also be required. At its meeting on May 30, 2000, the Board approved $70,000 as a part of the FY 2001 budget for this purpose.

Implementation and Assessment Plan

9. The entire process, including staff training and system upgrade, will be completed by fall 2001. Reports will be submitted to the Board on an annual basis.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's response to the resolution and direct the Administration to submit a report to the Board on district incident data on a quarterly basis.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 17) Action on Recommendation to Extend the Project Seed, Inc. Program Agreement

Administration's Analysis

1. At its meeting on September 24, 1997, the Board of School Directors authorized a three-year contract with Project SEED to provide a staff-development, supplemental instruction program to elementary schools in high-level mathematical concepts and critical thinking skills. Due to the successful implementation of the program, the Administration is seeking approval for a one-year extension to June 30, 2001, of the Project SEED program agreement.

2. Project SEED is a national program in which mathematicians and scientists teach algebra, calculus, and higher mathematics to urban elementary school children on a daily basis as a supplement to the standard mathematics program. SEED instruction uses an interactive, Socratic method that involves students enthusiastically in the discovery of concepts from algebra and higher mathematics.

3. During the first year of implementation, nine elementary schools and 24 classes participated in the program. At its meeting on June 24, 1998, the Board received a progress report on Project SEED and approved expansion of the program for up to 80 classes. Since the project was implemented, participation in the program has increased to 13 elementary schools and 39 classes during the 1999-2000 school year.

4. With Board approval of the program extension, the following schools will participate in the program for the 2000-2001 school year, with a total of 36 classes.

Browning	Hartford Avneue	Palmer
Clarke Street	Holmes	Pierce
Congress	Dr. M.L. King, Jr.	Siefert
Douglass	Maryland Ave.	Twenty-Seventh

5. The cost of participating in the program is $10,000 per class. Local school funds are used to pay for the program. Participating schools have made provisions to pay for their classes for the 2000-2001 school year.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, adopted by the Board in March 2000, Goal 1, student achievement.

Statute, Board Policy or Rule Statement

7. The recommendation adheres to state statutes and Board policies and rules.

Fiscal Impact Statement

8. Each participating school has allocated funds for the cost of the program for the 2000-2001 school year.

Implementation and Assessment Plan

9. With Board approval of the extension, Project SEED will be implemented in the 12 schools listed above for the 2000-2001 school year.

10. In August 1998, the Board received a year-end evaluation summarizing the accomplishments of the first year of program implementation. The Administration is currently working with Project SEED staff and the external evaluator to complete a comprehensive evaluation of the first three years. The report is scheduled to be completed in fall 2000.

Committee Recommendation

Your Committee recommends that the Board approve a one-year extension of the program agreement with Project SEED , Inc., to June 30, 2001.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 18) Action on Resolution 0001R-001 by Director O'Neil to Reimburse the Milwaukee Spanish Immersion School for Repairs to the School's Computer System

Background

1. At its meeting on May 30, 2000, the Board referred the following resolution by Director O'Neil to the Finance/Personnel Committee:

> WHEREAS, The Milwaukee Spanish Immersion School, a citywide specialty school with 575 students and 70 staff members, depends on an operational technology system to enhance instruction and learning opportunities; and
>
> WHEREAS, In July of 1999, during a severe lightening storm, the school's entire computer system, including the server and automated library system, was destroyed when lightening struck the school building; and
>
> WHEREAS, The MPS insurance coverage did not absorb the cost of repairs in the amount of $12,500; and
>
> WHEREAS, The repairs were paid from the school's budget; and
>
> WHEREAS, The school should not be held financially liable for damage incurred to its building as a direct result of natural causes; now, therefore, be it
>
> RESOLVED, That MPS reimburse the Milwaukee Spanish Immersion School from the FY2000 contingent fund in the amount of $12,500.

Administration's Analysis

2. At the end of June 1999, a severe storm caused major damage to computer equipment at the Milwaukee Spanish Immersion School. The storm damage required the replacement of all computer software in the school as well as the server. This resulted in an unexpected cost of $12,500 to the school.

3. The damage, being the result of an "Act of God," places an unusual financial burden on the school. Current practice and policy does not specify under what circumstances a school or the district is responsible for the cost of such damage. Although the use of the contingent fund for unexpected costs such as this is appropriate, other schools experiencing similar situations in the past have covered costs of damage to the school and/or equipment out of the school budget. The Administration will review current practices and policies and develop recommendations for use in the future. In this circumstance, the Board may, at its discretion, approve the request for reimbursement to the school.

Fiscal Impact Statement

4. A contingent fund transfer in the amount of $12,500 would be required. A fiscal note is attached.

Due to the end of the fiscal year, Board action on expenditures in FY2000 is required in the month of June. Any funding remaining in the contingent account would remain unexpended at year end.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

A two-thirds vote of the members present being required for a contingent fund transfer, the item was set aside for separate consideration.

Director Hardin moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—Director Braun—1.

* * * * *

(Item 19) Report Regarding the District's Health and Dental Insurance Rates

Your Committee received the following report from the Administration:

Administration's Report

1. The Administration annually reports the fees for various insurance coverages. The following update on the status of insurance renewals was prepared by the Division of Insurance and Risk Management for the ensuing fiscal year. This is an informational report, and no action is requested.

2. The district purchases commercial casualty, property, and professional liability insurance policies for protection against risk of loss due to torts, employment-related allegations, and damage to, or destruction of, Board assets, etc., as well as claims administration services for its self-insured programs.

Type of Insurance/Service	FY2001 Annual Premium/Fee	% Increase from 7/1/1999
Excess General Liability	$250,000	0% (2nd year of a 3-year policy)
Auto Liability	$92,771	10% rate increase
Excess Auto Liability	$50,000	0% (2nd year of a 3-year policy)
Umbrella General Liability & Auto Liability	$45,000	0% (2nd year of a 3-year policy)
Fiduciary Liability	$21,941	0% (3rd year of 3-year policy)
Excess Fiduciary Liability	$13,750	0% (3rd year of 3-year policy)
Property, Boiler & Machinery	$426,092	13% rate increase
School Leaders Errors & Omissions	$96,930	Currently negotiating (09/24/00 renewal)
Employee Fidelity Bond	$13,058	0% (2nd year of 3-year policy)
Medical Professional Liability	$2,000	0% increase
International General and Auto Liability	$2,000	0% increase
Wausau Third-Party Claims Administration	$10,350	21.7% increase
Martin Boyer Auto Vandalism—Administrator	$38,750	2.0% increase

The above insurance policies and services were negotiated and placed through the Board's "tri-venture" insurance brokerage arrangement consisting of the firms of Marsh, Inc; The Hays Group; and, Wesley Insurance Agency, Inc.

3. As previously reported to the Board during the recent FY2001 budget hearings, the district's HMOs were renewed for a one-year period commencing July 1, 2000, with the resulting rate increases and estimated annual premium as follows:

CompcareBlue.....$17,360,000 ..... 18% rate increase
United HealthCare.....$3,235,000 ..... 12% rate increase
Family Health Plan.....$8,514,000 ..... 11.4% rate increase

* * * * *

(Item 20) Report Regarding the Use of Video Cameras on School Buses

Your Committee received the following report from the Administration:

Administration's report

1. At the August 31, 1999, Board meeting the Board approved revisions to Administrative Policy 4.04, Student Transportation Services, to provide for the use of video cameras on school buses. At that time, the Board requested a report on the success of the initial installation by the February 2000. The report was subsequently rescheduled for June 2000.

2. As part of a pilot program to improve the safety of students on school buses, the Administration purchased 50 video camera systems and 150 decoy boxes to be installed on buses. Cost of the video cameras and decoy boxes was $78,707. Administrative costs and additional tapes added $15,000 to the project cost, for a total of $93,707. These cameras and decoy boxes were allotted to four bus companies who agreed to participate in the pilot.

3. A Bus Safety Committee was established to oversee the video camera project and to ensure that the policy adopted by the Board is adhered to. The committee consists of a representative from each of the bus companies involved in the pilot project, a representative from the Office of Pupil Transportation Services, and representatives from the Office of School Safety and Security. A copy of the guidelines governing the use of the videotapes, which are incorporated in the Board policy, was distributed to all participating bus companies. The Administration ensured that all rules were clearly understood by the companies participating. Letters notifying parents/guardians of the installation of video cameras were distributed in October 1999.

4. Presently, three bus companies have been using the decoy boxes and cameras on their buses since the agreed upon start date of November 8, 1999. The fourth company that originally agreed to be part of the pilot has withdrawn from the project. Another bus company has agreed to participate and will have decoy boxes/video cameras installed for the start of school in August 2000. Parent notification letters will again be mailed prior to the start of school.

Approximately 7,600 students ride school buses where video cameras may be employed.

5. The three companies currently using the equipment report the following:

- Johnson Bus Company has been assigned 21 decoy boxes and 6 cameras. Their representative reports that the discipline on the buses with decoy boxes/video cameras has improved, and drivers are reacting favorably to having the decoy boxes/cameras on their buses.
- Joy Farm Bus Company has been assigned 27 decoy boxes and 8 cameras. Their representative reports that they have noticed improved behavior on buses since the decoy boxes/cameras have been in use, that drivers have been receptive to the program, and that they have had requests from five schools to view the videos.
- School Services and Leasing Bus Company has been assigned 60 decoy boxes and 19 cameras. Their representative reports that drivers are highly enthusiastic and receptive to the program, that discipline has improved on buses where decoy/cameras are used, and that they have had requests from 11 schools to view videos.

6. There was no significant change in the number of bus accidents or incidents on the buses using the video cameras and decoy boxes. A brief comparison is provided below.

	Accidents		Incidents	
	1998-1999	1999-2000	1998-1999	1999-2000
Johnson	9	2	1	0
Joy Farm	10	7	2	1
School Services*	41	61	8	7

* Added 25 buses in 1999-2000

7. Although no major incidents have been recorded by the cameras, schools have requested tapes for viewing after reports of disruptive behavior by students on buses. As a result of these viewings, approximately 40 meetings with parents were held regarding the behavior of their children.

8. The initial response to the use of video cameras on school buses has been favorable; however, there has not been a significant decrease in the number of accidents or incident reports. The Administration will continue to pilot the use of video cameras in FY2001.

* * * * *

(Item 21) Semi-annual Report on Student Attendance

Your Committee received the following report from the Administration:

Administration's Report

1. At its August 27, 1997, meeting, the Board requested that the Administration make available for review on a semi-annual basis a summary of pupil attendance.

2. The semi-annual summary report below represents the percentage of attendance for the first semester of the 1999-2000 school year compared with the attendance percentage for the first semester of the 1998-1999 school year for grades K-12. The Administration compiles the monthly attendance report from pupil attendance information recorded by the schools.

3. The attendance report is presented by grade level rather than by school. This format accurately reflects the diverse grade-level configurations in our schools. Attendance information for individual schools is provided in the attachments to the minutes of your Committee's meeting.

PERCENT ATTENDANCE SUMMARY –
FIRST SEMESTER

	1999-2000	1998-1999	Difference
Grades 9-12	81.3%	80.5%	+0.8
Grades 6-8	88.4%	88.9%	-0.5
Grades 1-5	93.8%	93.1%	+0.7
Kindergarten	95.2%	95.3%	-0.1
Other Schools	85.8%	90.8%	-5.0
TOTAL	89.8%	89.8%	

4. In August 2000, the Administration will report to the Board the pupil attendance summary for the 1999-2000 school year. The annual summary will include a comparison between pupil attendance for the 1999-2000 and the 1998-1999 school years.

* * * * *

(Item 22) Action on Recommended Administrative Appointments and Promotions

Committee Recommendations

Your Committee recommends that the following individuals be promoted or appointed to the classification indicated, effective upon assignment following approval by the Board:

5(nr)	Lisa Mrozinski	Employee Benefits Supervisor Div of Insurance & Risk Mgmt	Schedule III, Range 10A $65,000
5(r)	Dawn Hennes	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8A $67,376
5(r)	Deborah Hoffman	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8A $67,609
5(r)	Joseph Kluber	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8A $71,137
2(r)	Brenda Sheppard Nelson	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8A $71,137

Codes:

2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

* * * * *

At the request of the Superintendent, the item was set aside for separate consideration.

The Superintendent requested that the following corrections be made to the list of recommended appointments:

5(nr)	Lisa Mrozinski	Employee Benefits Supervisor Div of Insurance & Risk Mgmt	Schedule III, Range 10A $65,000
5(r)	Dawn Hennes	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8~~A~~ C ~~$67,376~~ $53,753
5(r)	Deborah Hoffman	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8~~A~~ C ~~$67,609~~ $59,211
5(r)	Joseph Kluber	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8~~A~~ C ~~$71,137~~ $62,302
2(r)	Brenda Sheppard Nelson	Spec Ed Program Supervisor Division of Special Services	Schedule III, Range 8~~A~~ C ~~$71,137~~ $62,302

Director Braun moved approval of the appointments as corrected.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence and President Thompson—7.

Noes—Directors Hardin and Werra—2.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk presented nine expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Dannecker moved to accept the reports of the Independent Hearing Panel of June 2, June 7, June 12, June 13, June 14, and June 16, 2000.

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

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—Director Hardin—1.

* * * * *

The Board adjourned at 6:57 PM.

SUZANNE M. LUNDIN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:59 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

June 23, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held on Tuesday, June 27, 2000, Immediately upon adjournment of the regular June Board meeting, scheduled to begin at 6:30 PM, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: the Administrators and Supervisors Council, Milwaukee Teachers Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (e), may retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

SUZANNE M. LUNDIN
Board Clerk

Director Braun moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (e), for the purpose of formulating strategies concerning collective bargaining negotiations matters

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

The Board retired to executive session at 7:01 PM.

The Board adjourned from executive session at 7:30 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 6, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:18 PM.

Present—Directors Dannecker, Gardner, Hardin, Johnson and President Thompson—5.

Absent and excused—Directors Braun, O'Neil, Spence and Werra—4.

The Board Information Officer read the following call of the meeting:

June 29, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Thursday, July 6, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action regarding litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures.

Pursuant to Wisconsin Statutes Section 19.85(1)(g), which provides that a governmental body may convene in executive session for the purpose of "conferring with legal counsel which 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 retire to executive session to confer with its legal counsel who is rendering legal advice regarding possible litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures. The Board may reconvene is open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board retire to executive session under the provisions of Wisconsin Statutes Section 19.85(1)(g) to confer with its legal counsel regarding possible litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures.

The motion prevailed, the vote being as follows:

Ayes— Directors Dannecker, Gardner, Hardin, Johnson and President Thompson—5.

Noes—None.

The Board retired to executive session at 6:21 PM.

The Board reconvened in open session at 7:06 PM.

Director Johnson moved at the Board authorize the City Attorney to begin litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures.

The motion prevailed, the vote being as follows:

Ayes— Directors Dannecker, Gardner, Hardin, Johnson and President Thompson—5.

Noes—None.

The Board adjourned at 7:07 PM.

LYNNE A. SOBCZAK
Board Information Officer

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 6, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 7:07 PM.

Present—Directors Dannecker, Gardner, Hardin, Johnson and President Thompson—5.

Absent and excused—Directors Braun, O'Neil, Spence and Werra—4.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

June 29, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, and pursuant to the provisions of Wisconsin Statutes 118.045 (see notes below), a special meeting of the Board of School Directors will be held at 6:30 PM on Thursday, July 6, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing, considering and taking action on a resolution authorizing the commencement of the 2000-2001 school term prior to September 1, 2000.

SUZANNE M. LUNDIN
Director/Board Clerk

Note 1: State Statute 118.045 is as follows:

118.045 Commencement of school term. (1) Except as provided in subs. (2) and (3), beginning in the year 2000, no public school may commence the school term until September 1.

(2) Subsection (1) does not prohibit a school board from doing any of the following:

(a) Holding athletic contests or practices before September 1.

(b) Scheduling in-service days or work days before September 1.

(c) Holding school year-round.

(3) A school board may commence the school term before September 1 in any school year if it holds a public hearing on the issue and adopts a resolution to that effect in that school year.

Note 2: The 2000-2001 school year (first day of student attendance) is currently scheduled to start on August 23, 2000, according to the terms of a contract with the Milwaukee Teachers' Education Association. The contract was ratified by the Board prior to State Statute 118.045 being signed into law.

SUZANNE M. LUNDIN
Board Clerk

Director Hardin moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on a resolution authorizing the commencement of the 2000-2001 school term prior to September 1, 2000.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson and President Thompson—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:08 PM.

Committee of the Whole rose at 7:11 PM.

President Thompson, who chaired the Committee of the Whole, reported that the Committee had given hearing on a resolution authorizing the commencement of the 2000-2001 school term prior to September 1, 2000.

Director Hardin moved adoption of the following resolution:

WHEREAS, Wisconsin State Statute 118.045 provides that a school board may commence the school term before September 1 in any school year if it holds a public hearing on the issue and adopts a resolution to that effect in that school year; and

WHEREAS, Public hearing on this issue was given on July 6, 2000; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby authorizes the commencement of the 2000-2001 school term on August 23, 2000.

The resolution was adopted on the following vote:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson and President Thompson—5.

Noes—None.

The Board adjourned at 7:12 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 25, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:34 PM.

Present—Directors Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Gardner—2.

President Thompson requested a moment of silence to commemorate the deaths of the following MPS students:

James E. Jelinski, a 12th-grader at Pulaski High School, who died in a car accident on May 10;

Melvin Hibbler, a ninth-grader at Bay View High School, who died of a gunshot would on May 21;

Kenneth Harris, who died of a gunshot wound on June 20; and

David L. Whitelow, a seventh-grader at Bell Middle School, who died of a gunshot wound on June 20.

AWARDS AND COMMENDATIONS

(Item A) Excellence in Education Award

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, or 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 presenting the "Excellence in Education Award" posthumously to the family of:

Walter Lee Johnson

Walter Johnson was a dedicated teacher who served the Milwaukee Public Schools for 33-1/2 years. He taught at the former Center Street elementary school, Oliver Wendell Holmes, Fritche Middle School, and John Muir Middle School. An art teacher and guidance counselor, Mr. Johnson retired from John Muir Middle School in 1996, where he was involved over the years as an adviser in several extracurricular school activities, including the student council, drama club, and drill team.

As an educator and mentor, Walter Johnson left an indelible mark on many young minds. His strong, positive, supportive spirit enlightened and empowered youth to see the possibilities for their lives and to work hard to make those possibilities become their dreams. Whether it was through the Milwaukee Public

Schools or through community-based youth organizations, Walter was always an untiring advocate for youth. The respect, appreciation, and love they held for him was evidenced in the continued contact he had with scores of his students even into adulthood. As a mentor to students, his opinion and advice always counted.

He was active and involved in his church and community, serving on various committees. Especially important to him was his work with the Calvary Housing Development, a non-profit central city housing provider for low-income seniors and the disabled. He became president in the mid-1970s and continued to serve in that capacity.

As a member of the National Association for the Advancement of Colored People, Walter served in numerous capacities, including as a member of the executive board and several committees, before becoming treasurer of the local branch in the mid-1980s.

Walter Johnson was a strong, quiet, compassionate man whose good works speak for him. The Milwaukee Board of School Directors and the entire school community recognize the late Walter Lee Johnson for being an outstanding teacher who consistently demonstrated the highest level of professional commitment and competency in his work with students, colleagues, and the community.

* * * * *

(Item B) Adoption of a Resolution Awarding a High School Diploma to a Veteran Under the Provisions of 1999 Wisconsin Act 73.

1999 Wisconsin Act 73 became law on April 26, 2000. It provides that a school board may award a high school diploma to a veteran under the following conditions:

- the veteran must be at least 65 years old;
- the veteran must have left high school before receiving a high school diploma to join the U.S. armed forces during a war period; and
- the veteran must have served on active duty under honorable conditions in the U.S. armed forces.

The Administration is developing language to incorporate the provisions of this law into Board policy. Until new policy is adopted, however, it will be necessary for the Board to act individually on requests made under this act.

RESOLUTION 0001R-002

By Director Dannecker:

WHEREAS, Lester Clark Hundt entered Milwaukee Trade and Technical High School (then Boys' Tech) on September 13, 1949, and

WHEREAS, Lester Clark Hundt left the school to enlist in the armed forces on January 5, 1951; and

WHEREAS, Lester Clark Hundt served his country honorably in the U.S. Navy during the Korean War; and

WHEREAS, Lester Clark Hundt was honorably discharged from the U.S. Navy on January 12, 1954; and

WHEREAS, As a result of serving his country, Lester Clark Hundt did not receive a high school diploma; and

WHEREAS, 1999 Wisconsin Act 73 allows school boards to grant high school diplomas to individuals such as Lester Clark Hundt; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors award a high school diploma to Lester Clark Hundt; and be it

FURTHER RESOLVED, That the Board extend its congratulations and best wishes to Lester Clark Hundt and the members of his family.

Director Dannecker moved to adopt the resolution.

The resolution was adopted on the following vote:

Ayes—Directors Dannecker, Johnson, O'Neil, Spence, Werra and President Thompson—6.

Noes—None.

Temporarily absent—Director Hardin—1.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of June 19 and June 27, 2000, were approved as printed.

* * * * *

COMMUNICATION FROM THE SUPERINTENDENT OF SCHOOLS

(Item A) Transmittal of the Annual Census Report of Children of School Age Residing in Milwaukee

To The Members of the Board Of School Directors:

As required by Wisconsin State Statutes Section 119.34 (4), a census was taken of the children of school age residing in the City of Milwaukee. Additionally, an enumeration was made of children under the age of four. The 2000 census is as follows (school attendance figures shown for each of the age levels are not intended to represent actual enrollments in the corresponding grade levels):

2000 ANNUAL ENUMERATION OF CHILDREN RESIDING IN THE CITY OF MILWAUKEE
As of June 30, 2000

				Type of School Attended		
					Parochial/	
Ages	Males	Females	Total	Public	Private	None
0	771	724	1,495	0	0	1,495
1	2,654	2,578	5,232	0	0	5,232
2	3,391	3,380	6,771	0	0	6,771
3	3,825	3,555	7,380	373	0	7,007
Subtotal	10,641	10,237	20,878	373	0	20,505
4	4,369	4,041	8,410	2,084	352	5,974
5	4,971	4,770	9,741	5,724	1,275	2,742
6	5,201	5,110	10,311	7,877	1,748	686
7	5,466	5,286	10,752	8,542	2,039	171
8	5,442	5,264	10,706	8,592	2,058	56
9	5,503	5,291	10,794	8,730	2,045	19
10	5,392	5,256	10,648	8,648	1,973	27
11	5,158	4,875	10,033	8,123	1,885	25
12	4,859	4,694	9,553	7,669	1,865	19
13	4,720	4,534	9,254	7,386	1,834	34
14	4,669	4,539	9,208	7,338	1,819	51
15	4,589	4,347	8,936	7,174	1,675	87
16	4,339	4,276	8,615	6,868	1,477	270
17	4,323	4,293	8,616	6,561	1,420	635
18	4,438	4,440	8,878	5,341	1,855	1,682
19	5,160	5,362	10,522	3,740	3,022	3,760
Subtotal	78,599	76,378	154,977	110,397	28,342	16,238
Grand Total	89,240	86,615	175,855	110,770	28,342	36,743

A copy of the census by census tract, attendance area, age, and racial composition is available upon request.

Respectfully submitted,

SPENCER KORTÉ, Ph.D.
Superintendent of Schools

Received and ordered placed on file.

* * * * *

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE/BOARD CLERK

(Item A) Action on a Recommendation to Approve a Charter School Contract with the United Community Center-Bruce Guadalupe School As a Non-Instrumentality of the District

To the Board of School Directors:

At its regular meeting on March 28, 2000, the Board granted the petition of United Community Center for Bruce Guadalupe Community School to become a charter school as a non-instrumentality of MPS and directed the Office of Board Governance, in consultation with the Superintendent and the City Attorney, to commence the negotiation of a contract with United Community Center and to submit the contract for Board approval.

Negotiations have now been concluded. A summary of the contract is reproduced below, and a copy of the full contract has been sent to Board members under separate cover.

It is the recommendation of the Office of Board Governance that the Board approve the charter school contract with United Community Center-Bruce Guadalupe Community School as a non-instrumentality of the Board.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

SUMMARY OF
CHARTER SCHOOL CONTRACT BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND UNITED COMMUNITY CENTER, INC. FOR BRUCE GUADALUPE COMMUNITY SCHOOL

Summary:

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would establish Bruce Guadalupe Community School as an MPS Non-Instrumentality Charter School. The Board President, the Director of the Office of Board Governance, and the Superintendent would be authorized to execute the following terms and conditions of this contract:

- The charter school shall be operated under the authority of the principal. Administrative matters and delivery of the educational programming will be the responsibility of staff under the leadership of the principal.
- The charter school shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in the United Community Center, Inc., charter school proposal.
- The charter school shall administer and adhere to all MPS district-wide performance measures, Tier-1 Accountability measures, and proficiency measures as do non-chartered MPS middle schools, unless the charter school submits and receives Board approval for an alternate assessment plan.
- The charter school shall submit an annual Academic Achievement report and will be held accountable for meeting at least five of the six performance criteria as outlined in the contract.
- The charter school will be eligible to receive Title I funds through the district and will be subject to all related federal and district regulations and policies.
- Personnel of the charter school shall not be district employees. All instructional staff members shall hold licenses or permits to teach issued by DPI as specified in WI Administrative Code P.I. 34.34.
- All background checks will be completed through the MPS Department of Human Resources.
- The charter school will be a voluntary program and shall abide by all MPS policies and procedures for pupil admission.
- The charter school shall maintain pupil database information and strive to maintain ethnic diversity, special education programs, and specialty program offerings.
- The charter school shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.
- MPS will have the authority to request information and reports as needed from the charter school.

- The charter school shall pay an annual administrative fee of not more than 3% to reimburse the Board for the costs of administering the charter school contract.
- While the charter school is exempt from most Wisconsin Statutes 115 through 121, the contract does list statutes which the charter school agrees to follow.
- The charter school is also exempt from Board policies and procedures, with the exception of those policies and procedures specified in the contract.
- The charter school shall operate under an operating budget to be approved by the Board and attached as Appendix D within 30 days of the contract signing.
- The charter school recognizes that, as the Local Education Agency (LEA), MPS has the authority to direct the charter school to perform all mandated activities or corrective actions necessary to comply with LEA-related state and federal laws, codes, rules, and regulations.
- The contract guarantees the charter school annual funding on a per-pupil basis equal to the rate provided by the state to non-MPS charter schools.
- Categorical aid funding is not specified in the contract, but may be received and spent by Bruce Guadalupe Community School in addition to the district allocation.
- The charter school has the authority to apply for grants so long as such grants do not conflict with MPS grant applications or are not funded in whole or in part by MPS.
- The contract provides for the Board to renegotiate terms and conditions of the contract at any time during the term.
- The contract allows for both parties to agree to terminate the contract, or for the Board to terminate the contract for the following reasons:
  - — Board determines that charter school violated the contract; or
  - — Board determines that pupils enrolled in the charter school have failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats., or the academic performance criteria established by the Board; or
  - — Board determines that the charter school has failed to comply with school-based governance financial standards; or
  - — Board determines that the charter school has violated sec. 118.40, Stats.; or
  - — Board determines that charter school and the Board are not able to agree to modifications of the contract.

  In the event that the contract is terminated, all legal associations between the Board and the charter school shall be severed.

Director Spence moved that the Board approve the charter school contract with United Community Center-Bruce Guadalupe Community School as a non-instrumentality of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—7.

Noes—None.

* * * * *

REPORTS OF STANDING COMMITTEES

Director Hardin moved to approve the following report of the Finance/Personnel Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson,7.

Noes—None.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(ITEM 1) Action on Monthly Finance and Facilities Matters: Authorization to Make Purchases and Acceptance of Donations

Authorization to Make Purchases

RFP-301 Systems Contractors for Primary Suppliers of Library Materials (Various)

Recommend authorization to award systems contracts for library books and related materials to the following companies, for a total of $915,347 for the 2000-2001 school year. The dollar amounts are the amounts which the schools have designated for each firm.

Bound-To-Stay-Bound	$19,050
Davidson Titles, Inc.	$38,000
Follett Library Services	$304,855
Mackin Book Company	$459,496
Permabound	$93,946

These contracts will be for an initial one-year period, with options for two annual renewals. The contracts streamline the ordering process for those MPS schools that choose to participate and ensure lower prices for the items through a competitive proposal process. Each school has an opportunity to choose any or all of the five firms to work with throughout the year.

Proposals were sent to 21 firms, plus the 8 HUB resource centers. Five of the ten firms that responded were evaluated as meeting the needs of the District’s program.

Financial information: Funds are from the common school fund (library fund) and follow the pattern 1-10-4-612-xxx-432-222200.

The TAC (Technology Advisory Committee) has reviewed this project and recommends the following:

SS-552 Computers and Curriculum Software (Title 1 for Various)

Lease-Purchases:

Recommend authorization to enter into a lease-purchase agreement for Computer Curriculum Corporation software totaling $458,764.25 for various Title 1 sites (5 small community schools, and 14 non-public schools), using the existing line of credit with Citicorp Leasing. The annual payment will total $162,402.55.

FY00-01	$ 37,498.43	=	1-14-160-600-551-110500
FY00-01	$ 124,904.12	=	1-14-162-610-551-110500
FY01-02	$ 37,498.43	=	1-13-160-600-551-110500
FY01-02	$ 124,904.12	=	1-13-162-610-551-110500
FY02-03	$ 37,498.43	=	1-14-160-600-551-110500
FY02-03	$ 124,904.12	=	1-14-162-610-551-110500

Outright Purchases

Recommend authorization to purchase CCC software totaling $40,000 for four other Title 1 sites; and Apple and Dell computers, file servers and printers totaling $348,921 to support the software being bought on the lease-purchase.

Funding will be as follows:

FY00-01	$ 40,000.00	=	1-14-4-158-600-551-110500 (CCC software)
FY00-01	$ 193,677.00	=	1-14-4-160-600-551-110500 (computers)
FY00-01	$ 155,244.00	=	1-14-4-162-610-551-110500 (computers)

Information Item:

B-5227 MPS Standard Windows Computers for Classroom and Office (Various)

The Board originally awarded the contract with Gateway 2000 in November 1998. At its December 1999 meeting, the Board extended the contract through June 2000. Pending successful testing of, and negotiations regarding, such issues as new pricing, compatibility of proposed model change, and components for the standard MPS student and office model configurations, the contract with Gateway 2000 will be extended through October 2000.

Many of the computers are bought to support the School Management System and the Human Resources/Payroll projects. Some units will be bought for warehouse stock; others will be delivered directly to schools. This bid award is also used for any bought through a lease-purchase.

Fiscal information: Schools will buy computers as needed, either through the online warehouse stock system or through the centralized online purchase requisition system.

In anticipation of the schools' needs, purchase orders to replenish warehouse stock initially will be charged to the warehouse stock account #1-10-1-000-000-000-716120. The mainframe computer software will automatically charge the schools' budgets to reimburse that account when the schools online computerized stock requisitions.

If schools instead use the online purchase requisition system to request computers, the mainframe software system automatically will set aside money from the schools' budgets to pay for the computers before the Purchasing Department issues purchase orders to the vendor.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Burdick	Pettit National Ice Center	$10	75th Anniversary Celebration
Burdick	Stereo Management Co.	$10	75th Anniversary Celebration
Burdick	Kohl's Department Store	$15	75th Anniversary Celebration
Burdick	Marcus Restaurants	$20	75th Anniversary Celebration
Burdick	Discovery World	$20	75th Anniversary Celebration
Burdick	Milwaukee Admirals	$20	75th Anniversary Celebration
Burdick	Little Caesar's Pizza	$25	75th Anniversary Celebration
Burdick	SJ Contracting	$50	75th Anniversary Celebration
Burdick	Pieper Electric, Inc.	$50	75th Anniversary Celebration
Burdick	Mr. Z's Pizza	$100	75th Anniversary Celebration
Burdick	Holsum Bakery	$120	75th Anniversary Celebration
Burdick	Hostess	$125	75th Anniversary Celebration
Burdick	Jewel/Osco	$150	75th Anniversary Celebration
Burdick	Raettig Real Estate	$500	75th Anniversary Celebration
Burdick	Grebes Bakeries, Inc.	$500	75th Anniversary Celebration
Emerson	Parent Council	$1,550 $150	Student Incentives Sweetheart Dance
King, Jr.	Fleck Foundation	$5,000	Fifth-grade trip
King, Jr.	Kathleen Neuman	$50	Fifth-grade trip
King, Jr.	D. & E. Gutterman	$50	Fifth-grade trip
King, Jr.	Dr. Camille Cosby	$10,000	Fifth-grade trip
King, Jr.	Wisconsin Gas	$1,700	Fifth-grade trip
King, Jr.	Todd Robert Murphy	$250	Fifth-grade trip
King, Jr.	Northwestern Mutual Life	$1,000	Fifth-grade trip
King, Jr.	North Milw State Bank	$125	Fifth-grade trip
King, Jr.	Helen Bader Foundation	$2,000	Fifth-grade trip
King, Jr.	Milwaukee Foundation	$800	Fifth-grade trip
King, Jr.	Quad/Graphics	$5,000	Fifth-grade trip
King, Jr.	Andersen Consulting	$1,200	Fifth-grade trip
King, Jr.	Milwaukee Metropolitan	$450	Fifth-grade trip
King, Jr.	Wisconsin Gas	$2,250	Fifth-grade trip
King, Jr.	Briggs & Stratton	$5,000	Fifth-grade trip
King, Jr.	Betty Blue	$256	Fifth-grade trip
King, Jr.	Dr. King Fifth Grade Store	$81	Fifth-grade trip
King, Jr.	Barb Vesaas	$100	Fifth-grade trip
King, Jr.	Mary Hauser	$145	Fifth-grade trip
King, Jr.	Carroll College	$270	Fifth-grade trip — 44 T-Shirts
King, Jr.	Robert Green	$50	Fifth-grade trip
King, Jr.	Patti DeBow	$40	Fifth-grade trip
King, Jr.	Janet Butler	$125	Fifth-grade trip
King, Jr.	Jason Ward	$50	Fifth-grade trip
King, Jr.	Shirley Harlow	$50	Fifth-grade trip
King, Jr.	Student Council	$45	Fifth-grade trip
King, Jr.	Tom & Peg Schreck	$125	Fifth-grade trip
King, Jr.	Tina Zachovi	$62	Fifth-grade trip
King, Jr.	Rockwell Automation	$1,000	Fifth-grade trip
King, Jr.	Planning Council	$290	Fifth-grade trip
King, Jr.	Target	$34	Fifth-grade trip

School	Donor	Value	Gift or Purpose
King, Jr.	Audubon Middle School	$50	Fifth-grade trip
King, Jr.	MaryBeth Sandvig	$25	Fifth-grade trip
King, Jr.	Ramelann Kalagian	$100	Fifth-grade trip
King, Jr.	Robert Meyer	$25	Fifth-grade trip
King, Jr.	D. Kennedy	$20	Fifth-grade trip
King, Jr.	Ora Ewing	$25	Fifth-grade trip
King, Jr.	Wisconsin Gas	$800	College for Kids Scholarships
Metropolitan High	Northwestern Mutual Life	$500	Science Supplies
Morgandale	Funds raised by school	$8,846	Class and library materials
Starms DLC	Parent/Staff Organization	$7,500	Shed
Starms ECC	Marianne Comstock	$617	Playground
Trowbridge	Anna Resch	$805	Educational supplies
Webster	Firstar Trust Company	$1,000	Camping expenses

Committee Recommendations

Your Committee recommends that the Board:

1. Authorize the purchases as listed above, and
2. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call on the adoption of the Committee report.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Ana Cocroft Metropolitan	School Secretary I $17,358.67/yr.	06-06-00
Cheryl Damato Sholes	School Secretary I $17,358.67/yr.	06-16-00
	PROMOTIONS	
Martha Daleccio Office of the Superintendent	Secretary 2 $31,220.02/yr.	06-19-00
Lynn Egan Department of Technology	Sr. Programmer/Analyst $48,150.44/yr.	07-10-00
Javier Figueroa Department of Technology	Sr. Programmer/Analyst $48,150.44/yr.	07-10-00
Nancy Gonia Department of Technology	Resource Specialist $55,551.08/yr.	07-10-00
Chris Koller Department of Technology	Programmer/Analyst $41,021.76/yr.	07-10-00

Alfred Weber Custer	School Engineer III+ $43,512.56/yr.	06-26-00
Lor Xiong Department of Technology	Sr. Programmer/Analyst $48,150.44/yr.	07-10-00

REINSTATEMENTS

Laurie Kleiman Manitoba	School Secretary I $17,520.00/yr.	08-15-00

CHANGES IN STATUS

Doris Hooks Facilities & Maintenance Svcs	School Secretary I $28,133.30/yr.	05-08-00
Marsha Krutina Grand Avenue	Handicapped Children's Assistant $13,050.82/yr.	06-07-00
Glenn Ross Washington	School Bookkeeper $30,555.14/yr.	07-05-00
Freda Sharron Thomas MacDowell	Handicapped Children's Assistant $13,050.82/yr.	04-10-00
Lydia Vazquez Div of Biling. Multicultural Ed.	School Secretary I $23,572.64/yr.	06-26-00

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 12, 2000:		
Martha Donnell	Day-to-Day	October 1, 2000
Maureen Lipton	Gaenslen	April 4, 2000
Judy Reid	Maryland	January 12, 2000
Illness Leave, to June 11, 2001:		
Bertha Radcliffe	Bryant	June 6, 2000
Personal Leave, to June 11, 2001:		
Denise Bowens	Dept of Special Services	August 22, 2000
Jennifer Brooks	Acad of Accelerated Learning	August 22, 2000
Andrea Carroll	Sabbatical Leave	August 22, 2000
Lori Houghton	Grand	August 22, 2000
Debra Huberty	Webster	August 22, 2000
Neil Klosterman	Morse	August 22, 2000
Kristine Kuchenbecker	Forest Home	August 22, 2000
Sabbatical Leave, to January 19, 2001:		
Maribeth Kaczmarek Klopatek	Story	August 22, 2000
Sabbatical Leave, to June 11, 2001:		
Constance Gordon	Clark	August 22, 2000

Study Leave, to June 11, 2001:

Michael Barker	Bryant	August 22, 2000
April George	Sabbatical Leave	August 22, 2000
David Valdes	Sabbatical Leave	August 22, 2000

Extension of Illness Leave, to January 19, 2001:

Maceo Allen	Leave	August 22, 2000

Extension of Illness Leave, to June 11, 2001:

Glorious Bolden	Leave	August 22, 2000
Gloria Deida	Leave	August 22, 2000
Sharon Radke	Leave	August 22, 2000
Maria Santiago	Leave	August 22, 2000
Bruce Sauter	Leave	August 22, 2000

Extension of Maternity Leave, to June 11, 2001:

Heidi Brandt	Leave	August 22, 2000
Victoria Durian	Leave	August 22, 2000
Meaghan Hessenthaler	Leave	August 22, 2000
Julie Meyer	Leave	August 22, 2000
Lora Mitchell	Leave	August 22, 2000
Beth Neustifter	Leave	August 22, 2000
Nancy Perinovic	Leave	August 22, 2000
Elizabeth Sande	Leave	August 22, 2000
Lori Ullrich	Leave	August 22, 2000

Extension of Personal Leave, to June 11, 2001:

Robert Anderson	Leave	August 22, 2000
Donald Ernest	Leave	August 22, 2000
Paula Farrell	Leave	August 22, 2000
Catherine Greene	Leave	August 22, 2000
Sid Hatch	Leave	August 22, 2000
Patrick O'Mahar	Leave	August 22, 2000
Carol Wortz	Leave	August 22, 2000

Report on Resignations

Name	Position	Effective Date
Julie A. Adamczak	Teacher	06/12/00
Ivy H. Alexander	Teacher	06/12/00
Andrea L. Anderson	Teacher	08/21/00
Ada S. Antonopoules	Teacher	07/01/00
Tami L. Baker	Teacher	05/25/00
Allen R. Bare	Teacher	06/12/00
Richard H. Becker	Teacher	08/11/00
Deborah Bemis	Teacher	01/03/99
Jennifer M. Binon	Teacher	06/15/00
Rachel A. Boario	Teacher	06/12/00

Mary A. Borowski	Teacher	06/30/00
Laurel S. Bryant	Teacher	06/08/00
Alissa Butler	Teacher	06/15/00
Theresa Catlin	Teacher	05/13/00
Frankye M. Chatman	Teacher	06/12/00
Michele C. Cheyne	Teacher	06/12/00
Maria Del S. Chico	Teacher	06/27/00
Kerry Conachen	Teacher	06/12/00
Philip R. Crum	Teacher	06/30/00
Shelley Dreyer	Teacher	06/12/00
Brian Dreyfus	Teacher	06/12/00
Kathelyne D. Dye Wright	Teacher	06/12/00
Lori A. Esser	Teacher	06/16/00
Laura J. Fischer	Teacher	06/12/00
Linda L. Friedkin	Teacher	06/12/00
Wendy M. Godager Bode	Teacher	05/30/00
Clint J. Grochowski	Teacher	06/12/00
Sara L. Gull	Teacher	06/12/00
Thomas E. Hesiak	Assist. Princ.	07/03/00
Timothy Hochschild	Teacher	06/12/00
Melissa Hodge	Teacher	06/12/00
Rebecca A. Holzhauer	Teacher	06/23/00
Lori J. Horvate	Teacher	06/27/00
Marcus A. Hughes	Teacher	06/16/00
Adalene J. Hulseberg	Teacher	06/21/00
Lisa R. Jeske	Teacher	06/12/00
Steven O. Johnson	Teacher	06/12/00
Kristy M. Kaat	Teacher	06/12/00
Maureen M. King	Teacher	06/12/00
Dawn J. Koutsky	Teacher	06/12/00
Jan M. Kramschuster	Teacher	06/21/00
Elaine A. Kuolt	Teacher	07/26/00
Karen R. Kvidera	Teacher	06/26/00
Patricia J. Mattek	Principal	06/14/00
Despina T. Miller	Teacher	06/12/00
Margaret A. Morgan	Teacher	06/12/00
Annie O. Oliver	Teacher	05/26/00
Kwaku Oppong	Teacher	06/12/00
Joseph D. Paul	Teacher	06/12/00
Lisa M. Rawski	Teacher	07/28/00
Catherine Rogowski	Teacher	06/13/00
Donald C. Sanders	Teacher	06/12/00
Kim C. Schaefer	Teacher	06/22/00
Joan C. Schmidt	Teacher	06/12/00
Linda A. Scott	Specialist	07/05/00
Jennifer M. Slawnikowski	Teacher	06/21/00
Betty G. Stewart	Teacher	07/01/00
Mary J. Thomas	Teacher	06/12/00
Tina R. Thompson	Teacher	06/30/00
Linda M. Vargas	Teacher	06/12/00

Robert L. Washington	Teacher	06/12/00
Kristin L. Wright	Teacher	06/01/00
Jeffrey J. Yanke	Teacher	06/12/00
Lisa Zeman	Teacher	06/13/00

Affirmative Action Report

The Affirmative Action Reports for the months of May and June 2000 are attached to the minutes of your Committee's meeting of July 18, 2000. These are informational reports, and no action is required.

Committee recommendations

Your Committee recommends that the Board approve the classified personnel transactions and leaves of absence as listed above.

Adopted with the roll call on the adoption of the Committee report.

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(Item 3) Action on Recommendations for Approval of the Community Learning Center Contracts

Administration's Analysis

1. As a result of Board action on April 20th, 1999, contracts were awarded to the following community-based/youth-serving agencies to serve as lead agencies for the first year of the 21st Century Community Learning Center (CLC) competitive grant awarded in June 1998 by the U.S. Department of Education.

Agency	Amount	Sites
Boys/Girls Club	$122,000	Grand Avenue
	$122,000	Walker MS
	$122,000	Riley
Neighborhood House	$122,000	Westside Academy
United Community Center	$122,000	Vieau
Social Development Comm.	$122,000	Malcolm X
Williamsburg Heights	$122,000	Douglas Academy
YMCA	$122,000	Robinson
COA/Youth & Family Centers	$23,175	Pierce
	$23,175	Fratney
	$23,175	Gaenslen
MPS Recreation (interim)	$98,825	Pierce
	$98,825	Fratney
	$98,825	Gaenslen

2. Baseline data and information required by the grant were compiled for the 11 CLC sites and submitted to the U.S. Department of Education in the Annual Progress Report in July 1999. An Executive Summary of this report was sent to the Board on July 15, 1999. A copy of the full report was placed in Room 155 of the Central Services Building for the Board to review.

Notification of funding continuation for the second year of the three-year grant was received from the U.S. Department of Education in August 1999.

As a result of Board action on August 31, 1999, contracts for the second year of the grant (September 1, 1999-August 31, 2001) were awarded as follows:

Agency	Amount	Sites
Boys/Girls Club	$122,000	Grand Avenue
	$122,000	Fratney
	$122,000	Gaenslen
	$122,000	Riley
	$122,000	Pierce
	$122,000	Walker
Neighborhood House	$122,000	Westside Academy
Social Development Comm.	$122,000	Malcolm X
Williamsburg Heights	$122,000	Douglas Academy
MPS Recreation (interim)	$122,000	Robinson
	$122,000	Vieau

3. The MPS Division of Community Recreation served in the role of lead agency at the Vieau CLC on an interim basis. In May 2000, the Latino Community Center was selected as the new lead agency for Vieau and assumed the CLC contract for the remaining summer months (June 1, 2000 -August 31, 2000.)

4. Notification to continue funding for the third year of the grant was awarded to MPS in July 2000. The Administration is recommending that contracts be renewed for the final year of the three-year grant (September 1, 2000-August 31, 2001) with the following lead agencies, pending submission and acceptance of their annual performance reports:

Agency	Amount	Sites
Boys/Girls Club	$122,000	Grand Avenue
	$122,000	Fratney
	$122,000	Gaenslen
	$122,000	Riley
	$122,000	Pierce
	$122,000	Walker
(Selection in Progress)	$122,000	Westside Academy
Social Development Comm.	$122,000	Malcolm X
Williamsburg Heights	$122,000	Douglas Academy
Latino Community Center	$122,000	Vieau
MPS Recreation (interim)	$122,000	Robinson

5. Westside Academy is in the process of selecting a new lead agency. A contract recommendation will be forthcoming at the August 2000 Board Meeting.

6. A Request for Proposal is being developed for Robinson for community-based/youth-service agencies interested in becoming the lead agency at this site. A contract recommendation will be forthcoming.

7. A second 21st Century CLC competitive grant was awarded to MPS in May 1999 to fund eight additional CLC sites. A Request for Proposal was developed for submission by community-based/youth-serving agencies interested in becoming the lead agencies for these additional CLC sites. Agencies were interviewed at the schools in July 1999 by a team consisting of principals, school governance council members, school staff, and School Community Integrated Services Network (SCISN) Executive Committee members. A set of questions was developed for the selection process, and each agency was ranked based upon its responses.

8. The following agencies received the highest ranking from the interview team and were selected as lead agencies for the eight new CLCs. Contracts were approved by the Board on August 31, 1999, for the grant period September 1, 1999-August 31, 2000, and were awarded as follows:

Agency	Amount	Sites
Agape Community Center	$140,000	Edison MS
Silver Spring Neighborhood Ctr	$140,000	Muir MS
UWM	$140,000	South Division HS
Northcott Neighborhood Ctr	$140,000	North Division HS
	$122,000	Milw Village MS
The Right Alternative	$122,000	35th Street
Sherman Park Comm. Assn.	$140,000	Washington HS
YMCA.	$122,000	Phyllis Wheatley

9. Notification to continue funding for the second year of the grant was awarded to MPS in July 2000. The Administration is recommending that contracts be renewed for the second year of the three-year grant with the following lead agencies, pending submission and acceptance of their annual performance report:

Agency	Amount	Sites
Agape Community Center	$140,000	Edison MS
Silver Spring Neighborhood Ctr	$140,000	Muir MS
UWM	$140,000	South Division HS
Northcott Neighborhood Ctr	$140,000	North Division HS
	$122,000	Milw Village MS
The Right Alternative	$122,000	35th Street
Sherman Park Comm. Assoc.	$140,000	Washington HS
YMCA.	$122,000	Phyllis Wheatley

10. In anticipation of submitting a third grant proposal to the U.S. Department of Education, a technical assistance session for all schools interested in becoming CLCs and all organizations interested in being considered as lead agencies was held on January 14, 2000. Agencies then submitted a Lead Agency Proposal to the principals of the schools with whom they were interested in partnering. Lead agency applicants were interviewed and selected by each school. Together the school and lead agency completed a Request for Proposal (RFP) and submitted it to the CLC project director. The 13 RFPs receiving the highest ranking by an independent team of evaluators were selected to be included in the 21st Century CLC grant proposal due to the US. Department of Education on March 20, 2000.

11. A third 21st Century CLC competitive grant was awarded to MPS in May 2000 to fund these 13 additional CLC sites. The administration is recommending approval of 1st year contracts (September 1, 2000-August 31, 2001) to be awarded as follows:

Agency	Amount	Sites
Boys/Girls Club	$122,000	Allen-Field
	$122,000	Fernwood
	$122,000	Siefert
COA	$140,000	Riverside HS
Journey House	$122,000	Longfellow
Latino Community Center	$122,000	Kagel
Marcus Ctr of Performing Arts	$140,000	Lincoln MS of the Arts
Midtown Neighborhood Assn	$140,000	MHSA/27th St.
Milwaukee Police Athletic	$140,000	Burroughs MS
South Community Org	$140,000	Hamilton HS
Trinity Presbyterian	$122,000	Townsend
YWCA of Greater Milwaukee	$122,000	Green Bay Avenue
V.E. Carter Development	$122,000	Holmes

Strategic Plan Compatibility Statement

12. The recommendation supports MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards and Goal 2, MPS — Milwaukee's First Choice in Schools, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rules Statement

13. The contracts are being presented to the Board pursuant to Board Policy 3.09(3).

Fiscal Impact Statement

14. The 21st Century Community Learning Center grants awarded to the district from the US Department of Education will fund the contracts.

Grant 1:	1998-2001	Budget Code: 3-13-4-546-XXX-312-110000
Grant 2:	1999-2002	Budget Code: 3-13-4-539-XXX-312-110000
Grant 3:	2000-2003	Budget Code: (To Be Determined)

Implementation and Assessment Plan

15. The 21st Century CLC project director/designee will monitor the agencys' compliance with the contract and manage the reimbursement of monthly expenditures. Monthly attendance participation reports are required of the agencies with their monthly cost reports.

An annual performance report required by the U.S. Department of Education of each CLC site must be submitted to the project director in July of each grant year.

Indicators of successful CLC programs will be measured in the following areas:

1.1 Achievement Outcomes. Students regularly participating in the program will show continuous improvement in achievement through measures such as test scores, grades, and/or teacher reports.

1.2 Behavior Outcomes. Students participating in the program will show improvement on measures such as school attendance and decreases in disciplinary actions or other adverse behaviors.

2.1 Core Educational Services. Centers will offer high-quality services in at least one core academic area, e.g. reading and literacy, mathematics, or science.

2.2 Enrichment and Support Activities. Centers will offer enrichment and support activities such as nutrition and health, art, music, technology, and recreation.

2.3 Community Involvement. Centers will establish and maintain partnerships within the community to increase levels of community collaboration.

2.4 Services to Parents and Other Adult Community Members. Centers will offer services to parents, senior citizens, and other adult community members.

2.5 Extended Hours. Centers will offer services at least 15 hours per week on average and provide services when school is not in session, during the summer, and on holidays.

A copy of the Department of Education Annual Performance Report will be available for Board review upon its completion.

In addition to the Annual Performance Report, the Action Learning Team at each CLC site administers a site self-assessment during the school year followed by an on-site visit by members of the Evaluation Committee. The site assessment, which is linked to the CLC Project Goals and Objectives, indicates the strengths and challenges of the individual sites. Challenges are converted to action plans at the sites to continuously improve the quality of the CLC.

Committee Recommendations

Your Committee recommends that the Board authorize the Administration to:

1. Renew contracts for year three of the 21st Century Community Learning Center Grant with the following lead agencies, pending submission and acceptance of their annual performance report:

Agency	Amount	Sites
Boys/Girls Club	$122,000	Grand Avenue
	$122,000	Fratney
	$122,000	Gaenslen
	$122,000	Riley
	$122,000	Pierce
	$122,000	Walker
Social Development Comm.	$122,000	Malcolm X
Williamsburg Heights	$122,000	Douglas Academy
Latino Community Center	$122,000	Vieau
MPS Recreation (interim)	$122,000	Robinson

2. Renew contracts for year two of the 21st Century Community Learning Center Grant with the following lead agencies, pending submission and acceptance of their annual performance report:

Agency	Amount	Sites
Agape Community Center	$140,000	Edison MS
Silver Spring Neighborhood Ctr	$140,000	Muir MS
UWM	$140,000	South Division HS
Northcott Neighborhood Ctr	$140,000	North Division HS
	$122,000	Milw Village MS
The Right Alternative	$122,000	35th Street
Sherman Park Comm. Assn.	$140,000	Washington HS
YMCA	$122,000	Phyllis Wheatley

3. Enter into new contracts for year one of the 21st Century Community Learning Center Grant with the following lead agencies:

Agency	Amount	Sites
Boys/Girls Club	$122,000	Allen-Field
	$122,000	Fernwood
	$122,000	Siefert
COA	$140,000	Riverside HS
Journey House	$122,000	Longfellow
Latino Community Center	$122,000	Kagel
Marcus Ctr of Performing Arts	$140,000	Lincoln MS of the Arts
Midtown Neighborhood Assoc	$140,000	MHSA/27th St.
Milwaukee Police Athletic	$140,000	Burroughs MS
South Community Org	$140,000	Hamilton HS
Trinity Presbyterian	$122,000	Townsend
YWCA of Greater Milwaukee	$122,000	Green Bay Avenue
V.E. Carter Development	$122,000	Holmes

Adopted with the roll call on the adoption of the Committee report.

* * * * *

(Item 4) Informational Report on Leases Approved by the Superintendent During the 1999-2000 School Year

Your Committee received the following report from the Superintendent:

At its meeting of April 25, 1996, the Board approved a new policy on Executive Limitations For Lease Agreements. This policy permits the Superintendent to approve lease agreements which are less than three years in duration or cost less than $100,000. It also directs that an annual report on all leases be given to the Board each July. A summary of all of the leases in effect for FY00 is attached to the minutes of your Committee's meeting of July 18, 2000.

* * * * *

(Item 5) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Bridget Hartney	Principal Sixty-fifth Street School	Schedule III, Range 13Z $75,160
5(r)	Patricia Holmes	Assistant Principal Fernwood School	Schedule III, Range 10Z $64,655
2(r)	Carletta Noland	Assistant Principal Happy Hill School	Schedule III, Range 10Z $50,933
2(r)	Stephanie Maney	Assistant Principal Milwaukee Sign Language School	Schedule III, Range 10Z $47,027
2(r)	Kelvin Robinson	Assistant Principal Westside Academy I	Schedule III, Range 10Z $66,446
5(r)	Robert Schleck	Director – Technology Operations Department of Technology	Schedule IIIE, Range 14A $96,531
5(r)	George Rennicke	Mgr of Application Dev Department of Technology	Schedule III, Range 11A $80,011
5(r)	Ralph Bureta, Jr.	Supervisor of Application Dev Department of Technology	Schedule III, Range 8A $67,086
5(r)	Mary Frommholz	Supervisor of Application Dev Department of Technology	Schedule III, Range 8A $51,195
5(r)	Audra Millen	Fiscal Policy Analyst Department of Finance	Schedule III, Range 7A $62,000

Codes:
2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

Adopted with the roll call on the adoption of the Committee report.

* * * * *

REPORTS OF SPECIAL COMMITTEES

(Item A) Report of the Special Committee on Children with Special Needs

To the Board of School Directors:

Your Committee on Children with Special Needs submits the following report:

Your Committee on Children with Special Needs was established to analyze exceptional education at MPS and other districts and the impact of state and federal law, and to make recommendations concerning the organization and funding of special needs services.

Your Committee reports having considered the following issues to date — placement, service delivery committee, non-categorical identification, dual processing, funding, and restructuring and reorganizing of the Division of Special Services — and makes the following comments/recommendations with respect to them:

Placement

Placement of Special Needs students is to fall under the Director of Parent/Student Services as non-Special Needs students, unless the IEP requires otherwise.

IEP working documents and procedures have been created and will be field-tested at MEC beginning in the fall of 2000. Other schools that want to try these new documents and procedures can volunteer by contacting the Division of Special Services.

Service Delivery Committee

The full committee on Special Needs has addressed the impact study/proposal and endorses the district's move forward with that model.

Your Committee recommends that an appropriate evaluation method be developed which will include both objective measurement of student outcomes and critiques of all stake-holders (parents, teachers, students, administrators and others).

The topic on caseloads was discussed on several occasions. Carol Topinka shared a draft of a report on "The Taskforce on Caseload in Special Education." The Committee agreed not to make a recommendation, pending the state task force report.

A subcommittee discussed the Board policy on enrollment of students with disabilities by percentages.

Non-categorical Identification

Due to the fact that non-categorical identification is embedded in the "Problem Solving" model, there was an acceptance as a recommendation as part of the "Problem Solving" pilot *only*.

Dual Processing (Separate procedures for EEN and non-EEN)

The subcommittee did not meet on this issue. The full Committee on Special Needs identified the dual processes, and consensus was reached to eliminate dual processes wherever possible.

Funding

The full Committee on Special Needs received a copy of a fax from Thomas Parrish, Ed.D., concerning special needs funding alternatives. The full Committee was invited to attend a session with Dr. Parish. A regularly scheduled meeting was canceled to facilitate time for committee members to attend.

Restructuring and Reorganizing the Division of Special Services

Carol Topinka made a presentation of the new organization's divisions, with discussion and a generally favorable acceptance.

Outstanding/Remaining Issues:

There is an urgent need to create or identify, and adopt, a funding model consistent with a decentralized budget as well as to establish appropriate levels of authority, responsibility, and accountability for service delivery at the site level.

A repeating theme in the committee discussion was that accountability for service delivery to special-needs students should not be separated from accountability for service delivery to any other students and their families.

There is an immediate need to ensure that principals exercise the authority and available information, onsite, to be responsible for special education students. This is necessary in order to have MPS serve the educational needs of most students through the schools which the children normally attend. This parity in accountability requires a restructured Central Administration. Just as principals are accountable for all teachers in their buildings, Central Administration should hold principals accountable for both regular and special education through the same administrative structure (and principals should have the same authority over special education services delivered in their buildings as they have over regular education).

Related issues. Focusing on service delivery and accountability as well as on continuing funding challenges may require exploration of:

- Methods to ensure that special education providers are in the classroom, serving children and helping the schools. Therefore, steps need be taken to minimize the bureaucratic requirements of the management of special education. Analyze each step to determine whether (1) it helps the actual service delivery to the child; (2) it can be simplified; (3) it can be made more understandable to parents and teachers; and (4) it is merely record-keeping that can and should be taken out of the hands of those persons who provide the service (and are therefore most valuable in the service-delivery role).
- New models for professional development based upon field experience and the need for accountability of all members of the school community, rather than on legalism and bureaucratic requirements. Schools with accountability for service should have authority to direct appropriate resources toward, and to select, the training that is most useful to meeting their relevant needs.
- Broader, more aggressive outreach and education for parents, whose role is often critical to successful service delivery.
- New models for partnering with some of the talented and knowledgeable voluntary third-party parent advocates working with the system, a potentially great source of system strength and quality assurance for all children.

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The Board adjourned at 7:02 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 24, 2000

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

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, and President Thompson—8.

Absent and excused—Director Werra—1.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

August 17, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:30 PM on Thursday, August 24, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, considering and taking action with respect to the Neighborhood Schools Plan Final Report, including authorization to submit the Plan to the Legislature of the State of Wisconsin.

SUZANNE M. LUNDIN
Board Clerk

The Superintendent presented the Neighborhood Schools Plan Final Report.

Director Braun moved adoption of the following technical amendments to the Neighborhood Schools Plan Final Report:

Technical Changes to the Fiscal Impact Analysis and Background Documentation**:**

- Correct for over-allocation of start-up costs for new seats.
- Phase-in revenue gain from the two existing half-day K5 going to full-day over a three year period (change to reflect state law.)
- Include sufficient funding so that the four schools that are converting from citywide specialty programs to neighborhood schools can operate before and after school programs.
- Include building operations funding for the new parent center at the existing Browning School.
- Revise estimate of the percentage of schools that will adopt all day K4 academic programs.
- Revise debt service schedule based on latest analysis from financial advisors (increased interest rate cushion by 20 basis points.)

Technical Amendments to the Neighborhood School Plan *Final Report* document:

- In the 11th line of text on page 68 of the *Final Report*, immediately after the words "within the transportation region", the words, "in accordance with the controlling IEP" should be inserted.
- On page 76, in the 12th line of the *Final Report*, the words "68th Street Early Childhood Center" should be inserted as being a neighborhood specialty school.
- On the 22nd line of text on page 111 of the *Final Report*, the words "registration process" are deleted and the words "outreach and recruitment processes" are hereby inserted in their place.
- The creation of an "Investigator" position on the Department of School Safety staff will be inserted into the Safety portion of the *Final Document*. "A specially trained member of the Department of School Safety staff will provide school administrators and the Director of the Department of School Safety a valuable resource for the investigation of the most sensitive issues. This individual's efforts will assist the administrators in deciding the appropriate disposition in these matters and will also help set the foundation for any further police investigation."

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, and President Thompson—8.

Noes—None.

Director Dannecker moved to approve the following amendment to the Neighborhood Schools Plan Final Report.

On page 57 of the *Final Report*, the 28th and 29th lines of text are hereby deleted and the following inserted in that place: "Finally, it is further recommended that the district provide necessary resources for Humboldt Park to create and provide a K-8 program of instruction in order to meet community needs, and adjust the relevant fiscal estimates accordingly."

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, and President Thompson—8.

Noes—None.

Director Johnson moved to approve the following amendment to the Neighborhood Schools Plan Final Report.

In the 24th to 25th and 27th to 28th lines of the text on page 115 and in the 5th line of text on page 317 of the *Final Report*, the words "Milwaukee Building Trades Council and member organizations" are deleted and the following is hereby inserted in that place: "Milwaukee Building Trades Council, its member organizations, and other qualified organizations that provide state indentured apprenticeships."

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, and President Thompson—8.

Noes – None.

Director Hardin moved to approve the following text to be included as a footnote in the Neighborhood Schools Plan Final Report, as initiatives in the safety area that the district has undertaken:

- Creation of a new School Safety hotline number. Parents and other concerned citizens may call the hotline to report any problems they might observe regarding the safety of students on their way to and from school. While not intended in any way to replace 9-1-1 for emergencies or routine calls to the police, the hotline will provide our community with a convenient way to report their concerns, thereby enhancing the safety of students.

- Development of a new Management Information System. For the first time, the Department of School Safety will be informed of all incidents regarding safety and security in the schools. Additionally, the safety assistants will be able to report the incidents they investigate online, moments after completion of their investigation. Currently all secondary school staffs are trained and equipped to report these incidents. The Department of Technical Services has begun training Department of School Safety staff and has scheduled training for the elementary school staffs. This measure will allow the Department of School Safety staff to monitor the factors affecting safety in a timely manner, while significantly reducing the time needed to develop an appropriate response.

- Building and stationing "Visitor Reception Consoles" in secondary schools. Placed in the lobbies of the schools, these reception consoles will be attractive yet fully functional workstations from which a staff member can observe the main entrance of the school. The cabinet can be equipped with telephones, radios, monitors for the closed circuit televisions, an audio control panel, controls for door locks, and many other features. This measure will ensure that each visitor to the school is received in a courteous and professional manner while conveying the message that the school and its environment are under close watch.

- Continuation of the pilot "School Bus Video" program. Reports from the bus companies already involved in the program indicate a successful start during school year 99-00. Continuing this effort will help determine whether expansion is warranted in future years.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, and President Thompson—8.

Noes—None.

Director Braun moved to adopt the Neighborhood Schools Plan Final Report, as amended.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, and President Thompson—8.

Noes—None.

The Board adjourned at 7:48 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:08 PM.

Present—Directors Braun, Dannecker, Hardin, Johnson (6:10 PM), Spence, Werra, and President Thompson—7.

Absent and excused—Directors Gardner and O'Neil—2.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

August 24, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, August 29, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of meeting with the City Attorney to discuss the recent State Supreme Court decision regarding the School Funding Equity lawsuit (Vincent v. Voight). Attorneys involved in the case will review the court's decision, followed by an opportunity for Board member questions and discussion.

SUZANNE M. LUNDIN
Board Clerk

Deputy City Attorney Patrick McDonnell along with Attorney David Hase provided the Board a review of the recent Wisconsin Supreme Court decision regarding the School Funding Equity lawsuit.

The Board adjourned at 6:44 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:45 PM.

Present—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Absent and excused—Director Gardner—1.

President Thompson requested a moment of silence to commemorate the deaths of two Milwaukee Public Schools students:

Jereba A. Lowe, a 5th-grader at River Trail School, and her sister,
Jensine A. Lowe, an 8th-grader at Hamilton High School — who accidentally drowned together on July 28.

AWARDS AND COMMENDATIONS

Following are the names and accomplishments of the staff, students, and schools in the Milwaukee Public Schools community who have received recognition for their extraordinary accomplishments.

Four students from Milwaukee German Immersion and their coach, Richard Bersch, traveled to Hershey, Pennsylvania, this summer to compete in the North American Hershey Final. The track team won this honor by competing in local and state Hershey Track Meets. After a win at the local level, the girls competed at the Hershey State Meet. The four girls took first place in this meet, just missing breaking a 17-year-old state record by 0.8 second. Finally, the team was selected by the Hershey National Track Organization to represent the State of Wisconsin at the North American Hershey Final. The girls ran on August 12th and finished fourth among the eight regions represented. Their time at the final set a new 9-10 state record for Wisconsin. Milwaukee German Immersion's winning track stars are:

Stephanie Behrens
Morgan Lange
Shannon Poth
Jamie Sanders

Madison and Marshall High Schools have joined an elite number of college preparatory schools by achieving "Full Participation" status in the International Baccalaureate (IB) organization. International Baccalaureate is a demanding college preparatory program with international standards, designed for college-bound students seeking a rigorous learning experience. IB full participation means that Madison and Marshall will now offer their students rigorous, college-level courses that are accepted at universities worldwide. Madison and Marshall high schools join Rufus King High School and only two other schools in Wisconsin in offering students a full International Baccalaureate Diploma and Certificate program.

International Baccalaureate is offered at more than 500 schools in 73 countries, including about 200 public and private US schools. Schools must first be approved and accredited by the 24-year-old IB Organization, based in Geneva, Switzerland, before offering the IB course of study. Courses focus on

world literature, math, sciences, and history. Students must also become fluent in a foreign language, perform community service, and take electives that include art, music, and computing. Studies culminate with a 4,000-word essay based on independent research and with internationally accredited examinations. Significant numbers of IB Diploma holders gain admission to prominent institutions, including Harvard, Radcliffe, Columbia, Yale, Princeton, Brown, Stanford, McGill, MIT, and Toronto.

Kemi Atandare and Mary Waldheim have been named Milwaukee Public School Social Workers of the Year 2000. The award was presented at the end of the school year in recognition of their outstanding service to Milwaukee Public Schools' students, community, and families. Ms. Atandare has been an MPS employee since 1985. In 1997, she was among five MPS social workers recognized by the Wisconsin Chapter of the National Association of Social Workers for work in promoting ethnic harmony. Ms Waldheim, employed by MPS since January 1995, is currently assigned to Pulaski High School.

Lynn Greb, Department of School and Community Services, has been selected as a 1999/2000 inductee into Junior Achievement of Wisconsin's Academy of Distinguished Participants. The Academy was created in 1987 to recognize individuals who have demonstrated a unique dedication to the growth and quality of Junior Achievement programs in Wisconsin. Ms. Greb will be recognized at the Junior Achievement 2000 Annual Meeting on Tuesday, September 26th.

Woodrow Anderson, Department of Finance, was recognized as an outstanding volunteer leader by the Boy Scouts of America. Mr. Anderson has generously provided his time, talent, and energy each summer so area Boy Scouts will have the opportunity to attend Scout Summer Camps. The Boy Scout summer camp adventure experience provides an opportunity to teach young people the values of character, integrity, self-esteem, and service. Leaders like Mr. Anderson help make this all possible.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of July 6 and 25, 2000, were approved as printed.

* * * * *

COMMUNICATION FROM THE SUPERINTENDENT

To the Board of School Directors:

In accordance with established procedures, I present the following claims:

1. Notice of Claim and Claim for Damages filed against Milwaukee Public Schools by Andrew R. Liverman, attorney, on behalf of Annie Davis and her husband, Nolman Davis, for damages resulting from an alleged injury sustained by Annie Davis at Vincent High School on October 16, 1997.

   Claim is being made in the sum of $250,000.00 for Annie Davis and $250,000.00 for Nolman Davis.

2. Notice of Claim by personal letter filed against the Milwaukee Public Schools by Jacqueline Haines for damages resulting from an alleged injury sustained by her son, Timothy Powalisz, while at Lancaster Elementary School on February 17, 2000.

   Claim is being made in the approximate sum of $1,164.50.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that these claims be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

On the motion of Director Braun, the claims were disallowed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

* * * * *

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

(Item A) Action on an Amendment to the Intergovernmental Cooperation Agreement for the Development and Operation of the Lynde and Harry Bradley Technology and Trade School, to Extend the Date for Firm Commitments for Funding the Development, Construction, and Equipping of the School

Background

Attached for your review and consideration is a Third Amendment to the Intergovernmental Cooperation Agreement between the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and Milwaukee Public Schools to Develop and Operate the Lynde and Harry Bradley Technology and Trade School.

The original intergovernmental cooperation agreement established December 31, 1999, as the date for the provision of firm commitments for funding the development, construction, and equipping of the Lynde and Harry Bradley Technology and Trade School.

On November 30, 1999, the Board approved a first amendment to the agreement, which extended the date for the provision of the firm commitments for funding to March 31, 2000. On April 18, 2000, the Board approved a second amendment to the agreement, which extended the date for the provision of the firm commitments for funding to August 31, 2000.

The proposed third amendment to the agreement extends the date for the provision of the firm commitments for funding to December 31, 2000. In the event that firm commitments for funding the development, construction, and equipping of the school have not been secured by December 31, 2000, then the agreement shall terminate on January 1, 2001.

A copy of the proposed amendment is attached.

Recommendation

It is recommended that the Board approve the amendment and authorize the Superintendent and the Board President to execute it on behalf of the Board.

Spencer D. Korté, Ph.D.
Superintendent of Schools

Suzanne M. Lundin
Director, Office of Board Governance/Board Clerk

Director Johnson moved to approve the amendment and authorize the Superintendent and the Board President to execute it on behalf of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

* * * * *

(Item B) Informational Report Regarding the Final Adjustment of the Fiscal Estimates to Implement the Neighborhood Schools Plan as Amended by the Board

To the Board of School Directors:

At its meeting on August 24, 2000, the Board amended and approved the Neighborhood Schools Plan. Based on the Board's actions, final adjustments were made to the fiscal estimates to implement the Plan.

Adjustments to Fiscal Estimates

The following is an overview of the adjustments made:

- Provide sufficient funding to allow Humboldt Park School to become a K8
- Adjust busing savings projections to take into account the conversion of Humboldt Park into a K8 (additional savings)
- Adjust the number of K4 children assumed in the model to reflect the most up-to-date information available
- Revise debt service schedule based on latest analysis from financial advisors (no change in interest rate assumption)

Net Impact of Changes:

The net financial impact of these changes approximates zero. The initial analysis included in the Neighborhood Schools Plan had the district experiencing an annual net increase of approximately $55,000 in its financial position; the revised cashflow analysis has the district experiencing a net financial gain of less than $80,000.

The Neighborhood Schools Plan is being edited to reflect the amendments approved by the Board and these adjustments in the fiscal estimates.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

Suzanne M. Lundin
Director, Office of Board Governance/Board Clerk

Received and ordered placed on file.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 1 (Finance and Facilities Matters; Contracts; Purchases; School Fund Transfers; and Donations), and Item 6 (Annual Plan of Audits) of the Report of the Finance/Personnel Committee.

On the motion of Director Braun, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Award of Contracts

Below are contract award recommendations for the August 2000 Finance and Personnel Committee. Adequate funding is available in various accounts as noted below.

LAN TECHNOLOGY UPGRADE — Bid Package #15

Division 1 — Craig School
Division 2 — Dr. Martin Luther King, Jr. School
Division 3 — Sherman Multicultural Arts School
Division 4 — Thirty-eighth Street School
Division 5 — Westside Academy I

Prime Contractor
D. S. Electrical Contractors, Inc.
W141 N5964 Kaul Avenue
Menomonee Falls, WI 53051

Low Cumulative Bidder, Base Bid of $472,474, plus $197,302 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $228,605 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional areas; minus $65,636 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets; plus $15,050 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of..... $847,795.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	12% MBE	30	10	3	Corporation	5

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

LAN TECHNOLOGY UPGRADE — Bid Package #16

Division 1 — Not Used
Division 2 — Silver Spring School
Division 3 — Thoreau School
Division 4 — Twenty-first Street School
Division 5 – Wheatley School

Prime Contractor
Town & Country Electric Inc.
2662 American Drive
Appleton, WI 54912

Low Cumulative Bidder, Base Bid of $710,322, plus $133,546 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $221,540 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional areas; minus $97,386 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets; plus $3,241 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $971,263.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	675	19	57	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

LAN TECHNOLOGY UPGRADE – Bid Package #18

Lincoln Center Middle School of the Arts

Prime Contractor
Town & Country Electric Inc.
2662 American Drive
Appleton, WI 54912

Second Low Cumulative Bidder, Base Bid of $297,439, plus $81,347 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $107,636 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional areas; minus $39,966 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets; plus $4,750 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $451,206.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	675	19	57	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

Note: The Administration has determined the Low Bidder not responsible due to discovery that has been conducted in association with pending litigation.

LAN TECHNOLOGY UPGRADE — Bid Package #19
Milwaukee Education Center

Prime Contractor
Wil-Surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Second Low Cumulative Bidder, Base Bid of $422,611, plus $86,930 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $195,700 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional areas; minus $61,910 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets, for a total contract of..... $643,331.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	45	5	2	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

Note: The Administration has determined the Low Bidder not responsible due to discovery that has been conducted in association with pending litigation.

LAN TECHNOLOGY UPGRADE — Bid Package #20
Pulaski High School

Prime Contractor
Wil-surge Electric Co., Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder, Base Bid of $550,893, plus $181,741 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $186,972 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional areas; minus $63,200 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets; plus $2,348 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $858,754.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	45	5	2	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

LAN TECHNOLOGY UPGRADE — Bid Package #21
Grand Avenue Middle School

Prime Contractor
Wil-surge Electric Co., Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder, Base Bid of $271,563, plus $81,337 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $110,044 for Mandatory Alternate Bid 2 to provide all new work

indicated in non-instructional areas; minus $37,496 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets; plus $322 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $425,770.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	45	5	2	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

The following is a report detailing the award of a sole-source service contract as recommended by the City Attorney's office for expert services in association with current litigation.

Prime Contractor
Benes & Krueger SC
1708 Paramount Court
Waukesha, WI 53186

Total contract of $60,000.00

MPS Facilities and Maintenance will set aside funds from account code 1-10-4-836-600-312-253300.

Total construction contract dollars awarded $4,198,119.00
Total dollars HUB participation $436,767.80
% of MBE participation 10.40
% of WBE participation 0.00
% of M/WBE participation 0.00
% Minority employees within company 12.73
% Women employees within company 6.57

Authorization to Make Purchases

Copies of all bids are sent to eight resource centers for minority- and women-owned businesses for posting and distribution to any interested suppliers:

African-American Chamber of Commerce
Hispanic Chamber of Commerce
Joint Certification Program
Milwaukee Indian Economic Development Agency
Milwaukee Minority Chamber of Commerce
Milwaukee Urban League
Women's Business Initiative Corporation
Wisconsin Business Resource Center

RFP-302 Copiers/Duplicators

Recommend authorization to purchase various models of office copying and duplicating equipment as needed through Dec. 31, 2000, with an option to renew for an additional six months.

Award will be made to multiple vendors: Kubichek Office Products, Central Office Systems, Ikon Office Solutions, and James Office Equipment. MPS repair staff tested most of the models.

All machines include delivery, setup, use training, initial supplies, and a ninety-day warranty. Schools and departments will choose from among the approved suppliers, brands, and models listed. Vendors have agreed to extend the same prices and contract terms to other local government agencies that are part of the V.A.L.U.E. cooperative purchasing group.

Item 1: Digital Copiers, Ricoh Aficio/Gestetner/Lanier/Savin Series

Recommend authorization to purchase from the low bidder in the aggregate, Kubichek Office Products, on the Ricoh Gestetner model series. Unit prices are indicated.

Print Speed	*Bidders*			
	Kubichek	*Ikon*	*Lanier*	*Savin*
45 cpm	**$4,837**	$4,811	$4,905	$5,225
55 cpm	**$10,233**	$10,605	$10,384	$11,363
65 cpm	**$11,384**	$11,885	$11,463	$12,756
85 cpm	**$22,430**	$23,865	No bid	$23,070

Item 2: Digital Copiers, Konica 7000 Series

Recommend authorization to purchase from the low bidder in the aggregate, Central Office Systems, on the Konica model 7000 series. Unit prices are indicated.

Print Speed	*Bidders*		
	C.O.S.	*Kubichek*	*Konica Bus.*
40 cpm	**$5,669**	$5,826	$6,255
50 cpm	**$8,610**	$8,530	$9,925
65 cpm	**$11,664**	$11,759	$12,938
75 cpm	**$17,133**	$17,278	$22,487

Item 3: Color Copiers, Ricoh

Recommend authorization to purchase from the low bidder, Ikon Office Solutions, on the Ricoh 3006 model. Unit prices are indicated.

Print Speed	*Bidders*		
	Ikon	*Kubichek*	*Savin*
6 cpm	**$4,940**	No bid	$5,907

Item 4: Digital Duplicators, Risograph

Recommend authorization to purchase from the low bidder in the aggregate, James Office Equipment, on various Risograph models. Unit prices are indicated.

Print Speed	*Bidders*		
	James	*Ikon*	*P.B.S.*
130 cpm (400 x 400 dpi)	**$4,092**	$4,650	$4,706
130 cpm (300 x 400 dpi)	**$3,771**	$4,260	$4,337
130 cpm (400 x 400 dpi)	**$4,511**	$5,575	$5,188

SS-554 Contract to Provide Functional Benefits Administration Support for the District's HR/Payroll System

The Administration is requesting authorization to enter into a contract with Walk on Water Consulting, Inc., (WOW) to provide functional benefits administration support for the district's HR/Payroll System. Term of the contract will be for the period commencing 8/14/00 through January 2001 for the purpose of providing financial support essential for the district's open enrollment and billing process for health/dental/life insurance benefits and development of related carrier interfaces. The cost of the contract will not exceed $131,900. Should the Board not authorize the contract, WOW will be compensated for work performed through August 31, 2000.

Fiscal Information: Funds for the WOW contract are included in the district's FY2001 HR/Payroll Budget. BC: 1-10-4-812-600-311-266000

SS-555 Contract to provide Engineering and Implementation Support for the District's Network Operation Center (NOC)

The Administration is requesting authorization to enter into a contract with MIS Labs, Inc., to provide engineering and implementation support for the district's Network Operation Center (NOC). The NOC will enable staff to monitor and troubleshoot the operation of the Enterprise Wide Area Network. The cost of the contract will not exceed $90,000, and the NOC is scheduled to be operational by January 1, 2001.

Fiscal Information: Funds for the MIS Labs, Inc., contract are included in the district's FY2001 Technology Strategic Plan. BC: 1-10-4-818-518-312-266080

Report on Administrative And School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Acceptance of Donations

School	*Donor*	*Value*	*Gift or Purpose*
Custer	Milwaukee Foundation	$930	Renaissance Conference Wrestling Program
Custer	Johnson Controls	$3,134	Monitoring Training
Custer	Bryant	Undetermined	Furnace Training; Heat Pump Training
Maryland	Denise Elfe	$5,000	Playground equipment
MPS - Guidance	Liberty Mutual Group	$2,000	Gift to support college costs
MPS - Guidance	M. Billsano, M. Bills	$6,000	Gift to support college costs
MPS — Recreation Division	Mr. & Mrs. Gerald Mainman	$1,525	Weaving Studio
MPS — Recreation Division	Milwaukee Brewers	$2,600	Brewerfest
MPS — Recreation Division	Pepsi	$1,696	Brewerfest
Starms Centers	Sam's Club	$1,200	Student enrichment
Washington	Citigroup Foundation	$3,000	NAF Finance Academy
Washington	Eleven Securities	$300	Summer basketball league
Washington	Northwestern Mutual	$5,000	School Technology

Committee Recommendations

That the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above;
3. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Director Johnson recused himself from consideration of this item.

Director Braun moved that the Board retire to executive session, to consider Item 1 (Award of Contracts), pursuant to Wisconsin Statutes Section 19.85(g), for the purpose of conferring with legal council concerning the strategy to be adopted by the body with respect to litigation in which it is currently involved.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, O'Neil, Spence, Werra, and President Thompson—7.

Noes—None.

Recusal—Director Johnson—1.

The Board retired to executive session at 7:05 PM.

The Board reconvened in open session at 7:44 PM.

Director Braun moved to delay granting the LAN Technology Upgrades, bid packages #18 and #19, until the September meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, O'Neil, Spence, Werra, and President Thompson—6.

Noes—Director Hardin—1.

Recusal—Director Johnson—1.

Director Braun moved to approve the balance of Item 1.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Pearline Douglas Business Services Department	School Secretary I $20,929.74/yr.	07-10-00
Elaine Gaulke Fac. & Maintenance Services	Plumber $26.76/hr.($53,520.00/yr.)	08-14-00
Mary Martinez River Trail	School Secretary I $17,358.67/yr.	08-15-00
	PROMOTIONS	
William Ackland Lloyd	School Engineer II $41,436.20/yr.	07-24-00
Susan Pogodzinski Bay View	School Secretary III $29,304.34/yr.	07-31-00
Marianne Sem Custer	School Bookkeeper $30,443.14/yr.	08-14-00
	CHANGES IN STATUS	
Debra Dunn Technology	School Secretary I $26,258.18/yr.	08-07-00

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r	Gregory B. Adams Elementary Education	B	$27,948	0	8/22/00
nr	Dona K. Anderson Elementary Education	B	$36,545	7	8/22/00
r	Ricardo A. Anderson Elementary Education	B	$28,611	1	8/22/00
r	Christina E. Analla Bilingual/Elementary	B	$27,948	0	8/22/00
r	Patricia Apuy Conrad Elementary Education	B	$27,948	0	8/22/00
r	Maria T. Barbeau Grades 1-8	B	$27,948	0	8/22/00
r	Lorie A. Beese German	B	$27,948	0	8/22/00
nr	Jenna L. Bishop PreK-6	B	$27,948	0	8/22/00
nr	Gretchian R. Blair Upper Elementary	B	$29,932	2	8/22/00

r,a	Tina M. Boyle Business Education	BB	$29,998	1	8/22/00
r	Andrew C. Brennan Grade 3	B	$27,948	0	8/22/00
nr,b	Sandra J. Bruk PreK-3	D	$52,212	14	8/02/00
r	Jason R. Bull Mathematics	B	$27,948	0	8/22/00
r	Pilar A. Carrington Grade 1	B	$27,948	0	8/22/00
nr	Joelle M. Conradt Mathematics	B	$27,948	0	8/22/00
r	Heather A.Corn Elementary Education	B	$27,948	0	8/22/00
r	Blondell E. Currie Grades 2-3	B	$27,948	0	8/22/00
r	Stacey A. Dennison Biology/Science	B	$27,948	0	8/22/00
nr	James A. Dunham Physical Education	B	$27,948	0	8/22/00
r	Kristina L. Durler C.D./L.D.	B	$27,948	0	8/22/00
nr,a	Jon J. Dzurak E.D.	C	$38,199	5	8/22/00
r	Shunita E. Fayne Upper Elementary	B	$27,948	0	8/22/00
r,a	Sarita Felder Grades 1-8	B	$29,932	2.5	8/22/00
r	Julene A. Flanagan Grade 4	B	$27,948	0	8/22/00
r	Catherine A. Friedmann English	B	$27,948	0	8/22/00
r	Jamilah A. Futrell Upper Elementary	B	$27,948	0	8/22/00
r	Charles L. Gray Upper Elementary	B	$27,948	0	8/22/00
r	Meredith L. Grob Polewski PreK-3	B	$27,948	0	8/22/00
nr	Jean A. Gruehn L.D.	C	$31,473	0	8/22/00
r	Joyce A. Grueneberg PreK-8	B	$27,948	0	8/22/00
r	Mirna C. Guevara Grade 3	B	$27,948	0	8/22/00
r	Mariella Guillen General Music	C	$31,473	0	8/22/00
r,a	Laura E. Gutierrez Upper Elementary	B	$28,611	1	8/22/00

nr	John M. Hagen Grade 4	B	$27,948	0	8/22/00
r	Curley Harris Jr. Upper Elementary	B	$27,948	0	8/22/00
r	Kelly D. Heigl Grade 1	B	$27,948	0	8/22/00
r	Deborah M. Holton Upper Elementary	B	$27,948	0	8/22/00
r	Shirley S. Hurst Grade 3	B	$27,948	0	8/22/00
r	Tanya M. Jamieson Elementary Education	B	$27,948	0	8/22/00
r	Yvonne M. Johnson Music	B	$27,948	0	8/22/00
r	Jacqueline L. Jolly Elementary Education	B	$27,948	0	8/22/00
r	Angilique L. Jones Upper Elementary	B	$29,932	2	8/22/00
r	Rhoda Jones Goodwin Upper Elementary	B	$27,948	0	8/22/00
r,a	Daniel M. Kampschroer Upper Elementary	B	$35,222	6	8/22/00
nr	Amy E. Kuhn PreK-3	B	$27,948	0	8/22/00
nr	Mark J. Lambrecht Physics	B	$27,948	0	8/22/00
r	Angel R. Lathan Upper Elementary	B	$28,611	1	8/22/00
nr	Kha Lee Biology/Science	B	$27,948	0	8/22/00
r	Therese M. Lerche Orthopedic Impaired	C	$31,473	0	8/22/00
nr	Lisa M. Lindstrom Elementary Education	B	$30,568	3	5/23/00
r,b	Thomas E. Loomis Elementary Education	D	$51,095	12	8/22/00
r	Tracy M. Lynch Elementary Education	B	$27,948	0	8/22/00
r	Lorraine E. MacLaughlin PreK-3	B	$27,948	0	8/22/00
r	Dawn M. Mahuta Elementary Education	B	$27,948	0	8/22/00
nr	Jamie M. Martinson Upper Elementary/Spanish	B	$27,948	0	8/22/00
r	Bobbie McAdory Elementary Education	B	$27,948	0	8/22/00
r	Bronson D. McCarty Upper Elementary	B	$27,948	0	8/22/00

r	David P. McConville Upper Elementary/Science	B	$27,948	0	8/22/00
r	William S. McMurtrey Upper Elementary	B	$27,948	0	8/22/00
nr	Cheri L. Miotke K-6	B	$36,545	7	8/22/00
nr	Michael J. Miotke Grades 1-8	B	$36,545	7	8/22/00
r	Tarsha M. Moore Upper Elementary	B	$27,948	0	8/22/00
r	Sonja Moore Hazelwood Counselor	B	$27,948	0	8/22/00
r	Cathleen S. Mundt Grade 1	B	$28,611	1	8/22/00
r	Elhadji T. Ndaw Upper Elementary	B	$27,948	0	8/22/00
r	Autumn J. Nieminski Grade 5	B	$27,948	0	8/22/00
r	Keith V. Omdahl PreK-3	B	$27,948	0	8/22/00
nr	Craig J. Parkinson Social Studies	B	$27,948	0	8/22/00
r	Melissa J. Peltier Elementary Education	B	$27,948	0	8/22/00
r	Amanda J. Pozorski Elementary Education	B	$27,948	0	8/22/00
r	Daniel C. Purney English	B	$27,948	0	8/22/00
r,a	Lucy Rivera Bilingual/Grade 1	B	$28,611	1	8/22/00
nr	Rhonda K. Rodriguez Biology/Life Science	B	$36,545	7	8/22/00
nr	James A. Rumage Business Education	B	$27,948	0	8/22/00
r	James R. Ryan Social Studies	B	$27,948	0	8/22/00
r	Billijo L. Saffold English	B	$28,611	1	8/22/00
nr	Jennifer C. Sather PreK-6	B	$27,948	0	8/22/00
r	Amy B. Schlei PreK-3	B	$27,948	0	8/22/00
r	Jessica L. Scott Biology/Chemistry	B	$27,948	0	8/22/00
nr	Jodi M. Searls ESL	B	$27,948	0	8/22/00
r	Daniel Simcakowski Biology/Chemistry	B	$27,948	0	8/22/00

nr	Dawn M. Simmons Grade 6	B	$27,948	0	8/22/00
r	Jason F. Skinner Physical Education	B	$27,948	0	8/22/00
r	Wanda B. Steavens Counselor	B	$27,948	0	8/22/00
r	Claudia D. Steward Upper Elementary	B	$27,948	0	8/22/00
nr	Sara A. Stillman Elementary Education	B	$27,948	0	8/22/00
r	Regina l. Stingley Upper Elementary	B	$27,948	0	8/22/00
r	Beth A. Strong Grade 3	B	$27,948	0	8/22/00
r	Craig R. Tate Upper Elementary	B	$32,578	4.5	8/22/00
r	Leslie R. Tchakidjan Music	B	$27,948	0	8/22/00
r,a	Yolanda Y. Tynes Upper Elementary	B	$29,932	2	8/22/00
nr	Elizabeth E. Vacek Biology/Chemistry	B	$27,948	0	8/22/00
r	Kou M. Vang Elementary Education	B	$27,948	0	8/22/00
r	Joella Walker Business	B	$35,222	6	8/22/00
r,a	Takisha Q. Weatherall Elementary Education	B	$27,948	0.5	8/22/00
r	Robert J. Wellenstein Biology/Chemistry	B	$28,611	1	8/22/00
r	Amy L. Wickersham Upper Elementary	B	$27,948	0	8/22/00
r	Cynthia L. Wilder English	B	$27,948	0	8/22/00
r	Cindy Williams Counselor	B	$27,948	0	8/22/00
r	Patricia J. Winter Elementary Education	B	$27,948	0	8/22/00
r	Amanda J. Wojnar Art	B	$27,948	0	8/22/00
r	Michelle A. Young Upper Elementary	B	$27,948	0	8/22/00
nr	Richard A. Zahn Grades 1-9	B	$27,948	0	8/22/00
r	Mark A. Zimmerman English	B	$27,948	0	8/22/00

CODES
(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Maternity Leave, to June 11, 2001:		
Mary Krawczyk	Doerfler	November 15, 2000
Personal Leave, to June 11, 2001:		
Lynn Dable	Sholes	August 22, 2000
Sabbatical Leave, to June 11, 2001:		
Cynthia Dixon	Scott	August 22, 2000
Jerry Mitchell	Audubon	August 14, 2000
Extension of Illness Leave, to January 19, 2001:		
Robert Simiele	Leave	August 22, 2000
Extension of Illness Leave, to June 11, 2001:		
Burdean Black	Leave	August 22, 2000
Jill Due	Leave	August 22, 2000
Sabrina Grant	Leave	August 22, 2000
Cynthia Jones	Leave	August 22, 2000
Wilbur Parry	Leave	August 22, 2000
Extension of Maternity Leave, to January 19, 2001:		
Carla Bauer	Leave	August 22, 2000
Extension of Maternity Leave, to June 11, 2001:		
Janet Barczak	Leave	August 22, 2000
Julie Clark	Leave	August 22, 2000
Ann Marie Flynn	Leave	August 22, 2000
Lynn Kargel	Leave	August 22, 2000
Lisa LaFond	Leave	August 22, 2000
Linda Melk	Leave	August 22, 2000
Tammy Schwichtenberg	Leave	August 22, 2000
Extension of Personal Leave, to June 11, 2001:		
Georgina David	Leave	August 22, 2000
Lynn Doyle	Leave	August 22, 2000
Felicia Edwards	Leave	August 22, 2000
Lisa Thornton	Leave	August 22, 2000
Rodney Walker	Leave	August 22, 2000
CURTAILMENT OF LEAVE:		
Thomas Burns	Rescinded his study leave that was granted from August 22, 2000, through June 11, 2001.	

Report on Resignations

Name	Position	Effective Date
Khaled El Abdi	Teacher	08/15/00
Lauren J. Aiello	Teacher	07/01/00
Bertha Alvarez	Teacher	07/03/00
Rebecca Andersen	Teacher	07/10/00
Katherine A. Banner	Teacher	06/09/00
Timothy J. Bartz	Teacher	07/05/00
James J. Bigaj	Supervisor	08/15/00
April M. Bishop	Teacher	07/10/00
Karla A. Brennan	Teacher	07/26/00
Gentry Campbell	Teacher	07/20/00
Andrew E. Chromy	Teacher	07/12/00
Helen Marie K. Coe	Teacher	07/17/00
Keila D. Crowley	Teacher	07/28/00
Justin Cruz	Teacher	07/26/00
Cheri L. Damkoehler	Teacher`	07/17/00
Jennifer L. Ewerdt	Teacher	07/25/00
Amy E. Fare	Teacher	06/29/00
Sheila Fincel	Teacher	07/18/00
Patricia A. Franzen	Teacher	10/31/00
Todd Genke	Teacher	07/13/00
Matthew Gleason	Teacher	07/03/00
Karen Gromowski	Supervisor	08/01/00
Pamela A. Hamberg	Teacher	07/28/00
Brenda N. Harvey	Teacher	08/01/00
Sandra Hays	Teacher	08/21/00
Kaye S. Hunt	Teacher	06/28/00
Heather M. Ingram	Teacher	07/28/00
Thomas W. Jakubowski	Teacher	07/03/00
Kim Jester	Teacher	08/01/00
Karen M. Kann	Teacher	06/11/00
Stacy L. Klein	Teacher	07/06/00
Terrence Kostrivas	Teacher	07/01/00
Theresa Kruser	Teacher	07/03/00
Heidi A. LaBute	Teacher	07/06/00
Robert A. Laures	Assist. Princ.	07/28/00
Jennifer L. Lindstrum	Teacher	06/13/00
Tasha Little	Teacher	07/21/00
Willie T. Little Jr.	Coordinator	07/21/00
Thomas G. Luthy Jr.	Teacher	07/10/00
Kurt M. Melton	Teacher	07/26/00

Pamela A. Miller	Teacher	06/30/00
Amy C. Mrochinski	Teacher	07/26/00
Dona Palmer	Teacher	07/20/00
Marta E. Ramirez	Teacher	07/01/00
Gerard A. Randall Jr.	Teacher	06/30/00
Suzanne M. Riesen	Teacher	07/28/00
Carol B. Rose	Teacher	07/28/00
Betty Russ-Banks	Teacher	06/30/00
Ellen C. Schneider	Teacher	08/01/00
Ann L. Shurte	Teacher	07/21/00
Jennifer L. Smith	Teacher	06/16/00
Randall G. Smith	Teacher	07/26/00
Shannon M. Soto	Teacher	07/26/00
Scott H. Steebs	Teacher	08/29/00
Kerry Steinberg	Teacher	07/17/00
Mary Thompson	Teacher	08/01/00
Michelle A. Uhlers	Teacher	07/01/00
Christine M. Uhrin	Teacher	07/05/00
Cindy A. Vosberg	Teacher	07/18/00
Kristin Wasielewski	Teacher	07/01/00
Nicole Waugh	Teacher	07/26/00
Susan M. Wetrich	Teacher	06/29/00
James A. Wilson	Teacher	07/23/00
Tisha M. Wilson	Teacher	07/23/00
Maureen E. Woolever	Teacher	07/28/00

Prevailing Wage Rates

Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council listing the new wage rates and their effective dates are attached to the minutes of your Committee's meeting.

Committee recommendations

That the Board:

1. Approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above;
2. Authorize the Administration to pay the prevailing wage rates detailed in the above-mentioned communications in contract with contractors and subcontractors; and
3. Authorize increases for MPS construction craftsmen as of the date indicated on the above-mentioned communications.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Action on Recommendations for FY2001 Renewal of Early Childhood Contracts to Day Care Centers

Administration's Analysis

1. Since 1988, the Milwaukee Public Schools has had the authority under Section 119.72, Stats., to contract with private, non-profit, non-sectarian day-care centers located in the City of Milwaukee to provide early childhood education to four- and five-year-olds who are residents of the city.

2. Under this program, kindergarten programs have been established at four day-care centers located in the City of Milwaukee. It was anticipated that having a kindergarten program implemented within a day-care setting would help to provide continuity of care for the young child enrolled in a K4 or K5 program.

3. In these programs, the kindergarten teacher is a certificated staff person hired by the Milwaukee Public Schools. As such, the teacher functions in the same way as other MPS teachers. Most notably, he/she follows a similar daily schedule, as well as school-year schedule. The day-care staff is there as (program) personnel and to work with school children outside of the regular school day. The teacher provides instruction to pupils in attendance under this program and works cooperatively with other staff members within the guidelines of the approved curricula.

4. The contracted agencies reimburse MPS for partial cost of the MPS teacher assigned to the contracted site. Payment is made to MPS through installments deducted from monthly contract payments.

5. On June 24, 1999, the MPS Board of School Directors approved contracts with four childcare providers. Consistent with the provisions of the contract, contracts can be renewed subject to an annual performance evaluation, the availability of funds, and the needs of MPS. The Milwaukee Public Schools continues to have a need for programs serving children in the early grades coupled with day-care services.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, MPS Policy, or Board Rule Implication Statement

7. The recommendation is consistent with Board policy requiring all outside contracts for day-care agencies to be approved by the MPS Board of School Directors, and Wisconsin State Statute 119.72, authorizing Milwaukee Public Schools to contract with day-care centers.

Fiscal Impact Statement

The costs for contracting with day care agencies are shown below.

Day Care Center	*1999-2000*	*2000-2001*	*Amount*
Carter Child Development Center	80	100	$345,000
LaCausa Day Care Center, Inc.	60	60	207,000
Silver Spring Neighborhood Center	36	36	124,200
Southeastern Youth & Family, Inc. *	20	0	0
Divine Day Care **	0	20	69,000
Total	196	216	$745,200

* Southeastern Youth & Family, Inc., did not fill FTE slots.

** Divine Day Care will provide a wrap-around all-day four-year-old early childhood program with Hampton Avenue and 68th Street School.

At no time shall sub-grantees receive payments for seats that were not filled by eligible Milwaukee resident students. Funds to support this program are provided by the state under Wisconsin Statute 119.72, Early Childhood Education: contracts with day-care centers. Budget code: 1-14-4-251-600-370-11300.

Implementation and Assessment Plan Statement

10. In accordance with contract requirements, formal/informal assessments are implemented throughout the school year.

B. Unless otherwise negotiated and agreed to by the parties in writing, the contractor shall establish to the satisfaction of MPS on an annual basis that the contractor has evaluated how children are performing in the program in the following areas.

1 Language Arts
2. Active Learning
3. Math and Logical Reasoning
4. Social/Emotional
5. Science/Social Studies/Health

Evaluations completed in August 1999 for the 1998-1999 school year indicated that pupils showed strong gains in all areas as measured by the assessment checklist. The majority of the pupils were identified as "secure" in all skills by the end of the year. The Administration is currently in the process of completing evaluations for the 1999-2000 school year. It is anticipated that the evaluations will be completed by September 2000.

Committee Recommendations

That the Board authorize the Administration to renew contracts with the following agencies to provide 216 early childhood seats for the 2000-2001 school year, at a cost of $745,000, contingent upon receipt of state funds and successful outcomes resulting from the formal and informal assessments conducted during the 1999-2000 contract experience.

Day Care Center	*2000-2001*	*Amount*
Carter Child Development Center	100	$345,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Center	36	124,200
Divine Day Care	20	69,000
Total	216	$745,200

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Action on Recommendations for Approval of Community Learning Center Contracts

Administration's Analysis

1. As a result of Board action on July 25, 2000, thirty (30) contracts were awarded to community-based youth-serving agencies to serve as lead agencies for the 21st Century Community Learning Centers (CLCs) for the 2000-01 school year.

2. Two of the CLCs, Robinson and Westside Academy, were in the process of selecting lead agencies at that time, with recommendations to be forthcoming.

3. The Administration is recommending approval of these two contracts (September 1, 2000-August 31, 2001) to be awarded as follows:

Agency	Amount	Site
Opportunities Industrializtion Center of Greater Milw. Inc. (OIC-GM)	$122,000	Robinson
Big Brothers-Big Sisters, Inc.	$122,000	Westside Academy

Strategic Plan Compatibility Statement

4. The recommendation supports MPS Strategic Plan Goal 1, Student Achievement; and Goal 2, Student success in further education and employment.

Statute, Board Policy or Rules Statement

5. The contracts are being presented to the Board pursuant to Board Policy 3.09(3).

Fiscal Impact Statement

6. The 21st Century Community Learning Center grants awarded to the district from the US Department of Education will fund the contracts. These two contracts will be funded from:

Grant 1: 1998-2001 Budget Code: 3-13-4-546-XXX-312-110000

Implementation and Assessment Plan

7. The 21st Century CLC project director/designee will monitor the agency's compliance with the contract and manage the reimbursement of monthly expenditures. Monthly attendance participation reports are required of the agencies with their monthly cost reports.

An annual performance report required by the U.S. Department of Education of each CLC site must be submitted to the project director in July of each grant year.

Indicators of successful CLC programs will be measured in the following areas:

1.1 **Achievement Outcomes.** Students regularly participating in the program will show continuous improvement in achievement through measures such as test scores, grades, and/or teacher reports.

1.2 **Behavior Outcomes.** Students participating in the program will show improvement on measures such as school attendance and decreases in disciplinary actions or in other adverse behaviors.

2.1 **Core Educational Services.** Centers will offer high-quality services in at least one core academic area, e.g., reading and literacy, mathematics, and science.

2.2 **Enrichment and Support Activities.** Centers will offer enrichment and support activities such as nutrition and health, art, music, technology, and recreation.

2.3 **Community Involvement.** Centers will establish and maintain partnerships within the community to increase levels of community collaboration.

2.4 **Services to Parents and Other Adult Community Members.** Centers will offer services to parents, senior citizens, and other adult community members.

2.5 **Extended Hours.** Centers will offer services at least 15 hours per week on average and provide services when school is not in session, during the summer and holidays.

A copy of the Department of Education Annual Performance Report will be available for Board review upon its completion.

In addition to the Annual Performance Report, the Action Learning Team at each CLC site administers a site self-assessment during the school year, followed by an on-site visit by members of the Evaluation Committee. The site assessment, which is linked to the CLC Project Goals and Objectives, indicates the strengths and challenges of the individual sites. Challenges are converted to action plans at the sites to continuously improve the quality of the CLC.

Committee Recommendation

That the Board Authorize the Administration to enter into a new contract for year three of the 21st Century Community Learning Center Grant with the following agencies:

Agency	Amount	Site
Opportunities Industrializtion Center of Greater Milw. Inc. (OIC-GM)	$122,000	Robinson
Big Brothers-Big Sisters, Inc.	$122,000	Westside Academy

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Action on a Recommendation to Authorize the Administration to Work with the City Attorney's Office to Negotiate and Enter into a Licensing Agreement with Cayen & Associates, LLC, to Market and Sell the CLC Attendance System

Administration's Analysis

1. Since September of 1999, MPS has contracted with Cayen & Associates, LLC, to develop and implement a database system for the 21st Century Community Learning Centers (CLCs) to track and report on each CLC participant's attendance by activity.

\2. This *CLC Attendance System* is currently in use in 19 CLCs and will be expanded to the 13 new CLC sites this September 2000.

3. 0ther 21st Century CLC grant recipients throughout the country have expressed interest in obtaining this *CLC Attendance System,* as the system is specially designed to collect and report data for the Department of Education's Annual Performance Report and will support other school district's efforts to evaluate their CLCs. There are currently over 900 CLC grantees who could potentially benefit from the *CLC Attendance System*.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

5. The request to authorize the Administration to negotiate a licensing agreement is being presented to the Board pursuant to Board Policy 3.09(3).

Fiscal Impact Statement

6. There is the potential for increased revenue to the district from the purchase of the *CLC Attendance System* by other 21st Century CLC grantees. Revenue received would be used to support efforts to sustain the CLC initiative in Milwaukee.

Implementation and Assessment Plan

7. Upon completion of the Licensing Agreement, the *CLC Attendance System* would be made available for purchase by other 21st Century CLC grantees, providing them with a much needed service.

Committee Recommendation

That the Board authorize the Administration to work with the City Attorney's Office to negotiate and enter into a licensing agreement with Cayen & Associates, LLC, to market and sell the *CLC Attendance System*.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 6) Action on a Recommended Annual Plan of Audits

Background

Annually, the Board of School Directors adopts an Annual Plan of Audits, which identifies audit activities that the Office of Board Governance – Audit Services will conduct during the fiscal year.

The first step in developing the annual audit plan involves soliciting input on potential audit topics from the Board of School Directors, the Superintendent, and Central Services' department heads. The next step involves Audit Services staff's review of Board verbatims and identification of possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audit objectives and anticipated resources required to complete each audit.

The FY2001 Annual Plan of Audits has been completed and is being submitted for review and approval. The plan includes continuing and required audits and proposed audit topics as well as those audit topics submitted along with a summary of available resources which identifies estimated resource requirements for each audit and shows how available resources will be used to support the audit plan.

Committee Recommendation

That the Board approve the following FY2001 Annual Plan of Audits:

PROPOSED FY2001 ANNUAL AUDIT PLAN
SUMMARY OF RESOURCE ALLOCATION

	Est. Days	Totals
Total Resource Days Available		1,445
AUDIT PROJECTS FOR FY2001		
Continuing and Required Audits		
A) General Purpose Financial Statements	260	
B) Alternative/Early Childhood Partnership Schools	105	
C) Special Audits and Projects	176	
D) Charter School Audits	60	
E) Student Dropouts Returning to MPS	45	
F) Review of Charge-Back and Buy-Back Services	80	
G) School Governance Councils	35	
Total Continuing and Required Audits		761
Resources Available for FY2001 Proposed Audits		684
Proposed Projects to be Completed with Available Resources		
H) School Performance/Financial Reviews (12 Schools)	384	
I) Review of Facilities and Maintenance Operations	90	
J) Vocational-Technical Education	90	
K) Performance Measurement System	120	
Total FY2001 Audit Resource Requirements		684
Resource Days Available		0

AUDIT PROJECTS TO BE COMPLETED, SHOULD
ADDITIONAL RESOURCES BECOME AVAILABLE
(RANKED IN ORDER OF PRIORITY)

L) School Performance/Financial Reviews (6 Schools)	192
M) School Management System Review	30

Director Johnson moved to amend the 2001 audit plan to include the following audit of the Grade 8 Transition Program. The required resources for this audit would be accomplished by deleting two school audits and placing those audits under category 2, Approved Audit Projects to be Completed Should Additional Resources Become Available.

Audit: Grade 8 Transitional Program

Commencing with the 2000-2001 school year, MPS implemented the Grade 8 transitional program for students who did not meet middle school learning proficiency requirements by the end of eighth grade. District results for the 1999-2000 school year indicate approximately 4,699 (74%) of Grade 8 students reached proficiency prior to the start of the 2000-2001 school year and were assigned to the following programs for the 2000-2001 school year:

924 Eighth grade transitional students attending MPS high school

536 IEP students enrolled as full Grade 9 students

158 Retained in eighth grade assignment

This audit will evaluate (1) the implementation of the Grade 8 transitional program according to the Board approved design model and (2) the criteria as well as the application of the criteria used to determine Grade 8 student retention vs. Grade 8 transitional program assignment. In addition, the audit will determine the reliability of Grade 8 proficiency results and program assignments.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

* * * * *

(Item 7) Action on a Recommendation to Amend Administrative Policy 7.37(2), Graduation Requirements, to Incorporate the Provisions of Wisconsin Act 73 Regarding the Awarding of Diplomas to Veterans over Sixty-five Years of Age under Certain Circumstances

Administration's Analysis

1. 1999 Wisconsin Act 73, sec. 120.13(37), Stats., which became law on April 26, 2000, provides that a school board may award a high school diploma to veterans who are:

- At least 65 years old;
- have attended high school in the district;
- have left high school before receiving a high school diploma to join the U.S. armed forces during a war period, including, among others, World War II, Korean Conflict, Vietnam War, and Persian Gulf War; and
- have served on active duty under honorable conditions in the U.S. armed forces or in forces incorporated as part of the U.S. armed forces.

2. At the July 25, 2000, meeting of the Board, the Administration reported that it was in the process of developing language to incorporate the provisions of this law into Board policy. The recommended policy revision has been reviewed by the Office of the City Attorney.

3. Currently the Administration has seven requests from veterans for an MPS high school diploma.

4. The Administration is requesting the Board to authorize the Superintendent/designee to determine whether a veteran who requests a diploma under sec. 120.13(37), Stats., has met the criteria for receiving a diploma.

The Administration is also requesting that the Board authorize the Superintendent/designee to direct the appropriate MPS high school principal to award a diploma to any veteran determined to be eligible by the Superintendent/designee for a diploma under sec. 120.13(37), Stats.

Statute, Board Policy or Rule Statement

5. The proposed policy revision complies with the newly enacted sec. 120.13(37), Stats.

Board approval of a revision to Administrative Policy 7.37(2), Graduation Requirements, is required.

Fiscal Impact Statement

8. No additional funds are required at this time. Should this change, the Board will be informed.

Implementation and Assessment Plan

9. The Administration will implement the process upon approval by the Board.

Committee Recommendation

That the Board approve a revision to Administrative Policy 7.37(2), Graduation Requirements, as follows:

2. Diplomas

a. Students graduating from the high schools shall receive diplomas of graduation signed by the principal, the Superintendent and the Board President. Signatures other than that of the principal may be lithographed.

b. Special diplomas will be awarded to exceptional education and limited-English-proficiency students who meet their special course and credit graduation requirements and are identified as exempt from the proficiency requirements. Limited-English-proficiency and exceptional education students may attempt reading proficiency examinations; however, special diplomas will acknowledge proficiency that a student may have met in either writing or mathematics.

c. Diplomas will be awarded to certain veterans:

The Superintendent/designee shall direct the appropriate MPS high school principal to award a diploma to a veteran if the Superintendent/designee determines that the veteran meets all of the following four criteria set forth in sec. 120.13(37), Stats.:

The veteran must (1) be at least 65 years old, (2) have attended a Milwaukee public high school, (3) have left high school before graduation to join in the U.S. armed forces during a war period, including, among others, World War I, Korean Conflict, Vietnam War, and Persian Gulf War, and (4) have served on active duty under honorable conditions in the U.S. armed forces or in forces incorporated as part of the U.S. armed forces.

A high school diploma will also be awarded to a veteran who meets all of the criteria listed above, notwithstanding the receipt by the veteran of a high school equivalency diploma after serving on active duty.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 8) Action on a Recommendation to Approve Interdistrict (Chapter 220) Contracts

Administration's Analysis

1. Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written interdistrict student transfer agreements with school districts for the purpose of reducing racial imbalance.

2. In June of 2000, the Administration mailed to each suburban district the 2000-2001 Interdistrict Student Transfer Agreement with a request that the agreement be signed by the board president and returned to the Milwaukee Public Schools. A copy of the agreement is attached to the minutes of your Committee's meeting.

3. As of August 2000, twenty-one (21) suburban districts have returned the 2000-2001 Interdistrict Student Transfer Agreements signed by their board presidents.

4. The chart below highlights the 1999-2000 enrollment and the number of contracted seats for the 2000-2001 school year.

Chapter 220 District	1999-2000 Contracted Seats	1999-2000 Actual Enrollment	2000-2001 Contracted Seats
Brown Deer	174	181	147
Cudahy	194	199	185
Elmbrook	364	330	377
Fox Point/Bayside	140	107	127
Franklin	360	344	360
Germantown	41	39	38
Glendale/River Hills	104	104	93
Greenfield	221	218	305
Hamilton/Sussex	95	98	95
Maple Dale/Indian Hills	80	73	71
Menomonee Falls	345	314	345
Mequon/Thiensville	204	171	171
Nicolet	127	160	131
Oak Creek/Franklin	127	100	117
St. Francis	192	194	206
Shorewood	315	297	283
South Milwaukee	352	279	361
Wauwatosa	945	740	835
West Allis/West Milw.	317	276	343
Whitefish Bay	369	307	352
Whitnall	211	175	193
Grand Total	5277	4706	5135

5. Two additional school districts have indicated interest in participating in the Chapter 220 program for school year 2000-2001, but have not returned signed agreements to the district. The Administration will request approval for any additional school districts by the October 2000 Board meeting.

Strategic Plan Compatibility Statement

6. The recommendation supports the vision, mission and goals of the MPS Strategic Plan, adopted by the Board in March 2000, to ensure that maximum educational opportunities are provided for all students to reach their highest potential.

Statute Board Policy or Rule Statement

7. The recommendation is consistent with Wisconsin State Statute 121.85(3) and MPS Administrative Policy 8.45, Public School Open Enrollment.

Fiscal Impact Statement

8. The Milwaukee Public Schools and suburban school districts receive state funding for each student who participates in the Chapter 220 Program.

Committee Recommendation

That the Board approve the 2000-2001 Interdistrict Student Transfer Agreement and authorize the Board President to execute 2000-2001 transfer agreements for the following school districts:

Brown Deer	Mequon/Thiensville
Cudahy	Nicolet
Elmbrook	Oak Creek/Franklin
Fox Point/Bayside	St. Francis
Franklin	Shorewood
Germantown	South Milwaukee
Glendale/River Hills	Wauwatosa
Greenfield	West Allis/West Milwaukee
Hamilton/Sussex	Whitefish Bay
Maple Dale/Indian Hills	Whitnall
Menomonee Falls	

Adopted with the roll call on the balance of the Committee reports.

* * * * *

Item 9) Annual Report on Student Attendance

Your Committee received the following informational report from the Administration.

Administration's Report

1. At its August 27, 1997, meeting, the Board requested that the Administration make available for review on an annual basis a summary of pupil attendance.

2. The annual attendance summary report below represents the percentage of attendance for the 1999-2000 school year compared with the attendance percentage for the 1998-1999 school year for grades K-12. The Administration compiles the monthly attendance report from pupil attendance information recorded by the schools.

3. The attendance report is presented by grade level rather than by school. This format accurately reflects the diverse grade-level configurations in our schools. Attendance information for individual schools is provided in the *Year End Pupil Accounting Report for August 1999 – June 2000* report attached to the minutes of your Committee's meeting.

Percent Attendance Summary – 1999-2000 School Year

	1998-1999	1999-2000	Difference
Grades 9-12	76.6%	77.6%	+1.000
Grades 6-8	87.0%	86.9%	-0.100
Grades 1-5	92.6%	93.2%	+0.600
Kindergarten	95.2%	95.0%	-0.200
Other Schools*	91.3%	88.0%	-3.300
TOTAL	88.9%	88.4%	

* The classification of "other schools" includes those schools not currently on the computerized attendance reporting system. These schools are either alternative schools or are schools with non-traditional school calendars.

4. The Administration is currently involved with three initiatives that may improve student attendance:

- County-wide truancy plan as mandated by Wisconsin State Statutes

- A multi-agency task force under the leadership of a Children's Court judge to review ways to assist MPS in improving school attendance
- Exploration of ways that technology can assist in the notification of parents regarding student absences via the Student Management System.

* * * * *

(Item 10) Quarterly Report of the Compensation Administration Committee

Your Committee received the following informational report from the Administration.

This report reflects the actions taken by the Compensation Administration Committee (CAC) for February 2000 through July 2000. The CAC met on March 6, April 6, and June 22, 2000.

Position	*Old Salary*	*New Salary*	*Comments*
Coordinator, Office of Technical and Legal Resources (Department of Educational Services)	N/A	N/A	New position allocated to 11A ($57,947-$84,201)
Coordinator, Office of Staff Development and Instructional Support (Department of Educational Services)	N/A	N/A	New position allocated to 11A ($57,947-$84,201)
Coordinator, Office of Compliance and Monitoring (Department of Educational Services)	N/A	N/A	New position allocated to 11A ($57,947-$84,201)
Special Services Administrator, Leadership Liaison (Departments of Educational Services/ Leadership Services)	N/A	N/A	New position allocated to 10A ($55,188-$80,194)
Fiscal Policy Analyst (Department of Finance)	N/A	N/A	New position allocated to 7A. ($47,675-$69,276)
Supervisor, Head Start Social Work (Department of Educational Services)	N/A	N/A	New position allocated to 8B ($42,875-$62,302)
Transition Services Specialist (Department of Leadership Services)	N/A	N/A	New position allocated to 9A ($52,599 – $76,375)
Director, Technology Operations (Department of Technology)	N/A	N/A	New position allocated to 14A ($67,083 – $97,476)
Assistant Director of Parent and Student Services (Department of Business Services)	84,565	88,414	Upgrade to 12A from 11A ($60,846-$88,414)
Support Services Coordinator (Department of Educational Services)	66,944	71,188	Upgrade to 8A from 7A ($50,058-$72,738)

* * * * *

(Item 11) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

That the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Keith Finley	Assistant Principal Vincent High School	Schedule III, Range 12Y $65,644
2(r)	Zannetta Luckett	Assistant Principal Grand Avenue School	Schedule III, Range 11Z $49,377

5(r)	John O'Donahue	Coordinator, Office of Compliance & Monitoring, Division of Special Services	Schedule III, Range 11A $83,612
5(r)	Kaye Reynolds	Coordinator, Office of Staff Development & Instructional Support, Division of Special Services	Schedule III, Range 11A $83,612
5(r)	Kathleen Onarheim	Project Director — PT3 (Preparing Tomorrow's Teachers to Use Technology), Department of Technology	Schedule III, Range 11A $83,388
5(r)	Susan Simkowski	School Instructional Technology Spec Department of Technology	Schedule III, Range 10A $60,188
2(r)	Floyd Mosley Jr.	Special Services Administrator, Leadership Liaison, Division of Special Services/ Department of Leadership Services	Schedule III, Range 10A $80,194
5(r)	Robert Schmidt	School Instructional Technology Supervisor, Dept of Technology	Schedule III, Range 8A $50,058
5(nr)	Randal Kohl	Recreation District Supervisor — City-wide Programs & Services, Depat of School/Community Services	Schedule III, Range 7A $47,675

Codes:
- 2 African American
- 5 White
- r Resident who must remain resident
- nr Non-resident who must become resident

Adopted with the roll call on the balance of the Committee reports.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented eight expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of August 15, August 16, August 18, August 22, August 24, and August 28, 2000.

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

Ayes—Directors Braun, Dannecker, Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Noes—Director Hardin—1.

* * * * *

The Board adjourned at 8:05 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:06 PM.

Present—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Absent and excused—Director Gardner—1.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

September 21, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, September 26, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk.

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purposes stated above.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85(1)(c), to continue the performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—None.

The Board retired to executive session at 6:08 PM.

The Board adjourned from executive session at 6:30 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:42 PM.

Present—Directors Braun, Dannecker, Gardner (6:50 PM), Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

President Thompson requested a moment of silence to commemorate the deaths of two Milwaukee Public Schools students: Demetris U. Cronwell, who was murdered on September 3, and Sylvester J. Salaz, who was stabbed to death on September 19.

AWARDS AND COMMENDATIONS

Excellence in Education Award

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

The Division of Facilities & Maintenance Services

The U.S. Environmental Protection Agency and the U.S. Department of Energy presented the distinguished Energy Star Label, the nation's highest award for energy efficiency, to the Milwaukee Public Schools at a ceremony in the atrium of the U.S. Courthouse on September 19, 2000. MPS is the first school district in the Midwest to qualify any of its buildings for this prestigious recognition. Energy Star offers the only national rating system for energy performance in buildings, recognizing them for having overall energy performance among the top 25% of all similar-use buildings nationally. These buildings also meet indoor air-quality targets.

In the last several years, some 848,400 square feet have been upgraded in MPS, resulting in a reduction in energy consumption that translates to an air pollution reduction of 9.2 million pounds of carbon dioxide, which is equivalent to planting 1,300 acres of trees and removing 900 cars from the roads. Energy saving projects included the following:

- Upgrading to energy-efficient lighting
- Installing energy-efficient boilers
- Installing energy- efficient windows
- Replacing roofs with added insulation
- Installing new traps and valves on heating systems

The Division of Facilities and Maintenance Services has completed energy-saving projects at the following 12 schools, which have been designated as Energy Star recipients:

Burbank Elementary	Hampton Avenue
Bryant Elementary	Hi-Mount Community
Clemens Elementary	Kagel Elementary
Dover Elementary	Longfellow Elementary
Emerson Elementary	Sholes Middle School
Greenfield Montessori	Whittier Elementary

Three employees in the Division of Facilities & Maintenance Services deserve recognition for their outstanding leadership in implementing the energy conservation projects at these schools. They are:

- Thomas Chojnacki, Manager of Environmental Services and lead project manager for the district's conservation efforts
- Joseph Gorecki, Mechanical Engineer
- Josef Roca, Manager of Buildings and Heat

The Milwaukee Board of School of Directors and the entire school community recognize these individuals and the entire staff of the Division of Facilities & Maintenance for this outstanding achievement, and their hard work and commitment to serve the students of the Milwaukee Public Schools and the entire Milwaukee community.

Other Awards and Commendations

STUDENTS

Benjamin Engel and Briana MacWilliam, both 2000 graduates of Riverside University High School, won the 2000 Gordon Zahn Peace Award, presented annually by the St. Benedict the Moor congregation to students at Riverside. Benjamin was honored for his work with the non-profit group People for the American Way to promote equal funding for schools, helping to plan an urban issues conference for more than 200 students, and organizing a Box City event in which students raised $6,000 for Habitat for Humanity. Briana received her award for organizing the school's first Social Justice Club, working with Amnesty International, and leading a "ban the land mines" project at Riverside that resulted in Milwaukee's adopting a city in Cambodia.

Laszlow Lewis, McNair Academy, was a first-place winner in the 2000 Wisconsin Aviation Art Contest for the 6-9 years age group. Laszlow received a gift certificate and aviation catalog.

Seven MPS students received $2,000 scholarships from Time Warner Cable as part of the Milwaukee division's ongoing commitment to education and the youth of Milwaukee. The winners are:

Hugo Chaidez, Milwaukee Trade and Technical High School
Jennifer Epps, Riverside University High School
Edward King Jr., Hamilton High School
Josie Lunar, Marshall High School
Tuyen Ngo, Pulaski High School
Steven Piche, Hamilton High School
Salimah Rashada, Marshall High School

Elfatih Mohieldin and Massah Sawi, Washington High School seniors, were selected to complete 2000 summer internships with United Water. United Water provides internships to Washington High School students through the Adopt-A-School program, an educational partnership which began in November 1999. Each intern is assigned a mentor who helps to groom the intern into a professional who is ready to enter the workforce when the time comes.

Elfatih landed a job as a laboratory intern with Milwaukee Metropolitan Sewerage District, and Massah served her internship as a warehouse intern, playing an integral role in the operation and maintenance of Jones Island and other United Water waste-water treatment facilities. Both students were chosen based on recommendations from their teachers and for successfully completing an intensive interview.

The Roosevelt Middle School of the Arts concert choir, under the direction of Kathryn Huffman, performed at the opening ceremony of the National American Legion Convention. Approximately 15,000 people attended the event, held at the Midwest Express Center on September 5th. The concert choir was recruited by the national offices of the American Legion, based upon the recommendation of the Greater Milwaukee Convention and Visitors Bureau. Roosevelt's was the only choral group invited to perform at this national event. The 40 selected members volunteered their time and rehearsed throughout the summer in preparation for this program of patriotic selections.

SCHOOLS

Milwaukee Spanish Immersion School celebrated its 20th anniversary at a huge reunion party on September 23rd at the school. Past and present staff, students, and families enjoyed an afternoon of reuniting with classmates and teachers and sharing stories and memories of the school.

Wisconsin Avenue School, with the help of Milwaukee's Jaycees, raised $2,260 at a Bingo Night held August 6th at the school. The money raised was used to buy school supplies for underprivileged children who attend the school.

The September issue of *Cable in the Classroom* featured two initiatives provided by Time Warner to Milwaukee educators and students. An article written by Pamela Frey, Principal of Tippecanoe School, highlighted the positive role that cable programming has played at her school. In another featured article, Karen Ambrosh, Audubon Middle School, shared how students at her school have become active participants in TimeWarner's Hang Tough Video Contest and Kidz Biz program.

STAFF

Six Milwaukee Public Schools teachers received the National Time Warner Crystal Apple Award, for which they were recognized during an awards event in Washington, D.C., on June 5, 2000. Only 15 winning teacher teams from around the country are awarded this special honor each year from all over the country. The MPS Crystal Apple Award winners are:

Jane Borden, Tippecanoe Elementary
Carrie Davis, Tippecanoe Elementary
Christine Hellethal, Tippecanoe Elementary
Sandra Hyden, Tippecanoe Elementary
Abby Plummer, Tippecanoe Elementary
Lisa Sherman-Colt, Milwaukee High School of the Arts

Daniel Hennessey, eighth-grade teacher and technology coordinator at Burdick Elementary School, was chosen as an Apple Distinguished Educator on June 2, 2000. The award is granted to only fifty individuals worldwide, every two years.

Mary Parsons and Cynthia Page, first-grade teachers at Neeskara Elementary School, were selected to receive one of seven state awards from the Wisconsin Cable Communications Association. Their entry, "Friends of Franklin," demonstrated how cable programming can contribute to the classroom learning experience. They were awarded $750 for their winning entry, and the school received a 25" color television for use by teachers and students.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of August 24 and 29, 2000, were approved as printed.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 3 (areas to be opened for textbook adoption) of the Report of the Innovation/School Reform Committee.

On the motion of Director Johnson, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Presentation Regarding Value-Added Assessments

Your Committee reports having received an overview of the use of value-added assessments from representatives of the University of Wisconsin-Madison's Wisconsin Center for Educational Research.

* * * * *

(Item 2) Action on a Recommendation to Grant the Superintendent Authority to Waive the Mathematics and Writing Proficiency Exams for Tenth-Grade Students

Administration's Analysis

1. In August 1993, the Board mandated the development and implementation of new learning proficiency examinations to replace the former competency test. At that meeting, the Board mandated the full implementation of the writing proficiency performance assessment with the class of 1995, and full implementation of the mathematics proficiency performance assessment with the class of 1996.

2. In accordance with the schedule adopted by the Board in August 1993, the class of 1996 was the first required to demonstrate proficiency in both writing and mathematics in order to graduate. Currently, the MPS proficiency assessments in mathematics and writing are required for graduation.

3. In the past, the Board has granted the Superintendent the authority to waive the mathematics proficiency assessment for those students who have received an advanced or proficient score on the Wisconsin Knowledge and Concepts Exam (WKCE) mathematics sub-test and to waive the writing proficiency exam for those students who received an advance or proficient score on the WKCE essay sub-test. This decision allowed tenth-graders in the classes of 2001 and 2002 an opportunity to demonstrate proficiency in mathematics and writing through the MPS performance assessments and the Wisconsin Student Assessment System (WSAS).

4. When the Board offered this waiver opportunity to tenth-grade students in the Spring of 1999, it provided an incentive for students to demonstrate their best performance on the 1999 WKCE, as well as an

additional opportunity to meet graduation requirements. As a result of this opportunity, 543 students of the Class of 2001, or 13% of those who took the test, received waivers for the MPS mathematics performance assessment; and 2,086 students of the Class of 2001, or 53.6% of those who took the test, received waivers for the MPS writing performance assessment.

5. In the Spring of 2000, the Board again offered tenth-grade students two opportunities to demonstrate proficiency in mathematics and writing. As a result, 543 of the students tested in the class of 2002 who scored proficient or higher (13.0%) received a waiver for the MPS mathematics performance assessment; and 1,354 of the students tested in the class of 2002 who scored a 4.0 or higher (33.7%) received a waiver for the MPS writing performance assessment.

6. The WKCE is a rigorous assessment and will be administered to the current tenth-grade students from February 5 through February 23, 2001. Students are required on the WKCE to complete multiple-choice, essay, and short-answer responses.

The test results in math are reported on a four-point rubric of Advanced (4), Proficient, (3), Basic (2), and Minimal (1).

The essay sub-test results are reported on a six-point rubric, of which the district considers 4 and above to be proficient. A student response on a level 4 of the six-point rubric is one that is competently organized and developed and displays an adequate use of language. In contrast, a level-3 student response is scantly developed, with frequent errors in mechanics and language, and has lapses in logic that distract from the meaning.

7. The Department of Public Instruction (DPI) has decided that this year the tenth-grade WKCE will not have an essay sub-test. DPI will administer a different, shortened version of the tenth-grade WKCE, and each high school will field test a portion of the new High School Graduation Test (HSGT). In order for the district to offer students in the class of 2003 another opportunity to demonstrate proficiency in writing as tenth-graders, we will have to purchase the essay sub-test. CTB/McGraw-Hill, the test vendor for the WKCE, can provide an essay sub-test that will cost $48,000 - $55,000.

If the Innovation/School Reform Committee approves the Administration's recommendation, the Administration will make a recommendation to the Finance/Personnel Committee that the Board approve the sole-source purchase, not to exceed $55,000, of the WKCE essay sub-test from CTB/McGraw-Hill.

8. At its meeting on May 30, 2000, the Board adopted new graduation requirements for the class of 2004 and beyond that are based on three criteria that will give multiple opportunities to students to demonstrate proficiency. The Administration is requesting that the Superintendent be granted the authority to offer the class of 2003 the opportunity to demonstrate proficiency mathematics and writing through the MPS performance assessment process and the WKCE assessment process. This authority is needed only for the current tenth-graders.

Strategic Plan Compatibility Statement

9. The recommendation supports the vision, mission, and goals of the MPS Strategic Plan, adopted by the board in March 2000, to ensure that maximum educational opportunities are provided for all students to reach their highest potential.

Statue, Board Policy or Rule Statement

10. The recommendation is consistent with Administrative Policy 7.37, Graduation and Promotion Requirements, and Administrative Policy 7.38, Assessment Program.

Fiscal Impact Statement

11. Funding for the $55,000 purchase of the WKCE essay sub-test is allocated in the Division of Research and Assessment, Title I, budget code 1-14-4-120-566-439-262000.

Implementation and Assessment

12. If the Board concurs with the request of the Administration to offer another opportunity for current tenth-grade students to demonstrate proficiency, the assessment opportunities will be:

- WKCE mathematics sub-test and essay sub-test (given in 10th grade)
- MPS mathematics and writing performance assessments (given in grades 11 and 12)
- MPS mathematics and writing portfolio process (alternative assessment available in grade 12)

Committee Recommendation

That the Board grant the Superintendent the authority to waive:

- the mathematics performance assessment for those students in the class of 2003 who receive an advanced or proficient score on the WKCE math sub-test; and
- the writing performance assessment for those students in the class of 2003 who receive a four or above (on a six-point rubric) on the WKCE essay sub-test.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Action with Respect to Areas to be Opened for Textbook Adoption for Evaluation During the 2000-01 School Year

Administration's Analysis

1. MPS Textbook Adoption Policy 7.26 provides that each year at a meeting of the Innovation/School Reform Committee meeting, the Superintendent shall report the subject areas for which adopted texts have been in use six years or more and may be discontinued at the end of the following year.

2. The Superintendent may also recommend opening any subject areas for adoption study in which no textbook adoption is in effect, but in which an adoption is considered desirable.

Strategic Plan Compatibility Statement

3. The textbook adoption process addresses the basic principles guiding the overall vision, mission, and goals of the MPS Strategic Plan, adopted by the Board in March 2000. The choices of text materials are student-centered, promote equity, help children learn to think critically, and offer widespread involvement of teachers, parents, and community members.

Statute, Mps Policy, or Board Rule Implication Statement

4. In accordance with Administrative Policy: 7.26, Textbook Adoption, the procedures listed below are implemented following Board action with respect to opening subject areas for textbook adoption study.

- Principals and teachers are notified.
- Publishers are notified.
- Nominations and expressions of interest in serving on Textbook Evaluation Committees for the various subject areas are obtained.
- Textbook Evaluation Committees are appointed.
- Textbook Evaluation Committee members are in-serviced on selecting materials to promote multiculturalism and deep thinking.
- Textbook Evaluation Committees establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. They obtain and evaluate available materials, meet with publishers' representatives, and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
- Each Textbook Evaluation Committee formulates recommendations with respect to the subject area and the materials under evaluation for possible adoption. Textbook evaluation committees may exercise a number of options in their recommendations. They may

recommend a single adoption; a multiple adoption; adoption of other materials and media in addition to, or in lieu of, texts; or no adoption. They may recommend delaying adoption pending further study.

- Recommendations from the Textbook Evaluation Committees are reviewed by the Director of Educational Services and then sent to the Superintendent before going to the Board of School Directors.

Fiscal Impact Statement

5. Full implementation of this project will require an investment by Milwaukee Public Schools of $3 million in the 2001-2002 budget, within the textbook budget account 1-10-4-620-600-091-110000.

Implementation and Assessment Plan Statement

6. Textbook Evaluation Committees would be appointed in late spring. They would examine materials during the 2000-2001 school year and make their recommendations to the Board of School Directors in March 2001.

The Administration recommends that, in addition to elementary Language Arts K-5, middle- and high-school foreign language be reopened. Although textbooks were adopted in this area in 1998, there has been a two-year purchase delay due to budget constraints. Reopening this area would allow the foreign language committee members to study and recommend for adoption more current materials.

Administration's Recommendation

The Administration recommended that the Board, in accordance with Administrative Policy 7.26, Textbook Adoption, approve that the subject areas listed below be opened for textbook evaluation:

High School

Foreign Language
Spanish
Japanese

Middle and Elementary School

Japanese — Middle School
Spanish — Middle School
Language Arts K-5

Committee Recommendation

A motion to approve the Administration's recommendation having failed on a tie vote, your Committee reports this matter to the Board without recommendation.

* * * * *

Director Johnson moved that the Board approve the opening of the subject areas for textbook evaluation as recommended by the Superintendent and that the Board instruct the Administation to review, study and report to the Board on existing Board policy and procedure on textbook adoptions with the following in view:

A. Feasibility of changing such policy and procedure to shift responsibility for recommending textbook adoptions from a centralized process for the entire school district to a more decentralized process that will allow individual schools — in collaboration with their school governance councils — to select their own textbooks based on the needs of their respective student populations. This is to include:

1) Process for developing a list of Board-approved textbooks in each subject area, from which schools may make their selections, and guidelines for using this list;
2) Process by which schools may request textbooks not on the list, and guidelines for such requests;
3) Financial resources and restructuring necessary to implement such a policy change.

B. Reduction in, or elimination of, the period of 7 years between the re-opening of subject areas for textbook adoption, as currently mandated by Policy 7.26 and its accompanying procedure.

The Administration shall bring back its findings — including the advantages and disadvantages of such changes in policy and procedure — for consideration by the Board by January 2001.

Director Johnson further moved that the administration's fiscal impact statement be changed to read:

5. Full implementation of this project ~~will require an investment by Milwaukee Public Schools of~~ is projected at $3 million in the 2001-2002 budget, within the textbook budget account 1-10-4-620-600-091-110000.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; and Acceptance of Donations

For your review, below are contract award recommendations for the September, 2000 Finance and Personnel Committee. Adequate funding is available in various accounts as noted below.

LAN TECHNOLOGY UPGRADE — Bid Package #18

Lincoln Center Middle School of the Arts

Recommendation is being made to hold contract award until the October Finance and Personnel Committee Meeting.

LAN TECHNOLOGY UPGRADE — Bid Package #19

Milwaukee Education Center

Recommendation is being made to hold contract award until the October Finance and Personnel Committee Meeting.

LAN TECHNOLOGY UPGRADE — Bid Package #21

Sholes Middle School

Prime Contractor
Town & Country Electric Inc.
3720 North 124th Street
Wauwatosa, WI 53222

Low Cumulative Bidder, Base Bid of $382,585, plus $91,590 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $91,726 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $41,991 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets; plus $1,283 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $525,193.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	675	19	57	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-10-4-818-518-551-266400.

PLAYGROUND RESURFACING

Milwaukee German Immersion School

Prime Contractor
Payne & Dolan, Inc.
P. O. Box 781
Waukesha, WI 53187

Low Bidder, Base Bid of $74,676.81, plus $5,066.00 for Mandatory Alternate Bid 1, to provide removal of existing fencing along North 82nd Street and installation of new fencing at new location, for a total contract of..... $79,742.81

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	7% MBE 4% WBE	594	126	89	Corporation	3

MPS Facilities and Maintenance will set aside funds from account code 1-10-4-818-518-551-266400.

Total construction contract dollars awarded $604,935.81
Total dollars HUB participation..... $61,291.01
% of MBE participation 9.60
% of WBE participation..... 0.53
% of M/WBE participation 0.00
% Minority employees within company 5.37
% Women employees within company..... 8.92

Authorization to Make Purchases

B-5258 Boilers (F&M Various)

Recommend authorization to enter into one-year contracts to furnish replacement boilers as needed from five firms as indicated below:

Boiler Supply (for Kewaunee Boiler Mfg.);
Combustion Systems of Wis. (for Superior Boiler Works Inc.);
Energy Sales (for Hurst);
Heat & Power Products Inc. (for CB/Cleaver-Brooks; PK/Patterson-Kelley, and Fulton); and
Maund Richards & Assoc. (for AERCO).

Unit prices are listed, with actual quantities to be determined. In most cases, the low bid is being recommended. Exceptions were due to not meeting technical specifications.

B-5261 Purchase IBM Multiprise 3000 7060-H50 Mainframe Computer

Recommend authorization to purchase an IBM Multiprise 3000 7060-H50 Mainframe Computer from Foresight Technology Group at a hardware and software cost of $363,953. This mainframe computer, which will replace the current model, will significantly increase the capacity and improve system response, as necessitated by increased school network access.

The price includes delivery, installation and setup, technical training, operating software, and a three-year warranty/maintenance agreement.. The Administration had planned to replace the old mainframe in FY01. Funding for this purchase comes from a reallocation of funds from maintenance contracts for the old equipment and Strategic Technology funds.

Fiscal Information: Funds for the IBM 7060-H50 are included in the district's FY2001 Technology Strategic Plan. BC: 1-10-4-818-518-312-266080

Bidder	Bid	Terms
Foresight Technology Group	$363,953	Net 30
IBM	$396,541	Net
EISCO Technology, Inc	$402,103	Net

SS-569 Purchase Networking Services to Install Apple MacIntosh Software and Configure MacIntosh Computers in Schools

Recommend authorization to purchase networking services from Nexus Information Services to provide networking services for Apple MacIntosh workstations and servers. MacIntosh Manager enables schools who utilize the Apple MacIntosh computer platform to enhance their access to the district's Wide-Area Network and ensure student data security. The service, which is required for school sites that have large MacIntosh computer bases, requires considerable time, labor, and technical expertise. Neither the Department of Technology nor the schools possess the resources needed to complete the task. Contract will not exceed $75,000, at a rate of $750 for 100 school sites.

Fiscal Information: Funds for the contract are included in the FY2001 Department of Technology Budget. BC: 1-10-4-818-518-312-266050

SS-570 Purchase CompassLearning, Inc., Perpetual Software License for a 30-Computer Station Installation at Congress School

Recommend authorization for a two-year lease/purchase agreement for a 30-computer station installation of the CompassLearning's Tomorrow Promise software application, for a total cost of $80,141.71. The application includes computer hardware and the

following software: Compass Assessment K-8, Assessment Designer, Mathematics K-8, Reading K-8, Language Arts K-8, Integrated Language Arts, Golden Book, Writing Expedition & Learning with Literature, Secondary Solutions Science Bundle, Compton's Encyclopedia, and Compass 4.0 Management System.

Fiscal Information: Funds for the contract are included in the FY2001 Congress School Budget. BC: 1-10-4-610-116-5512-110000

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Bell	Mayfair Mall	$100	Cashback Program
Emerson	Kohl Foundation	$1,000	Educational programs
Fernwood	Pick N' Save	$171	"We Care" Program
Holmes	M&I Bank	$100	Brewers game for students
Holmes	Wisconsin PTA	$250	Parent supper/incentives
Walker	Johnson Cycle & Fitness	$500	Attendance lottery
Walker	United Seniors	$250	Luncheon
Wisconsin Avenue	Milwaukee J.C.'s	$2,285	Student school supplies

Committee Recommendations

That the Board:

1. Award the contracts as listed above, with the provision that the delay in action on LAN Technology Upgrades, bid packages #18 and #19, last no longer than one more month;
2. Authorize the purchases as listed above;
3. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call on the balance of the Committee reports.

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(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Shina Anderson School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-31-00
Reginald Diggins School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-31-00
Lena Dolph Congress — South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	08-07-00
Andrew Hintz School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-17-00
Darrin Sumner School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-31-00

PROMOTIONS

Barbara Avery Title I	School Secretary II $29,198.00/yr.	07-24-00
Lee Eschendal, Jr. 38th	School Engineer II $41,436.20/yr.	08-21-00
Douglas Gall Fac & Maint Svcs	Recreation Groundskeeper $32,638.84/yr.	08-21-00
Marie Helfenstein Townsend	Food Service Manager I $15,319.90/yr.	08-18-00
Debra Noyes Carson Academy	Food Service Manager II $16,444.68/yr.	08-18-00
Barbara Pike 37th Street School	Food Service Manager I $15,854.70/yr.	08-18-00
Lori Tadysak Milw HS of the Arts	Food Service Manager I $15,274.06/yr.	08-18-00

CHANGES IN STATUS

Betty Berg Riverside	Food Service Manager III $21,965.85/yr.	08-18-00
Evelyn Bivins Pierce	Food Service Manager II $17,974.80/yr.	08-18-00
Carlos Boyd School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-17-00
Dixie Brown Thurston Woods	Food Service Manager II $20,848.71/yr.	08-18-00
Lucy Christensen Office of the Deputy Supt.	Adm. Asst. to the Deputy Supt. $36,018.58/yr.	08-14-00
Linda Drickhamer Pulaski	Food Service Manager III $21,965.85/yr.	08-18-00
Raquel Fernandez Allen-Field	Handicapped Children's Assistant $13,050.82/yr.	08-22-00
LeCrystal Griffin Garden Homes	Food Service Manager II $20,871.84/yr.	08-18-00
Tracy Harris Technology	School Secretary I $24,463.66/yr.	09-18-00
Minnie Johnson WCLL	Handicapped Children's Assistant $13,050.82/yr.	08-22-00
Linda Jones 27th	Food Service Manager II $20,620.36/yr.	08-18-00
Michelle Joy School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-17-00
Karen Lorbeske Dover	Food Service Manager II $19,908.14/yr.	08-18-00
Angela Miller Bruce	Food Service Manager II $20,620.36/yr.	08-18-00
Patricia Mueller MEC	Food Service Manager VI $26,696.07/yr.	08-18-00

Pat Peschl Walker	Food Service Manager III $19,176.40/yr.	08-18-00
Sarah Price School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-18-00
Carol Pscheidt Fairview	Food Service Manager II $20,620.36/yr.	08-18-00
Karen Roussy Webster	Food Service Manager VI $28,894.27/yr.	08-18-00
Mary Sherwood Hamilton	Food Service Manager VI $26,044.34/yr.	08-18-00
Michelle Smart Lee	Food Service Manager III $18,278.75/yr.	08-18-00
Grace Talatzko Lincoln Avenue	Food Service Manager IV $22,703.53/yr.	08-18-00
Melissa Waszak School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-17-00
Taranada Watts Hampton	Food Service Manager II $18,488.80/yr.	08-18-00
Elvira Zalewski River Trail	Food Service Manager I $19,370.37/yr.	08-18-00

Approval of Certificated Appointments — Teachers

	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r	Terese C. Albrecht Elementary Education	B	$27,948	0	8/22/00
r	Glen A. Allen Upper Elementary	B	$28,611	1	8/22/00
r,b	Odell Ball Upper Elementary	BB	$36,942	7	8/22/00
nr,a	Tracy Baltutis English	B	$31,256	3	8/22/00
nr	Gail M. Barrett Elementary Education	B	$27,948	0	8/22/00
r	Amy S. Barry Elementary Education	B	$27,948	0	8/22/00
nr	Audrey A. Baur Thompson Grade 3	B	$27,948	0	8/22/00
r	Mary J. Bell C.D./L.D.	B	$33,900	5	8/22/00
r	Sue E. Benedon Grade 2	B	$27,948	0	8/22/00
r,a	Patricia V. Bent Upper Elementary	B	$29,932	2	8/22/00
r	Thomas F. Biel English	B	$27,948	0	8/22/00

r	Julie A. Blakely Upper Elementary	B	$27,948	0	8/22/00
r,a	Janice F. Bloedorn C.D.	E	$37,929	1	7/24/00
r	Marlon J. Boyd Upper Elementary	B	$28,611	1	8/22/00
r	Delois Brown Upper Elementary	B	$27,948	0	8/22/00
r	Kevin B. Carnes Upper Elementary	B	$29,932	2	8/22/00
r	Andrea Carter-McGhee Elementary Education	B	$27,948	0	8/22/00
r	Deborah A. Causey Upper Elementary Counselor	C	$31,473	0	8/22/00
r	Lisa D. Chatman Upper Elementary	B	$28,611	1	8/22/00
nr	Tracy L. Chirchirillo EC:EEN	B	$27,948	0	8/22/00
r	Vanetta L. Collins Upper Elementary	B	$27,948	0	8/22/00
nr	Kari M. Collyard Elementary Education	B	$27,948	0	8/22/00
r	Amy M. Cook Upper Elementary	B	$27,948	0	8/22/00
r	Elsie Cordero Upper Elementary	B	$27,948	0	8/22/00
r,b	Amy L. Correll-Hufnal Music	BB	$42,497	10	8/22/00
r	Zuwena Y. Cotton Upper Elementary	B	$27,948	0	8/22/00
r	Vicki L. Cox Upper Elementary	B	$27,948	0	8/22/00
r,b	Lena M. Crawford Science	BB	$34,164	4	8/22/00
r,b	Audrey L. Daniels L.D.	BB	$32,775	3	8/22/00
r	April L. Dobrzynski Upper Elementary	B	$27,948	0	8/22/00
r	Maura R. Donohue Upper Elementary	B	$27,948	0	8/22/00
r	Michelle K. Dougherty Elementary Education	B	$27,948	0	8/22/00
r	Verinique D. Downs Upper Elementary	B	$27,948	0	8/22/00
r	Misty Ellen Durski C.D.	B	$27,948	0	8/22/00

r	Heidi L. Eckford Elementary Education	B	$27,948	0	8/22/00
r	Itza L. Espinoza Grade 2	B	$27,948	0	8/22/00
r	Sereena L. Fayne Grades 1-9	B	$27,948	0	8/22/00
nr	Heidi J. Fiene Upper Elementary	B	$27,948	0	8/22/00
r	Anthony C. Firle Upper Elementary	B	$27,948	0	8/22/00
r	Tryphena M. Fischer Biology/Chemistry/Science	B	$27,948	0	8/22/00
r	Christopher A. Fons Social Studies	C	$31,473	0	8/22/00
r	Lori A. Freeman-Clarke Upper Elementary	B	$27,948	0	8/22/00
r	Sarah A. Gebhardt EC:EEN	B	$27,948	0	8/22/00
r	Angela L. Gilson L.D.	B	$27,948	0	8/22/00
r	Robert E. Goodman Upper Elementary	B	$27,948	0	8/22/00
r	Ruth A. Graham Upper Elementary	B	$27,948	0	8/22/00
r	Anne M. Groh ESL	B	$29,932	2	8/22/00
r	Ursula M. Hall Upper Elementary	B	$27,948	0	8/22/00
r	Monique L. Hall Upper Elementary	B	$27,948	0	8/22/00
r	Anna J. Hammernik Elementary Education	B	$27,948	0	8/22/00
r	Kathleen M. Hansen Upper Elementary	B	$27,948	0	8/22/00
r	Tonesha N. Harris Elementary Education	B	$27,948	0	8/22/00
r	Natosha D. Harris Upper Elementary	B	$27,948	0	8/22/00
r	Anesia L. Hayes Upper Elementary	B	$29,932	2	8/22/00
r	Karolyn T. Henderson Upper Elementary	B	$27,948	0	8/22/00
r	Joanne M. Hepp Social Studies	B	$27,948	0	8/22/00
r	Lesley K. Hofstede Elementary Education	B	$27,948	0	8/22/00

nr,a	Mary E. Holton-Ringhand C.D./L.D.	BB	$32,775	3.5	8/22/00
r	Andrew J. Hopgood Upper Elementary	B	$27,948	0	8/22/00
r	Jill A. Hron PreK-3	B	$27,948	0	8/22/00
r	Toya L. Jenkins Elementary Education	B	$27,948	0	8/22/00
r	Mulunda S. Jones EC/Elementary Education	B	$27,948	0	8/22/00
r	Stephanie J. Jones Alternative Grades 6-8	B	$31,256	3.5	8/22/00
r	Pamela J. Jorgensen Spanish	B	$27,948	0	8/22/00
r	Shantee O. Jude Upper Elementary	B	$27,948	0	8/22/00
r	Lisa K. Kaemmerer C.D./K-6	B	$27,948	0	8/22/00
r	Jennifer Keeran PreK-9	B	$27,948	0	8/22/00
r	Christopher A. Kempowski Physical Education	B	$27,948	0	8/22/00
r	LaTonya C. King Upper Elementary	B	$27,948	0	8/22/00
r	Julie A. King English/Upper Elementary	B	$27,948	0	8/22/00
nr	Brian R. Kirwan Upper Elementary	B	$27,948	0	8/22/00
r	Craig S. Klumb Social Studies	B	$32,578	4	8/22/00
r	Ruslana Y. Korotkaya Physics/Math	B	$27,948	0	8/22/00
r	Jennifer J. Kovatovich English	B	$27,948	0	8/22/00
nr	Jennifer K. Kunkel PreK-3	B	$27,948	0	8/22/00
r	Alida L. LaCosse Music	B	$27,948	0	8/22/00
r	Ellen L. Latorraca ESL/English/Library Media	B	$27,948	0	8/22/00
r	Heather Lawnicki ESL	B	$27,948	0	8/22/00
r	Mark A. Lawrence Elementary Education	B	$27,948	0	8/22/00
r	Deborah A. Libby PreK-3	B	$27,948	0	8/22/00

r,a	Trina D. Lockhart Elementary Education	B	$29,932	1.5	8/22/00
r	May Vu Lor Upper Elementary	B	$27,948	0	8/22/00
nr	Terri L. Malison K-3	B	$27,948	0	8/22/00
nr	Daniel E. Marx Physical Education	B	$27,948	0	8/22/00
r	Carla M. Mason Elementary Education	B	$27,948	0	8/22/00
nr	Jamie L. May Elementary Education	B	$27,948	0	8/22/00
r	Lisa R. McLean Grade 3	B	$27,948	0	8/22/00
r,a	Antionette Means L.D.	B	$28,611	1	8/22/00
nr	Deborah L. Meyers Kindergarten	B	$27,948	0	8/22/00
r	Megan B. Miner L.D.	B	$27,948	0	8/22/00
r	Karen E. Nalls Science/Social Studies	B	$27,948	0	8/22/00
r,a	Jeanette Nathan Speech Pathologist	C	$42,682	8	8/22/00
r	Maria T. Nedobeck BL/Elementary Education	B	$27,948	0	8/22/00
r	Alisa A. Nelson Grade 3	B	$27,948	0	8/22/00
r	Jason M. O'Brien Spanish	B	$27,948	0	8/22/00
r	Jill A. O'Connell L.D.	B	$27,948	0	8/22/00
r,b	Jacalyn J. Oliva PreK-K	BB	$34,164	4	8/22/00
r	Janett D. Osorio Bilingual/Grade 1	B	$27,948	0	8/22/00
r	Marcy L. Paulsberg Upper Elementary	B	$27,948	0	8/22/00
r	Andrew J. Pavlik Math	B	$27,948	0	8/22/00
r	Jessica M. Peterson Upper Elementary	B	$27,948	0	8/22/00
nr	Nancy J. Pieper C.D.	B	$27,948	0	8/22/00
r	Derrick S. Portalatin Algebra	B	$27,948	0	8/22/00

r	Harriett V. Portis-Jackson Upper Elementary	B	$27,948	0	8/22/00
r	Michele Rafferty Upper Elementary	B	$27,948	0	8/22/00
r	Jennifer M. Reid Upper Elementary	B	$27,948	0	8/22/00
r	Veneranda Rodriguez BL/L.D.	B	$36,545	7	8/22/00
r	Frances M. Royster Elementary Education	B	$27,948	0	8/22/00
nr	Eric A. Saidat Music	B	$27,948	0	8/22/00
r	Lisa L. Salva Elementary Education	B	$27,948	0	8/22/00
r	Miguel M. Sanchez Science	B	$27,948	0	8/22/00
r	Kay L. Seymer Mudek Grade 4	B	$27,948	0	8/22/00
r,a	Kelly A. Shannon K5	BB	$38,330	7.5	8/22/00
r	Sharilyn E. Smith Elementary Education	B	$27,948	0	8/22/00
r,b	Jennifer P. Sprague C.D.	BB	$32,775	3	8/22/00
r	Cal Stanke Reading/English/Science	B	$28,611	1	8/22/00
nr	Tina M. Stazewski L.D.	D	$32,829	0	8/22/00
r,b	Judith L. Stein PreK-3	B	$36,545	7	8/22/00
r	Lauren M. Stevens Math/Science/Reading	B	$27,948	0	8/22/00
r	Monique Stewart Elementary Education	B	$27,948	0	8/22/00
r	Toni L. Straughter Upper Elementary	B	$27,948	0	8/22/00
r	Lydia M. Sutton Grade 3	B	$27,948	0	8/22/00
r	Leah R. Swenson L.D.	B	$27,948	0	8/22/00
nr	John Tamburello Music	B	$33,900	5	8/22/00
r	Herman Taylor Upper Elementary	B	$27,948	0	8/22/00
r	Bryan S. Terry Upper Elementary	B	$27,948	0	8/22/00

r	Beverly K. Thomas Upper Elementary	B	$27,948	0	8/22/00
nr	Cheryl A. Thompson Grades 1-9	B	$27,948	0	8/22/00
r	Mara T. Thompson Elementary Education	B	$27,948	0	8/22/00
nr	Stephanie E. Trapp PreK-3	B	$27,948	0	7/24/00
r	Jodi A. Turner C.D.	B	$27,948	0	8/22/00
r	Laurel G. Turner K-8	B	$27,948	0	8/22/00
r	Blia Vang Upper Elementary	B	$27,948	0	8/22/00
r	Juliette Walker Elementary Education	B	$27,948	0	8/22/00
r,b	Cynthia L. Walton Elementary Education	B	$42,474	9	7/24/00
r	Ernestine Ware Elementary Education	B	$27,948	0	8/22/00
r	Theopa C. Washington Elementary Education	B	$30,290	0	7/24/00
r	Tracey A. Watford Upper Elementary	B	$27,948	0	8/22/00
r	Richard W. Watkins, Jr. Upper Elementary	B	$33,900	5	8/22/00
r	Tracy J. Weiser Elementary Education	B	$27,948	0	8/22/00
r	Wendy L. Welch Grades 6-8	B	$27,948	0	8/22/00
r	Kari A. Wellhausen Montessori	B	$27,948	0	8/22/00
r	Phillip J. Wettstein Computer Science/Science/Physics	B	$32,578	4	8/22/00
r	MaryBeth Whalen Elementary Education	B	$27,948	0	8/22/00
nr	Diana M. Wiemer Grade 1	B	$27,948	0	8/22/00
nr	Kari L. Willacker Elementary Education	B	$27,948	0	8/22/00
r	Garland D. Williams Upper Elementary	B	$27,948	0	8/22/00
nr	Alaura B. Williams Grade 4	B	$27,948	0	8/22/00
r	Bianca V. Williams Reading	B	$27,948	0	8/22/00

r	Gail S. Winograd English/Speech	B	$27,948	0	8/22/00
r	Beth A. Wysocki C.D.	B	$27,948	0	8/22/00
r	Marisa A. Yanez Spanish/Bilingual	B	$27,948	0	8/22/00
r	Nada Yang Elementary Education/Math	B	$27,948	0	8/22/00
r	Benjamin C. Zabor Music	B	$27,948	0	8/22/00
r	April A. Zimmer Upper Elementary	B	$27,948	0	8/22/00

CODES

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 11, 2001:		
Darlene Almandi	Muir	August 22, 2000
Camille Brighton	Kosciuszko	August 22, 2000
JoAnne Brodzik	Honey Creek	August 22, 2000
Kathleen Folz	Garfield	August 22, 2000
Maternity Leave, to January 19, 2001:		
Corrie Porter	Pierce	August 22, 2000
Maternity Leave, to June 11, 2001:		
Ofelia Bautista Ruiz	Hayes	August 22, 2000
Tina Behrens	Starms ECC & DLC	November 15, 2000
Kim Malacara	Pierce	August 22, 2000
Heidi Masarik	Recreation	November 6, 2000
Tracy Widiker	Allen Field	August 22, 2000
Personal Leave, to January 19, 2001:		
Donna Niedzialkowski	Douglas Academy	August 22, 2000
Amy Schultz	Auer	August 22, 2000
Personal Leave, to June 11, 2001:		
Shari Berman	Garden Homes	August 22, 2000
Doris Bisek	21st Street/27th Street	September 18, 2000
Mary Jane Bohn	37th Street	August 22, 2000
JoAnne Carter	Muir	August 22, 2000
Sara Gentile	Kluge	August 22, 2000
Andre Gillespie	Holmes	August 22, 2000
Cindrea Gosh Lee	Garfield	August 22, 2000
Suzanne Grzanna	Music Department	August 22, 2000
Sharonda Harris	McNair	August 22, 2000
Kari Hauser	Holmes	August 22, 2000

Karen Huff	Malcolm X	August 22, 2000
Laytoya Lacking	Edison	August 22, 2000
Mary Lamping	LaFollette	August 14, 2000
Michelle Leverence	Metro	August 22, 2000
Andrea Loss	Metro	August 22, 2000
Susan Owens	from Sabbatical	August 22, 2000
Anne Seibel	Garden Homes	August 22, 2000
Rebecca Simon	38th Street	August 22, 2000

Sabbatical Leave, to June 11, 2001:

Barbara Hanson	27th Street	August 22, 2000

Extension of Illness Leave, to January 19, 2001:

Phyllis Ewing	Leave	August 22, 2000
Barbara Reiss	Leave	August 22, 2000
Karen Tepper	Leave	August 22, 2000

Extension of Maternity Leave, to June 11, 2001:

Elaine Fransler Mazza	Leave	August 22, 2000
Daniela Guns	Leave	August 22, 2000
Kristan Hren	Leave	August 22, 2000
Colleen Mandella	Leave	August 22, 2000
Erin Maydak	Leave	August 22, 2000
Pamela Pavlic	Leave	August 22, 2000

Extension of Personal Leave, to June 11, 2001:

Michelle Anderson	Leave	August 22, 2000
Dedric Harris	Leave	August 22, 2000
Maggie Hucko	Leave	August 22, 2000
Richard Klimek	Leave	August 22, 2000
Heidemarie Reitzenstein	Leave	August 22, 2000
Patricia Stotmeister	Leave	August 22, 2000
Angela Vey	Leave	August 22, 2000

Report on Resignations Accepted

Name	Position	Effective Date
Norman J. Alexander Jr.	Teacher	08/14/00
Kelly R. Anderson	Teacher	08/08/00
Stacy L. Aultman	Teacher	08/01/00
Sandra L. Axline	Teacher	10/27/00
Brad J. Baracani	Teacher	08/04/00
Linda Barlow	Teacher	08/11/00
Rebecca Bell	Teacher	08/18/00
John S. Bennett	Teacher	06/30/00
Jeffrey D. Bertrandt	Teacher	08/08/00
Russell F. Birkholz	Teacher	08/21/00
Leysa Blitz	Teacher	08/01/00
Mary Jane Bohn	Teacher	08/16/00
Jennifer R. Bolen	Teacher	08/21/00
Sherry L. Boyd	Teacher	08/21/00
Tina M. Braun	Teacher	08/13/00
Andrew Brubaker	Teacher	08/21/00
Barbara S. Brunette-Smith	Teacher	07/26/00
Renee C. Bykowski	Teacher	08/20/00
Lisa L. Campbell	Teacher	08/21/00
Vu Cao	Teacher	07/25/00

Jennifer J. Carew-Kipp	Teacher	08/15/00
Lynne Carlstein	Teacher	08/15/00
Judy Carlton	Teacher	08/14/00
Michael J. Cirillo	Teacher	08/03/00
Diane C. Clark	Teacher	10/06/00
Kelly K. Cline	Teacher	08/20/00
Catherine A. Coffaro	Teacher	08/21/00
Kristine L. Cole	Teacher	08/16/00
Annette A. Craig	Teacher	07/26/00
Jessica S. Denor	Teacher	08/08/00
Lisa K. Drost	Teacher	08/02/00
Leah Fein	Teacher	08/03/00
Kathy L. Figueroa	Teacher	08/11/00
Andrea D. Finger	Teacher	08/21/00
Tracy L. Fischer-Tubbs	Teacher	08/08/00
Ollie Foley	Teacher	08/21/00
Eric Fountain	Teacher	07/31/00
Andre L. Gillespie	Teacher	08/10/00
Theresa Glowacki	Teacher	08/10/00
James E. Godwin	AP	02/01/01
Heidi N. Greer	Teacher	08/11/00
Maureen M. Grimm	Teacher	08/07/00
Margaret E. Grogan	Teacher	08/17/00
Maureen A. Haig	Teacher	08/08/00
Pamela A. Halfmann	Teacher	08/16/00
Linda A. Hamann	Teacher	08/18/00
Jennifer Hans	Teacher	07/31/00
Augustus Harris	AP	11/03/00
Sarah Hartung	Teacher	08/18/00
Jonathan M. Hauser	Teacher	08/10/00
Herbert E. Hayden Jr.	Teacher	08/14/00
Steven J. Heim	Teacher	08/21/00
Mary E. Heitman	Principal	10/27/00
Margaret Heredia-Peltz	Teacher	08/14/00
Marquis Hines	Teacher	08/04/00
Gregg E. Hintz	Psychologist	08/14/00
Michelle M. Hucke	Teacher	06/12/00
Mack E. Hughes	Principal	08/17/00
Laura L. Husting	Teacher	08/10/00
John S. Irish	Teacher	10/19/00
Michelle Jenkins	Teacher	08/03/00
Rodney Johnson	Teacher	08/11/00
Valerie Jostock	Teacher	08/11/00
John G. Kamps	Teacher	08/14/00
David J. Kelln	Teacher	08/03/00
Matthew Kellner	Teacher	08/13/00
Brittany E. Kempf	Teacher	08/21/00
Kimberly A. Kingma	Teacher	08/17/00
Michelle Kleiser	Teacher	08/16/00
Denni Klisch	Teacher	08/01/00

Elizabeth K. Koenig	Teacher	08/14/00
Lisa M. Kohler	Teacher	08/21/00
Sara Kolo	Teacher	08/21/00
Janice Kropp	Teacher	07/31/00
Jeffrey V. Krumbein	AP	08/04/00
Marlee A. Kuluras	Teacher	07/30/00
Edmund E. Kurth	Teacher	06/13/00
Tracy M. Laster	Teacher	07/29/00
Amy M. Lazarski	Teacher	08/21/00
Lisa R. Lechner	Teacher	08/18/00
Stefanie Leitzke	Teacher	07/28/00
Jennifer K. Lentz	Teacher	08/21/00
Inthava Manikham	Teacher	08/20/00
Melissa M. Mannion	Teacher	08/21/00
Michelle LeMieux	Teacher	08/15/00
Timothy M. Leverence	Teacher	08/04/00
Marie Lippe	Teacher	08/15/00
Natasha Lovings	Teacher	08/18/00
Joyce M. Michelstetter	Teacher	07/11/00
Jean K. Miller	Teacher	08/18/00
James T. Muehr	Teacher	08/18/00
Maureen R. Mueller	Teacher	08/06/00
Phillip N. Musickant	Teacher	08/01/00
Roger Musket	Teacher	07/24/00
Janet Neis	Teacher	08/02/00
David Nelson	Teacher	08/01/00
Michael J. Nikson	Teacher	08/03/00
Kerry Nikutta	Teacher	08/18/00
Sherri A. Murray	Teacher	08/01/00
Kelli L. Ochs	Teacher	08/10/00
Gregor Owen	Teacher	08/15/00
Amy L. Parker	Teacher	07/31/00
Denise Parzych	Teacher	08/17/00
Elizabeth J. Pesch	Teacher	08/15/00
Sara B. Polland	Teacher	08/04/00
Kimberly D. Ramsey	Teacher	08/14/00
Jennifer A. Re	Teacher	08/07/00
Kristen A. Reed	Teacher	08/11/00
Lynn A. Reesman	Teacher	08/01/00
Judy N. Reid	Teacher	06/12/00
Edward E. Richards II	Teacher	06/30/99
Amy Rohrer	Teacher	08/07/00
Stephanie R. Roland	Teacher	07/31/00
James W. Ross	Teacher	08/21/00
Jill B. Rummel	Teacher	08/15/00
Lisa J. Sarenac	Teacher	08/15/00
Thomas Schmidt	Teacher	08/21/00
Geralyn Schroeder	Teacher	08/15/00
Elizabeth Schubert	Teacher	08/01/00
Kristy Schwab	Teacher	08/01/00

James N. Shawlin	Teacher	12/19/00
Amy L. Shea	Teacher	07/30/00
Andrew Skrobis	Teacher	08/14/00
Linda G. Smith	Teacher	08/17/00
Margaret M. Smith	Psychologist	08/14/00
Angela Spearman	Teacher	07/24/00
Colleen Stapleton	Teacher	08/21/00
Jill Stange	Teacher	08/21/00
Marci B. Stanzel	Teacher	08/02/00
Roxanne D. Stephens	Teacher	08/21/00
Karen Stock	Teacher	08/11/00
Martha Tinajero	Teacher	08/21/00
Chris R. Trottier	Teacher	08/06/00
Katherine M. Truog	Teacher	07/28/00
Angela Twinde	Teacher	08/20/00
Michael R. VanPelt	Teacher	08/21/00
Scott Vincent	Teacher	08/03/00
Amy L. Vuyk	Teacher	08/15/00
Jason Ward	Teacher	08/18/00
Cynthia J. West	Teacher	08/10/00
Amy E. Wilbourne	Teacher	08/18/00
Barbara R. Wilson	Teacher`	10/25/00
Maryrose M. Wolf	Teacher	07/25/00
Heidi L. Zaner	Teacher	07/22/00
Jon B. Zeaman	Teacher	08/16/00
Diane B. Zembrosky	Teacher	08/09/00

Affirmative Action Report

The Affirmative Action Report for the month of April is attached to the agenda of your Committee's meeting. This is an informational report, and no action is required.

Committee Recommendation

That the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Action on a Recommendation to Revise Administrative Policy 8.15, Released Time for Religious Instruction

Administration's Analysis

1. MPS currently has an administrative policy regarding released time for religious instruction. While the current Administrative Policy 8.15, Released Time for Religious Instruction, has its legal reference in Section 118.155, Stats., a review of the policy by the Administration and the City Attorney's Office has revealed that reference to released time for religious instruction is also found in Section 119, Stats. This section applies to *City of the First Class*, under which the City of Milwaukee is classified.

2. The Administration is recommending revising Administrative Policy 8.15 to be congruent with State Statue 119.19, Released Time for Religious Instruction (City of the First Class). State Statue 119.19 reads as follows:

119.19 Released time for religious instruction. (1) The board may permit a pupil, with the written permission of the pupil's parent or guardian, to be absent from school for up to 180 minutes per week to obtain religious instruction outside the school during the required school period. The board shall determine periods allotted for the pupil to be absent from school for the purpose of religious instruction. Monthly, the supervisor of the religious instruction shall report the names of the pupils who attended such weekly religious instruction to the principal of the school that the pupil regularly attends. The board may withdraw permission to be absent from school if a pupil does not attend the religious instruction.

b. The board is not responsible for transporting a pupil to or from religious instruction under sub. (1).

c. The board is released from all liability for a pupil who is absent from school under sub. (1).

3. State law does not require MPS to release students for religious instruction; however, the law does grant authority to the Board to establish such a policy, if it so desires. According to an opinion from the city attorney, the district is not legally obligated to release students for religious instruction.

4. The Administration is also recommending the creation of Administrative Procedure 8.15, Released Time for Religious Instruction. The administrative procedure will provide a process to implement released time for religious instruction in accordance with the Board administrative policy and the State Statues.

Statute, MPS Policy, or Board Rule Implcation Statement

5. The recommendations are consistent with State Statue 118.155 and State Statue 119.19. A revision to Administrative Policy 8.15, Released Time for Religious Instruction, is necessary. Creation of Administrative Procedures 8.15 is recommended for approval. The revised language for the recommended policy and newly created procedure was drafted by the City Attorney's office.

Fiscal Impact Statement

6. No additional funds are required.

Implementation and Assessment Plan

7. Board-approved revisions of Administrative Policy 8.15 and the creation of Administrative Procedure 8.15 will be published in the Administrator's Bulletin and provided to principals at their monthly meeting.

The approved policy and procedures will be included in the Parent/Student Handbook on Rights and Responsibilities.

Committee Recommendations

1. That the Board approve the following revision to Administrative Policy 8.15, Released Time for Religious Instruction:

8.15: Released Time for Religious Instruction

State statutes provide that:

~~Any school board shall, without approval of the State Superintendent, permit~~ a ~~students with written permission of a parent or guardian to be absent from school at least 60 minutes but not more than 180 minutes per week to obtain religious instruction outside the school during the required school period. The supervisor of such religious instruction shall report monthly, to the principal of the school regularly attended, the names of the students who attended such weekly religious instruction. The school board may deny the privilege of released time to students who absent themselves from such religious instruction after requesting the privilege. The time period, or periods, allotted for the student to be absent from school for the purpose of religious instruction shall be determined by the school board.~~

~~Any transportation to religious instruction or from religious instruction to the public school shall be the responsibility of the parents or of the organization sponsoring the religious instruction.~~

State law provides that the Board is authorized to adopt a policy that permits students to be absent from school for the purpose of obtaining religious instruction under certain conditions. In accordance with sec. 119.19, Stats., the Board will permit a student to be absent from school during the school period for up to 180 minutes per week for the purpose of obtaining religious instruction outside the school if the principal of the school regularly attended by the student has received the written permission of the parent or guardian of the student. A principal shall approve the periods for religious instruction requested by the parent or guardian of a student so long as the student's absence does not disturb the carrying out of the educational program offered by MPS to either the student participating in the religious instruction or any other MPS students. MPS may withdraw permission to be released from school for the purpose of receiving religious instruction if the principal does not receive a monthly report from the supervisor of the religious instruction verifying that the student actually attended the religious instruction during the period of absence. The Board shall not be responsible for transporting a student to or from the religious instruction and shall not be liable for a student who is absent from school.

2. That the Board approve Administrative Procedure 8.15, Released Time for Religious Instruction, as follows:

8.15: Released Time for Religious Instruction

Section 119.19, Stats., provides that the Board may, under certain circumstances, permit MPS pupils to be released from school during school hours for the purpose of receiving religious instruction. The Board has determined that it will adopt a released-time program which will operate as follows:

a. A pupil may be released from school during school hours in order to receive religious instruction only upon the written permission of the pupil's parent or guardian.

b. All religious instruction shall take place off MPS property.

c. A pupil may not be absent from school for the purpose of receiving religious instruction for more than 180 minutes in any given school week.

d. A pupil and the pupil's parent or guardian shall, to the extent reasonably possible, schedule release time for religious instruction in such a way as to not disturb the carrying out of the educational program offered by MPS to either the pupil participating in the released time program or to any other MPS pupils. Principals are to approve the periods of absence requested by the parent or guardian of the pupil if the periods of absence meet this condition.

e. All supervisors of religious instruction shall send a monthly attendance report to the principal of the school that the pupil participating in the released time program regularly attends. Monthly attendance reports shall include the name of the participating pupil and the days and hours that the pupil attended religious instruction.

f. Principals are to send all monthly attendance reports received to the Director of the Division of Student Services. The Director may withdraw permission to be absent from school for the purpose of receiving religious instruction from any pupil who does not attend the religious instruction.

g. MPS shall remain neutral in all respects to the administration of the released-time program,and shall not afford religious groups preferential treatment, but shall allow such groups to disseminate permission slips and to disseminate and post written materials and to announce their released-time activities in the same manner that other non-school groups are permitted to do so.

h. The Board is not responsible for transporting a pupil to or from religious instruction.

i. The Board shall not be liable for any pupil who is absent from school under the released time program.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Action on a Recommendation to Approve a Lease Agreement with Mother of Perpetual Help Church for Congress School South Early Childhood and Day Care Program

Administration's Analysis

1. At its meeting of October 29, 1997, (Proc. pp. 54) the Board approved a lease agreement for the former St. Stephen Martyr School (Mother of Perpetual Help Church) to serve as an early childhood and day care center for Congress School. The lease has now expired and must be renegotiated.

2. During the past year, the Administration has been exploring the feasibility of purchasing the facility from the parish. An appraisal for the facility was completed by the parish and has been received by the Administration. At this time, the appraisal is being reviewed. During these deliberations, it will be necessary to continue leasing the facility. As a result, a new lease has been negotiated. Terms are identical to the former lease, except for an adjustment in the rental cost to account for increased operating costs. The new rental rate will now be $21,853.33.

3. The term of the lease is for one year, with an option for three (3) additional one-year periods. During this period, the Administration will continue to explore the possible acquisition of the building with parish officials.

Strategic Plan Compatibility Statement

4. The recommendation is consistent with the MPS Stretegic Plan regarding fiscal responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

5. Board Policy BG 4.08, Lease Agreements, requires that all lease agreements with annual costs in excess of $100,000 or terms longer than three years be approved by the Board.

Fiscal Impact Statement

6. Funds currently exist in the Congress School budget to cover the lease cost.

Implementation and Assessment Plan

7. Upon approval by the Board, signatures will be obtained, and the lease agreement will be executed.

Committee Recommendation

That the Board authorize the Administration to enter into a lease agreement with Mother of Perpetual Help Church (the former St. Stephen Martyr School) to house an early childhood and day care program for Congress School..

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Action on a Recommendation to Approve Inter-district (Chapter 220) Contracts

Administration's Analysis

1. On August 29, 2000, the Board approved 21 of the Suburban Inter-district Student Transfer contracts as outlined below. At the time of the August meeting, the school districts of Greendale and New Berlin had not yet returned their contracts.

Chapter 220 District	1999-2000 Contracted Seats	1999-2000 Actual Enrollment	2000-2001 Contracted Seats
Brown Deer	174	181	147
Cudahy	194	199	185
Elmbrook	364	330	377
Fox Point/Bayside	140	107	127
Franklin	360	344	360
Germantown	41	39	38
Glendale/River Hills	104	104	93
Greenfield	221	218	305
Hamilton/Sussex	95	98	95
Maple Dale/Indian Hills	80	73	71
Menomonee Falls	345	314	345
Mequon/Thiensville	204	171	171
Nicolet	127	160	131
Oak Creek/Franklin	127	100	117
St. Francis	192	194	206
Shorewood	315	297	283
South Milwaukee	352	279	361
Wauwatosa	945	740	835
West Allis/West Milw.	317	276	343
Whitefish Bay	369	307	352
Whitnall	211	175	193
Grand Total	5277	4706	5135

2. The Board requested that the Administration return with the two remaining suburban contracts by October 2000.

3. Greendale and New Berlin school districts have submitted contracts for the 2000-2001 school year as follows:

Chapter 220 District	1999-2000 Contracted Seats	1999-2000 Actual Enrollment	2000-2001 Contracted Seats
Greendale	121	123	148
New Berlin	133	114	116

Strategic Plan Compatibility Statement

4. The recommendation supports the vision, mission, and goals of the MPS Strategic Plan adopted by the Board in March 2000, to ensure that maximum educational opportunities are provided for all students to reach their highest potential.

Statute Board Policy or Rule Statement

5. The recommendation is consistent with Wisconsin State Statute 121.85(3) and MPS Administrative Policy 8.45, Public School Open Enrollment.

Fiscal Impact Statement

6. The Milwaukee Public Schools and suburban school districts receive state funding for each student who participates in the Chapter 220 Program.

Committee Recommendation

That the Board authorize the Board President to execute 2000-2001 transfer (Chapter 220) agreements for the following school districts: Greendale and New Berlin

Adopted with the roll call on the balance of the Committee reports.

(Item 6) Action on a Request to Enter into a Sole-Source Contract with CTB/McGraw-Hill for the Purchase of the Wisconsin Knowledge and Concepts Examination Essay Sub-test

Administration's Analysis

1. In the past, the Board has granted the Superintendent the authority to waive the mathematics proficiency assessment for those students who have received an advanced or proficient score on the Wisconsin Knowledge and Concepts Exam (WKCE) mathematics sub-test and to waive the writing proficiency exam for those students who received an advance or proficient score on the WKCE essay sub-test. This decision allowed tenth-graders in the classes of 2001 and 2002 an opportunity to demonstrate proficiency in mathematics and writing through the MPS performance assessments and the Wisconsin Student Assessment System (WSAS).

2. The Department of Public Instruction (DPI) has decided that this year the tenth-grade WKCE will not have an essay sub-test. Instead, DPI will administer a different, shortened version of the tenth-grade WKCE, and each high school will field test a portion of the new High School Graduation Test (HSGT). In order for the district to offer students in the class of 2003 another opportunity to demonstrate proficiency in writing as tenth-graders, the district will have to purchase the essay sub-test. CTB/McGraw-Hill, the test vendor for the WKCE, can provide an essay sub-test that will cost $48,000-$55,000.

3. On September 11, 2000, the Innovation/School Reform Committee granted the Superintendent the authority to waive the mathematics performance assessment for those students in the class of 2003 who receive an advanced or proficient score on the WKCE math sub-test, and the authority to waive the writing performance assessment for those students in the class of 2003 who receive a four or above (on a six-point rubric) on the WKCE essay sub-test.

4. In order to implement the action taken by the Innovative/School Reform Committee, the Administration is recommending approval of the sole-source purchase, not to exceed $55,000, of the WKCE essay sub-test from CTB/McGraw-Hill.

Strategic Plan Compatibility Statement

5. The recommendation supports the vision, mission, and goals of the MPS Strategic Plan adopted by the Board in March 2000, to ensure that maximum educational opportunities are provided for all students to reach their highest potential.

Statue, Board Policy or Rule Statement

6. The recommendation is consistent with Administrative Policy 7.37, Graduation and Promotional Requirements, and Administrative Policy 7.38, Assessment Program.

Fiscal Impact Statement

7. Funds for the $55,000 purchase of the WKCE essay sub-test are allocated in the Division of Research and Assessment, Title I, budget code 1-14-4-120-566-439-262000.

Implementation and Assessment

8. If the Board concurs with the request of the Administration to offer another opportunity for current tenth-grade students to demonstrate proficiency, the assessment opportunities will be:

- WKCE mathematics sub-test and essay sub-test (given in 10th grade)
- MPS mathematics and writing performance assessments (given in grades 11 and 12)
- MPS mathematics and writing portfolio process (alternative assessment available in grade 12)

Committee Recommendation

That the Board approve the sole-source purchase, not to exceed $55,000, of the Wisconsin Knowledge and Concepts (WKCE) essay sub-test from CTB/McGraw-Hill.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 7) Action on a Recommendation to Award a Sole-Source Contract with Marquette University to Implement Courses for Teachers Under the Technology Literacy Challenge Fund Grant

Administration's Analysis

1. The Administration is recommending that the Board approve the following sole-source contract for educational services to Marquette University under the Technology Literacy Challenge Fund Grant.

The Wisconsin Department of Public Instruction has awarded MPS a grant funded under the authority of the Technology Literacy Challenge Fund (PL 103-382, Title III, Part A Subpart 2 of the ESEA, CFDA No. 84.318). This grant includes subcontracting $336,000 to Marquette University (MU) to develop and implement four courses at the graduate level for MPS teachers. A Leadership Seminar for principals will focus on ways administrators can support the integration of technology into the curriculum. This contract is a continuation of a joint initiative begun in 1997.

The four courses for teachers are:

- *Using Technology for Instruction and Assessment*

  This course uses an electronic, on-line, distance (virtual) classroom and two face-to-face discussions. 100 teachers will enroll in this course. The course also includes activities that provide support for special-needs students.

- *Spinning Your Web Classroom*

  This is the next-level course that will train 15-25 teachers how to teach on-line courses. Teachers will have completed the Using Technology for Instruction and Assessment course

- *Facilitating Your Web Classroom*

  This course is a follow-up to the Spinning Your Web Classroom course providing system-wide dissemination. Through this course, 25 teachers will develop mechanisms to share ideas and collaborate regarding the integration of technology across the curriculum throughout MPS.

- *Teacher as Leader*

  This is an advanced-level course that will train 15-25 teachers how to develop and teach on-line courses. Teachers will work in conjunction with Marquette University staff to develop curriculum for integrating technology in the classroom.

2. The term of the contract will be from July 1, 2000, through June 30, 2001. Total cost of the contract is $336,000.

Strategic Plan Compatibility Statement

3. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, by using technology to support teaching and learning.

Statute Board Policy or Rules Statement

4. The recommendation is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

5. Funding will be provided through the Department of Public Instruction Technology Literacy Challenge Fund (subcontracting $336,000 to Marquette University to develop and implement three courses at the graduate level for MPS teachers).

Implementation and Assessment Plan

6. Implementation and assessment of the two Marquette courses will take place as follows:

Technology Literacy Challenge Fund Course

- *Using Technology for Instruction and Assessment:* Principals will recommend teachers and other staff for inclusion in the course. Enrollment is targeted at 100 each semester, beginning with the fall semester.
- *Spinning Your Web Classroom:* Marquette instructors and MPS staff will recommend participants who have successfully completed the first course for enrollment in this course. Enrollment is limited to 25 staff.
- *Facilitating Your Web Classroom*: Marquette instructors and MPS staff will recommend participants who have successfully completed the second course for enrollment in this course. Enrollment is limited to 50 staff.
- *Teacher as Leader*: Marquette instructors and MPS staff will recommend participants who have successfully completed the third course for enrollment in this course. Enrollment is limited to 25 staff.

Committee Recommendation

That the Board authorize the Administration to enter into a sole-source contract with Marquette University for $336,000 to implement the following courses:

- Using Technology for Instruction and Assessment
- Spinning Your Web Classroom
- Facilitating Your Web Classroom
- Teacher as Leader

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 8) Action on a Recommendation to Authorize the Creation of an Additional Position of School Secretary I in the Office of Historically Underutilized Business within the Department of Business Services

Administration's Analysis

1. The Office of Historically Utilized Business (HUB) has the responsibility to promote, monitor, and report the inclusion of minority and women-owned businesses in the contracting of goods and services for the Milwaukee Public Schools. The current office consists of one (1) Coordinator position.

2. The Neighborhood Schools Initiative has made a commitment to reflect the diversity of its community in the contracting, employment, and educational opportunities generated by the Plan. The Plan establishes key provisions for HUB participation, which include, but are not limited to, all professional services, general purchasing RFPs, bids and contracts exceeding $25,000, and all construction and construction-related contracts that exceed $50,000. To achieve the goals set forth in the Plan, the Office requires a full-time clerical position. The position will ensure that communications regarding contracting opportunities, bids, RFPs, and reporting requirements are distributed to all potential vendors and user departments.

3. Funds were allocated in the FY01 budget under membership fees. The request is to authorize the creation of the School Secretary I position and transfer $40,000 to salaries and benefits.

Strategic Plan Compatibility Statement

4. The recommendation is consistent with the Board's Strategic Plan to implement the Neighborhood Schools Plan.

Statute, Board Policy or Rule Statement

5. Board policy requires all new positions to be approved by the Board.

Fiscal Impact Statement

6. $40,000 will be transferred from the Membership Fees account (1-10-4-825-522-941-251000) to the appropriate accounts to fund the position.

Implementation and Assessment Plan

7. The Board's approval of this position will result in the ability of the HUB Office to comply with the goals and objectives outlined in the Neighborhood Schools Plan.

Committee Recommendation

That the Board authorize the creation of a School Secretary I position in the Office of Historically Underutilized Business within the Department of Business Services, and that $40,000 be transferred from Membership Fees to the appropriate accounts to fund the position.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 9) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classification indicated, effective upon assignment following approval by the Board:

5(r)	Deborah Lindsey	Director Div of Research & Assessment	Schedule IIIE, Range 12A $86,467.00
5(r)	Susan Ristow	Manager, Certificated Staffing Dept of Human Resources	Schedule III, Range 12A $86,609.14

Codes:

2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

Adopted with the roll call on the balance of the Committee reports.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 12 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director O'Neil moved to accept the reports of the Independent Hearing Panel of August 30, August 31, September 6, September 7, September 8, September 13, September 18, September 19, and September 20, 2000.

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

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—Director Hardin—1.

* * * * *

RESOLUTIONS

RESOLUTION 0001R-002

By Director Hardin :

WHEREAS, Safe schools offer positive learning climates for students, and parents and the community have identified safety as a high priority for the district; and

WHEREAS, Good data collection and analysis is essential in evaluating and improving the effectiveness of the district's disciplinary policies and practices, and the Division of Safety has earmarked $70,000 to invest to bring its data management system up to date; and

WHEREAS, Policies and procedures related to student discipline should emphasize both prevention and meaningful and effective intervention; and

WHEREAS, District policies and procedures related to student discipline should include practices that are non-discriminatory; and

WHEREAS, In order to ensure that students and parents understand their rights and responsibilities as members of the MPS community, explanations of such policies and procedures must be published in clear and concise language unburdened by bureaucratic and legalistic jargon; now, therefore, be it

RESOLVED, That a committee composed of at least two principals from each level (elementary, middle, and high school), one parent from each level, the Directors of the Divisions of School Safety and of Student Services, and three community representatives be established to review the current discipline policies and procedures; and be it

FURTHER RESOLVED ,That the committee develop recommendations for revisions to the *Parent/Student Handbook on Rights, Responsibilities and Discipline* not only to reflect any changes in policies and procedures, but also to present those policies and procedures in a format more comprehensible and user-friendly to parents and students*;* and be it

FURTHER RESOLVED, That the committee make appropriate recommendations to the Board by May 2001.

Referred to the Finance/Personnel Committee.

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The Board adjourned at 7:28 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 7:29 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

September 22, 2000

To the Members of the Board of School Directors:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held on Tuesday, September 26, 2000, immediately upon adjournment of the regular September Board meeting, scheduled to begin at 6:30 PM, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: the Administrators and Supervisors Council, Milwaukee Teachers Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (e), may retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85(1)(e), for the purpose of formulating strategies concerning collective bargaining negotiations matters.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

The Board retired to executive session at 7:29 PM.

The Board adjourned from executive session at 8:12 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 10, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 5:35 PM.

Present—Directors Braun, Dannecker, Gardner (5:41 PM), Hardin, Johnson (5:42 PM), O'Neil (5:40 PM), Spence, Werra, and President Thompson—9.

Absent—None.

The Assistant Director, Office of Board Governance read the following call of the meeting:

October 5, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 5:30 PM on Tuesday, October 10, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) receiving, considering and taking action on various Reports of the Independent Hearing Panel of the Board of School Directors, and 2) continuing performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk.

With respect to Item 1) above, pursuant to Wisconsin Statutes Section 19.85(1)(f), the Board may retire to executive session for the purpose of considering disciplinary data of specific persons, and may reconvene in open session to take action on matters considered in executive session.

With respect to Item 2) above, pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

With respect to Item 1, the Assistant Director presented eight reports of the Independent Hearing Panel of the Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of September 21, 25, 27, 28 and October 2, 2000.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Spence, Werra and President Thompson—5.

Noes—Director Hardin—1.

With respect to Item 2, Director Braun moved that the Board, pursuant to Wisconsin Statutes 19.85(1)(c), retire to executive session for the purpose of considering promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Spence, Werra and President Thompson—6.

Noes—None.

The Board retired to executive session at 5:38 PM.

The Board adjourned from executive session at 6:59 PM.

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 24, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 5:36 PM.

Present—Directors Braun, Dannecker (5:53 PM), Gardner (5:37 PM), Hardin (5:53 PM), Johnson, O'Neil (5:46 PM), Spence, Werra, and President Thompson—9.

Absent—None.

The Assistant Director, Office of Board Governance, read the following call of the meeting:

October 20, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 5:30 PM on Tuesday, October 24, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering litigation the Board is involved in with respect to 1) a personnel matter, and 2) contracts with the Roman Electric Company.

The Board, pursuant to Wisconsin Statutes Section 19.85(1)(g), may retire to executive session to confer with its legal counsel who is rendering legal advice concerning possible litigation the Board is involved with respect to 1) a personnel matter and 2) contracts with the Roman Electric Company.

With respect to the personnel matter, the Board may reconvene in open session to take action of matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Spence moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85(1)(g), to confer with its legal counsel who is rendering legal advice concerning possible litigation the Board is involved with respect to 1) a personnel matter and 2) contracts with the Roman Electric Company.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Johnson, Spence, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 5:38 PM.

Director Johnson recused himself from the portion of the meeting dealing with contracts with the Roman Electric Company and left the meeting at 5:53 PM.

The Board adjourned from executive session at 6:14 PM.

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 25, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:22 PM.

Present—Directors Braun, Gardner (6:25 PM), Johnson, Spence, Werra, and President Thompson—6.

Absent and excused—Directors Dannecker, Hardin and O'Neil—3.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

October 23, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 5:30 PM on Wednesday, October 25, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: the Administrators and Supervisors Council, Milwaukee Teachers Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

The Board, pursuant to Wisconsin Statutes Section 19.85(1)(e), may retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85(1)(e), for the purpose of formulating strategies concerning collective bargaining negotiations matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Johnson, Spence, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 6:23 PM.

The Board adjourned from executive session at 6:37 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 5:38 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra, and President Thompson—8.

Absent and excused—Director O'Neil—1.

The Assistant Director, Office of Board Governance, read the following call of the meeting:

October 26, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 5:30 PM on Tuesday, October 31, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) continuing performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk, and 2) considering and possibly taking action on amendments to the compensation and salary review sections of the employment agreements between the Board of School Directors and the Superintendent and the Director, Office of Board Governance/Board Clerk.

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance/Board Clerk. The Board may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85(1)(c), for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra, and President Thompson—8.

Noes—None.

The Board retired to executive session at 5:40 PM.

The Board adjourned from executive session at 6:35 PM.

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:47 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra, and President Thompson—8.

Absent and excused—Director O'Neil—1.

AWARDS AND COMMENDATIONS

Excellence In Education Award

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Aqeel Saahir
Community Volunteer
Walker International Middle School

Mr. Aqeel Saahir is being recognized for his volunteer service at Walker International Middle School through the Volunteers in Service to America, VISTA, program. Mr. Saahir volunteers at Walker during the school day and in the evening at the school's Community Learning Center.

Walker's chess program and Mr. Saahir's efforts were featured in a recent article in the *Milwaukee Journal Sentinel*. Due to Mr. Saahir's initiative and enthusiasm, chess has really caught on at Walker, and the program has enjoyed much success. Mr. Saahir, who was instrumental in establishing a chess club at the school last year, encourages students to play chess during the school's lunch periods. Mr. Saahir sets up chessboards for students to play during their lunch breaks. It is common to see about 20 students playing chess during any one of Walker's six lunch periods. That translates into about 120 students each day.

In its first year, Walker's 15-member chess team won second place in the Milwaukee-area chess tournament, outperforming many other Milwaukee and suburban schools. This school year, the chess club has grown to 40 members. In the *Milwaukee Journal Sentinel* article, Mr. Saahir said that chess "helps students to think. It helps them plan in advance. It teaches discipline."

Walker's principal, Ms. Susan Apps, praised Mr. Saahir's work at the school. He is very patient teaching beginners, while being a tough and challenging coach for the more advanced players. The students respect and obey him; he, in turn, shows much respect for the students.

Mr. Saahir is promoting the chess program outside the school walls as well to provide more varied experiences for the students. He has recruited and arranged to have adults from the community, including senior citizens, come in to challenge the students. The response has been great.

The Milwaukee Board of School Directors and the entire school community recognize Mr. Aqeel Saahir for his outstanding service, for his enthusiasm and energy, and for his dedication to the students of the Milwaukee Public Schools and the entire Milwaukee community.

Other Awards and Commendations

STUDENTS

Stephanie Behrens, Morgan Lange, Jamie Sanders, and Shannon Poth, students at the Milwaukee German Immersion School, competed in the North American Hershey Track Meet in Hershey, Pennsylvania, in mid-August after taking first place in the state meet in July. They were coached by Richard Bersch, physical education teacher at the school and summertime coach.

The Hershey Track Meets are organized in every state and in Canada. Entrants are placed into three age groups — 9-10, 11-12, 13-14. Males and females compete separately. The German Immersion girls in the 9-10 age group ran August 12 and finished fourth among eight regions.

Caitlin Brennan and Elizabeth Leonhardt, seniors at Rufus King School for the College Bound, and Hannah Nolan-Spohn, a senior at Riverside University High School, have been named as Semifinalists in the 46th annual National Merit Scholarship Program. These academically talented high school seniors now have an opportunity to advance in the competition for about 7,900 Merit scholarship awards to be offered in the spring of 2001.

Andrew Jones, Samuel Leichtling, Jonathan Nook and Kathleen Sheridan, seniors at Rufus King High School, and Matthew D. Connell, a senior at Juneau Business High School, have been named Commended Students in the 2001 National Merit Scholarship Program. These students are receiving Letters of Commendation from the school and the National Merit Scholarship Corporation in recognition of their achievement.

Walter Patterson, Jeffrey Smith, and Christopher Swope, seniors at Rufus King School for the College Bound, were also commended in the 2001 Achievement Program. Commended students have demonstrated outstanding academic potential by their performance in the very competitive Merit Program. Some 34,000 Commended Students throughout the nation are being recognized for their exceptional academic promise.

The following African American students have been selected as semifinalists in the 37th annual 2001 National Achievement Scholarship competition: Mari Marshall, a senior at Rufus King School for the College Bound; Erica Orton, a senior at Milwaukee High School of the Arts; and Skylr Glover, a senior at Milwaukee Trade & Technical High School.

Honest Vang, a first-grade pupil at Wisconsin Avenue Elementary School, has been chosen to serve as a model for one of four life-size bronze figures of ethnically diverse children as part of the West Side's Millennium Art Project. The figures, walking along the top of a 20-foot curved brick wall, will be located at a triangular green spot on North 37th Street and West Wisconsin Avenue. The wall will support a relief of neighborhood architecture. The project, under the direction of artist Eric Bome, will be unveiled in the fall of 2000.

Ryan Hazelwood, Romarcus Jones, Tobias Kaemmerer, Forest McKenzie and Joe Sanders, members of the Milwaukee High School of the Arts Jazz Lab Combo, returned on July 17 after an 11-day concert tour of Germany and Holland. MHSA teacher Clifford Gribble directs them. They were one of two high school jazz combos selected world wide to perform at the festival. The tour culminated with performances at the 25th North Sea Jazz Festival in the Netherlands Congress Center in the Hague. It is one of the largest and most respected jazz festivals in the world.

The following students were honored at the 8th Annual Celebration of Art Reception sponsored by the School of Education and the School of Education Constituent Alumni Association and held at the University of Wisconsin-Milwaukee on Wednesday, October 18th:

Darin Algee, Garfield Elementary
Dominique Arnold, Franklin Elementary
Mercell Bennett, Sarah Scott
Emma Biedrzycki, Elm Creative Arts
Nicole Brzezinski, Goodrich Elementary
Joshua Burgos, Wisconsin Conservatory of Lifelong Learning
Zaccheaus Burton, Marshall High
Paphoua Chang, Emerson Elementary
Nadya Diaz, Oliver Wendell Holmes
Raphael Diaz, Auer Ave. Elementary
Larrenzo Downey, LaFollette Elementary
Laquita Dudley, Elm Creative Arts
Faith Echols, Parkview Elementary
Brittney Edwards, Parkview Elementary
Tracy Fitzgerald, Fritsche Middle
Joseph Grundy, Wisconsin Conservatory of Lifelong Learning
Hector Heredia, Jr., Stuart Elementary
Jutoria Jackson, Auer Ave. Elementary
Nyoming Jacocks-Long, Fritsche Middle
Brittany Jefferson, Franklin Elementary
Michael Knox, Urban Waldorf
Dominique Larkin, Dover St. Elementary
Yong Lee, Marshall High
Vang Meng Lor, Juneau High
Angela Miceli, Fritsche Middle
Brian Mitchell, Parkview Elementary
Jose Montes, Walker International Middle
Amber Nash, Granville Elementary
Keilah Nash, Cass St. Elementary
Karina Orozco, Cass St. Elementary
Maritz Pallo, Milwaukee Spanish Immersion
Reggie Pickett, Marshall High
Nora Rasman, Rufus King High
Anagabriel Rodriguez, Doerfler Elementary
Justin Salmon, Dover St. Elementary
Luis Santillan, Oliver Wendell Holmes
Anitra Savage, Garfield Ave. Elementary
Audrey Scott, Elm Creative Arts
Amelia Sujecki, Fairview Elementary
Xee Vang, Fritsche Middle
Farrell Westmoreland, Marshall High
Kenethdra Whitaker, Wheatley Elementary
April Williams, Browning Elementary
Carolyn Williams, Cass St. Elementary
Lashana Winters, Wheatley Elementary
Alison Worman, 53rd St. Elementary
Taylor Ziervogel, Hawthorne Elementary
Jennifer Zuelke, 53rd St. Elementary

Joshua Langoehr and Mei Lyn Vang, students at Audubon Middle school, and Chris Gorski and Byron Jordan, students at Roosevelt Middle School of the Arts, were chosen to be active participants in the live October 17th broadcast of "Safe Passages: Voices from the Middle School: A Choices and Consequences

Special," which was moderated by Court TV's Catherine Crier and NBC's Al Roker. This program explored the myth that early adolescence is a safe and innocent time of life and looked at the world as kids experience it, discussing gossip, ridicule, and the struggle to grow up in today's society.

SCHOOLS

Congress South Extended-Year Early Childhood Center has been selected to present a Wisconsin School Fair Exhibit at the 2001 WASB-WASDA-WASBO State Education Convention and Exhibit Show in January. With more than 3,000 educational leaders attending the convention, it is an exciting opportunity for Congress to share the district's program with colleagues.

Auer Avenue Elementary School was awarded $26,000 to build a safe playground for students. KaBOOM!, a national nonprofit that brings together community organizations and businesses to develop safe playgrounds, sponsors the annual Challenge Grant program. On November 11, teachers, parents, students, and community neighbors will come together to build the playground.

Riverside University High School was featured nationally on PBS on September 29, 2000, on the program "Inside the Box." It featured Riverside students, teachers, administrators, parents, and community supporters openly and candidly discussing issues associated with urban education. Riverside was selected by PBS for the project after PBS did a search of public high schools throughout the nation. It found Riverside to be the best example of a racially and economically diverse school that held high aspiration for its students.

Rufus King High School for the College Bound, Bay View High School, and LaFollette Elementary School were featured as part of a national educational special hosted by Tom Brokaw that aired on NBC on October 29, 2000. The program, which resulted from more than one year of research by NBC, focused on Milwaukee as "ground zero" for experimentation and innovation in education reform. The special looked at the wide array of educational options available in Milwaukee. Reporters and producers spent hundreds of hours at the schools over the course of more than a year, speaking with students, staff, parents, and principals.

A. E. Burdick Elementary School students, under the direction of teachers Steve Warfel and Gloria Gall, have created a papier-maché sculpture of a symphonic orchestra. This work of art, which measures 6-1/2 feet by 9-1/2 feet, depicts musicians playing violins, trumpets, and trombones, led by a tuxedoed conductor. This project is the result of an energetic, moving, yearlong student project. It was on display at the Marcus Center for the Performing Arts through October 19.

The Kellogg Company will join Milwaukee Public Schools in presenting Ernest Hemingway's The Old Man and the Sea to 1000 sixth- and seventh-grade students. Starring Spencer Tracy, the film was shown on Thursday, September 28, at Milwaukee's Oriental Theatre. "Classics for Kids" seeks to encourage young people to read as they view movies based on particular books. With teaching guides provided, the program is designed to be a useful tool for educators to reach and motivate students to read. Classics for Kids provides students and teachers with a multimedia immersion experience that integrates all of the English language arts and exposes urban students to classics literature through the genre of film.

As the 2000 presidential election approaches, hundreds of the MPS elementary, middle, and high school students will be participating in mock elections, including Kids Vote 2000, E-Vote 2000, and First Vote. Students will have the opportunity to vote for the presidential candidates of their choice — just as in a real election. They will be able to experience first-hand the election process and compare their results with those of other schools who are participating in these mock elections and with actual national election results.

STAFF

John Holmes, a 12th-grade video production teacher at Marshall High School, has been named to the National Faculty of Turner Learning for the 2000-01 school year. Each year, Turner Learning, the educational division of Turner Broadcasting System, selects a group of educators to provide the expertise gathered from their classroom experiences to develop more effective programs, answer questions about

Turner Learning's educational offerings at shows and conferences, and help other educators integrate technology into their classrooms. Faculty members are selected from all over the nation, based on their exemplary use of technological and educational resources.

Debra Zender-Alexander, a teacher at Richard Kluge Elementary School, has been recognized for her teaching excellence in the sixth edition of *Who's Who Among American's Teachers 2000*. This is an honor reserved for teachers selected by one or more of their former students who themselves have been distinguished by being listed in either *Who's Who Among American High School Students* or *The National Dean's List*.

Barbara Koenig, a teacher at Hamilton High School, was one of 600 educators selected from thousands of applicants in the United States to receive a Fulbright Memorial Fund Fellowship to study in Japan in October. The Fulbright Memorial Fund Teacher Program was established in 1996 by the government of Japan to commemorate the 50th anniversary of the Fulbright Program, which was established by the late Senator J. William Fulbright. The purpose of this program is to promote greater understanding between the United States and Japan.

Erico Ortiz, assistant principal at Metropolitan High school, received the 2000 Vatican II Award for Distinguished Service in Liturgy during a special prayer service at the Archbishop Cousins Catholic Center on September 14. Archbishop Rembert G. Weakland, O.S.B., recognized Ortiz, a pioneer in the multicultural liturgy, for his work to open the liturgy to many ethnic groups. Ortiz has incorporated Spanish, English, Gospel, Lao, and Hmong into the Mass and other prayer services.

Dr. James R. Kroll, guidance director at Rufus King High School for the College Bound, received a scholarship to attend an Insurance Education Institute for High School Teachers at the College of Insurance in New York City this summer. The curriculum includes instruction in all lines of insurance, how the insurance business works, and how to teach insurance effectively to teenagers. The goal is to improve the understanding of insurance and its role in society through the education of teachers and students.

The School of Education of the University of Wisconsin recognized distinguished alumni at its Fourth Annual Alumni Awards Recognition Dinner, which was held on Saturday, October 28. One of this year's distinguished award recipients was Ralph Bronner, who taught at John Muir Middle School for 32 years and served on the board of the MTEA for 28 years. Lisa Mosier, kindergarten teacher at Starms Early Childhood Center, received an Alumni Achievement Award, and Patrick Driscoll, retired MPS principal, received the Spirit of UWM award.

Mary Parsons and Cynthia Page, teachers at Neeskara Elementary School, are recipients of the Wisconsin Cable Communications Association Awards. They were presented with a monetary award for $750, while their school received a 25" color television. They were chosen from a pool of entries submitted from educators across Wisconsin. Entries were judged on the quality of the program, the use of "Cable in the Classroom" programming, and the content of the lessons taught.

The Milwaukee Board of School Directors received the Government Finance Officers Association of the United States and Canada' Certificate of Achievement for Excellence in Financial Reporting for its comprehensive annual financial report. This award was presented to Finance Director Michelle Nate. The certificate of achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of September 26, 2000, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

In accordance with established procedures, I present the following claim:

> Notice of Claim for Damages filed against Milwaukee Public Schools by Jacqueline L. Wheeler, attorney, on behalf of Jerry Evans for damages resulting from an alleged injury sustained by him at Milwaukee Trade & Technical High School on February 2, 2000.

Claim is being made in the sum of $15,000 plus special damages.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that this claim be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claim and place it on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimant a period of six months in which to bring suit, if he so desires.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

(above-mentioned documents attached to the minutes of the meeting)

On the motion of Director Braun, the claim was disallowed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra and President Thompson—8.

Noes—None.

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

(Item A) Suspension of Board Rule 1.02(1) and Rescheduling of the Regular December 2000 Board Meeting

TO THE BOARD OF SCHOOL DIRECTORS:

Board Rule 1.02(1) provides that the regular meetings of the Board shall be held on the last Tuesday of each month.

Under the provisions of this Rule, the December Board meeting would be held during winter recess on December 26.

It is recommended that the Board suspend Board Rule 1.02(1) and change the date of the meeting to Tuesday, December 19, 2000.

SUZANNE M. LUNDIN
Director/Board Clerk

Director Hardin moved to suspend Board Rule 1.02 (1) and reschedule the meeting to December 19, 2000.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra and President Thompson—8.

Noes—None.

* * * * *

(Item B) Action on a Recommendation to Approve a Charter School Contract with Highland Community School as a Non-instrumentality of the District

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on February 14, 1996, the Board granted the proposal of Highland Community School to become a charter school as a non-instrumentality of MPS. Contract negotiations resulted in an approved contract which established Highland Community School as an MPS non-instrumentality charter school. The original contract, approved on June 27, 1996, has been followed by subsequent contracts approved on August 1, 1998, and August 1, 1999.

A new contract has been negotiated. A summary of the contract is reproduced below, and a copy of the full contract has been sent to Board members under separate cover.

It is the recommendation of the Office of Board Governance that the Board approve this charter school contract with Highland Community School as a non-instrumentality of the Board.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

SUMMARY OF
CHARTER SCHOOL CONTRACT
BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND HIGHLAND COMMUNITY SCHOOL

Summary:

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would replace the existing Highland Community School contract for this MPS Non-Instrumentality Charter School. The Board President, the Director of the Office of Board Governance, and the Superintendent would be authorized to execute the following terms and conditions of this contract:

- The Charter School shall be operated under the authority of the Executive Director. Administrative matters and delivery of the educational programming will be the responsibility of the Executive Director.

- The Charter School shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in the establish Highland Community School charter school proposal.
- The Charter School shall administer and adhere to all MPS district-wide performance measures, Tier-1 Accountability measures, and proficiency measures as do non-chartered MPS middle schools, unless the charter school submits and receives Board approval for an alternate assessment plan.
- The Charter School shall submit an annual Academic Achievement report and will be held accountable for meeting at least five of the six performance criteria as outlined in the contract.
- The Charter School may be eligible to receive Title I funds through the district and will be subject to all related federal and district regulations and policies.
- Personnel of the Charter School shall not be district employees. All Instructional staff members shall hold licenses or permits to teach issued by DPI.
- All background checks will be completed through MPS Departments.
- The Charter School will be a voluntary program and shall abide by all MPS policies and procedures for pupil admission.
- The Charter School shall maintain pupil database information and strive to maintain ethnic diversity, special education programs, and specialty program offerings.
- Charter School shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.
- MPS will have the authority to request information and reports as needed from the Charter School.
- The Charter School shall pay an annual Administrative Fee of not more than 3% to reimburse the Board for the costs of administering the charter school contract.
- While the Charter School is exempt from most Wisconsin Statutes 115 through 121, the contract does list statutes which the charter school agrees to follow.
- The Charter School is also exempt from Board policies and procedures, with the exception of those policies and procedures specified in the contract.
- The Charter School shall operate under an operating budget to be approved by the Board and attached as Appendix E within 30 days from the contract signing.
- Charter School recognizes that as the Local Education Agency (LEA), MPS has the authority to direct charter school to perform all mandated activities or corrective actions necessary to comply with LEA related state and federal laws, codes, rules and regulations.
- The contract guarantees the Charter School annual funding on a per pupil basis equal to the rate provided by the state to non-MPS charter schools.
- Categorical aid funding is not specified in the contract, but may be received and spent by establish Highland Community School in addition to the district allocation.
- The Charter School has the authority to apply for grants so long as such grants do not conflict with MPS grant applications or are not funded in whole or in part by MPS.

- The Contract specifies a term of five school years, commencing with the 2000-2001 school year, and ending on the last regularly scheduled school day of the 2004-2005 school year.
- The Contract provides for the Board to renegotiate terms and conditions of the contract at any time during the term.
- The Contract allows for both parties to agree to terminate the contract, or for the Board to terminate the contract for the following reasons:
  - — Board determines that Charter School violated this Contract; or
  - — Board determines that pupils enrolled in Charter School have failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats. or the academic performance criteria established by Board; or
  - — Board determines that Charter School has failed to comply with school-based governance financial standards; or
  - — Board determines that Charter School has violated sec. 118.40, Stats.; or
  - — Board determines that Charter School and the Board are not able to agree to modifications of this Contract.
- In the event that the contract is terminated, all legal associations between the Board and Charter School shall be severed.

Director Braun moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

* * * * *

(Item C) Action on a Recommendation to Approve a Charter School Contract with Milwaukee Leadership Training Center as a Non-instrumentality of the District

TO THE BOARD OF SCHOOL DIRECTORS:

At its regular meeting on January 25, 2000, the Board granted the proposal of Milwaukee Leadership Training Center, Inc., to become a charter school as a non-instrumentality of MPS and directed the Office of Board Governance, in consultation with the Superintendent and the City Attorney, to commence the negotiation of a contract with Milwaukee Leadership Training Center, Inc., and to submit the contract for Board approval.

Negotiations have now been concluded. A summary of the contract is reproduced below, and a copy of the full contract has been sent to Board members under separate cover.

It is the recommendation of the Office of Board Governance that the Board approve the charter school contract with Milwaukee Leadership Training Center, Inc., as a non-instrumentality of the Board.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

SUMMARY OF
CHARTER SCHOOL CONTRACT
BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND MILWAUKEE LEADERSHIP TRAINING CENTER

Summary:

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would establish Milwaukee Leadership Training Center, Inc. as an MPS Non-Instrumentality Charter School. The Board President, the Director of the Office of Board Governance, and the Superintendent would be authorized to execute the following terms and conditions of this contract:

- The Charter School shall be operated under the authority of the Director. Administrative matters and delivery of the educational programming will be the responsibility of the Director.
- The Charter School shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in the establish Milwaukee Leadership Training Center, Inc. charter school proposal.
- The Charter School shall administer and adhere to all MPS district-wide performance measures, Tier-1 Accountability measures, and proficiency measures as do non-chartered MPS middle schools, unless the charter school submits and receives Board approval for an alternate assessment plan.
- The Charter School shall submit an annual Academic Achievement report and will be held accountable for meeting at least five of the six performance criteria as outlined in the contract.
- The Charter School may be eligible to receive Title I funds through the district and will be subject to all related federal and district regulations and policies.
- Personnel of the Charter School shall not be district employees. All Instructional staff members shall hold licenses or permits to teach issued by DPI.
- All background checks will be completed through MPS Departments.
- The Charter School will be a voluntary program and shall abide by all MPS policies and procedures for pupil admission.
- The Charter School shall maintain pupil database information and strive to maintain ethnic diversity, special education programs, and specialty program offerings.
- Charter School shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.
- MPS will have the authority to request information and reports as needed from the Charter School.
- The Charter School shall pay an annual Administrative Fee of not more than 3% to reimburse the Board for the costs of administering the charter school contract.
- While the Charter School is exempt from most Wisconsin Statutes 115 through 121, the contract does list statutes which the charter school agrees to follow.
- The Charter School is also exempt from Board policies and procedures, with the exception of those policies and procedures specified in the contract.

- The Charter School shall operate under an operating budget to be approved by the Board and attached as Appendix D within 30 days from the contract signing.
- Charter School recognizes that as the Local Education Agency (LEA), MPS has the authority to direct charter school to perform all mandated activities or corrective actions necessary to comply with LEA related state and federal laws, codes, rules and regulations.
- The contract guarantees the Charter School annual funding on a per pupil basis equal to the rate provided by the state to non-MPS charter schools.
- Categorical aid funding is not specified in the contract, but may be received and spent by establish Milwaukee Leadership Training Center, Inc. in addition to the district allocation.
- The Charter School has the authority to apply for grants so long as such grants do not conflict with MPS grant applications or are not funded in whole or in part by MPS.
- The Contract specifies a term of four and one-half school years, commencing with the spring semester of 2000-2001, and ending on the last regularly scheduled school day of the 2004-2005 school year.
- The Contract provides for the Board to renegotiate terms and conditions of the contract at any time during the term.
- The Contract allows for both parties to agree to terminate the contract, or for the Board to terminate the contract for the following reasons:
  - — Board determines that Charter School violated this Contract; or
  - — Board determines that pupils enrolled in Charter School have failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats. or the academic performance criteria established by Board; or
  - — Board determines that Charter School has failed to comply with school-based governance financial standards; or
  - — Board determines that Charter School has violated sec. 118.40, Stats.; or
  - — Board determines that Charter School and the Board are not able to agree to modifications of this Contract.
- In the event that the contract is terminated, all legal associations between the Board and Charter School shall be severed.

Director Johnson moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

* * * * *

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND THE DIRECTOR, OFFICE OF BOARD GOVERNANCE/BOARD CLERK

(Item A) Action on a Request for an Extension of the Contract with Quarles and Brady for Services Connected with the Neighborhood Schools Project

TO THE BOARD OF SCHOOL DIRECTORS:

At its January 12, 2000, meeting, the Board authorized the Administration to engage contractors to assist in the development of the Neighborhood Schools Plan and provided funding for such assistance.

One of the contractors engaged to assist in the development of the Plan was the law firm of Quarles and Brady.

The Plan was approved by the Board on August 24, 2000, and by the Legislature's Joint Finance Committee at the end of September.

It now appears that the continuing services of Quarles and Brady will be needed as the district moves ahead with the implementation of the plan. The FY2001 Budget Amendment Item (Report of the Finance/Personnel Committee, Item 10) before the Board this evening provides $250,000 for implementation costs for the Neighborhood Schools Plan.

It is therefore recommended that the Board authorize an extension of the contract with Quarles and Brady to assist in the implementation of the Neighborhood Schools Plan, in an amount not to exceed $150,000.

SPENCE KORTE
Superintendent of Schools

SUZANNE M. LUNDIN
Director, Office of Board Governance/Board Clerk

Director Spence moved that the Board authorize an extension of the contract with Quarles and Brady to assist in the implementation of the Neighborhood Schools Plan, in an amount not to exceed $150,000.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—None.

Temporarily absent—Director Hardin—1.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Innovation/School Reform Committee, Item 1 (balanced assessment system);
Innovation/School Reform Committee, Item 2 (MPS serving as the local education agency for charter schools);
Finance/Personnel Committee, Item 1 (monthly finance and facilites matters);
Finance/Personnel Committee, Item 5 (report on attendance area modifications);
Finance/Personnel Committee, Item 6 (establishment of transportation regions for middle and Montessori schools); and
Finance/Personnel Committee, Item 13 (purchase of longitudinal assessment materials).

On the motion of Director Braun, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra and President Thompson—8.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Action on a Balanced Assessment System, Amending Administrative Policy 7.38, Assessment Program

Background

1. At its meeting on May 30, 2000, the Board of School Directors adopted new promotion and graduation requirements in order to align district requirements with the provisions of 1999 Wisconsin Act 9. The changes to Policy 7.37, Graduation Requirements and Benchmarks by Grade Level, relate directly to district standards, fourth- and eighth-grade promotion requirements, and high school graduation requirements. A matrix for the fourth- and eighth-grade promotion requirements and a matrix for high school graduation requirements are included in the attachments to the minutes of your committee's meeting.

2. Also at the May 30, 2000, Board meeting, the Administration submitted a recommendation to adopt the MPS Balanced Assessment System and revisions to Policy 7.38, Assessment Program. Policy 7.38 was adopted as a proposal, but the Board requested that that the Balanced Assessment System be reviewed and analyzed by MPS schools, including School Governance Councils, for final action by the Board no later than November 2000. Since that time, the proposed Balanced Assessment System has been under review and analysis.

3. Although revisions to the district's assessment program were not approved at the May 30 Board meeting, the adopted changes in Policy 7.37 contain aspects of the proposed Balanced Assessment System. Specifically, the adopted fourth-grade and eighth-grade promotion policy and the revised high school graduation policy include three criteria from the proposed Balanced Assessment System:

- Classroom assessments
- Growth in student achievement
- State assessments

Administration's Analysis

4. The Administration's analysis is based in part on:

- The *Review of the MPS Assessment Plan* conducted by Audit Services. (Spring 2000)
- Wisconsin Center for Education Research consultations, funded by the Joyce Foundation and Bader Foundation (Ongoing)
- Board-approved MPS Strategic Plan (March 2000)
- 1999 Wisconsin Act 9 (December 1999)
- *Assessment In The Milwaukee Public Schools: A Review and Evaluation in Light of the Principles and Indicators for Student Assessment Systems of the National Forum on Assessment*, authored by Monty Neill (February 1998)
- Council of the Great City Schools' *Report on Strengthening the Milwaukee Public Schools: Interim Report of the External Team on Research and Assessment* (December 1999)
- *Research Review of Standardized Testing in the Early Grades*, compiled by Wisconsin Center for Education Research under the direction of William H. Clune, Co-Director, Professor Emeritus (July 2000)
- Discussion groups facilitated by the Division of Research and Assessment between November 1999 and May 2000 with K-12 representation, including principals, assistant principals, teachers, learning coordinators, assessment coordinators, Central Service administrators, and parent and community representatives from School Governance Councils.
- Work groups of the district's Standards and Assessment Committee convened during July, August, and September of 2000 by Deputy Superintendent Jacqueline Patterson. These work groups participated in generating ideas on how to improve the Balanced Assessment System proposal. Like the discussion groups facilitated in the Spring of 2000, representation was K-12, but the summer groups also included teachers and community members who expressed their concerns with and interest in the May 2000 proposal.
- Required principals' meeting on September 6, 2000, to share information regarding the Administration's proposal and to review options for the proposed assessment system. The principals made written and verbal suggestions on the proposed Balanced Assessment System.
- School Governance Council and building staff input obtained by principals during the month of September.

5. The Proposed Balanced Assessment System

The Administration is recommending excellence for all through a focus on quality teaching, continuous monitoring, and balanced assessments. The major goals of the Balanced Assessment System are:

- Establish K-12 continuity in assessments

- Enrich instructional practices
- Incorporate performance assessments into everyday classroom assessments
- Measure growth in student achievement
- Align assessments with standards and instruction
- Facilitate early diagnosis and intervention in literacy of young children
- Provide assessments with high technical rigor that are recognized on a national level
- Prepare students for state assessments
- Provide students, teachers, administrators, and parents with relevant and timely information regarding student achievement and program/policy effectiveness
- Establish a longitudinal assessment system that will enable staff to monitor, in a highly reliable manner, individual student progress from kindergarten through grade 12
- Address the diverse needs of students
- Provide to students multiple opportunities for meeting fourth- and eighth-grade promotion requirements and high school graduation requirements
- Align MPS policies and state policies
- Coordinate common district assessments for state, federal, and community accountability

6. The proposed MPS Balanced Assessment System contains three essential components: diagnostic early literacy assessments, longitudinal assessments of student growth, and classroom assessments. The assessments will all be based on standards adopted by the district. Quality assessments at both the classroom and district levels that are linked to standards will be an integral part of the teaching and learning process.

a. Diagnostic Literacy Assessments — The district assessment for early childhood literacy will be an assessment measure standardized throughout the district. The two purposes of this diagnostic literacy assessment will be to improve teaching and learning and to inform parents and educators of students' literacy status. The assessment tool will be developmentally appropriate, and the data generated will not be used in a high-stakes manner. Assessments will be scheduled in reading and writing for students in K5 through grade 2. The Administration plans to make a recommendation in December 2000 regarding a specific assessment and vendor. It is anticipated that staff development will begin in January 2001 for implementation in the fall of 2001.

Diagnostic Literacy Assessments	
Reading	K5-2
Writing	K5-2

b. Longitudinal Assessments of Student Growth — The district longitudinal assessment process will measure growth in student achievement by using standardized assessments which will be aligned with district-adopted standards and yield scale scores similar to those of the state-required Wisconsin Knowledge and Concepts Exam (WKCE). The longitudinal assessments will be administered once a year.

Although these assessments are primarily summative in nature, data from the assessments will be used in ongoing conversations regarding curriculum evaluation and instructional planning for individual students and for classrooms. Specialized, value-added data analyses will inform students, parents, school sites, the district, and the general public about learning gains over a given period of time. Gains data from these assessments will also be used for individual student accountability, as per promotion/graduation requirements outlined in Policy 7.37, adopted by the Board in May 2000.

MPS Longitudinal Assessments of Student Growth:

Reading	Grades 3-10 (includes WKCE in grades 4, 8, & 10)
English/Language Arts	Grades 3-10 (includes WKCE in grades 4, 8, & 10)
Mathematics	Grades 3-10 (includes WKCE in grades 4, 8, & 10)

The Administration has given serious consideration to two different vendors for the district's longitudinal assessment needs: Northwest Evaluation Association (NWEA) and CTB McGraw-Hill offer assessment instruments that may be used longitudinally to measure student growth. Both vendors offer the district distinct advantages. The Administration is analyzing which vendor/product/service will better meet the specific needs of the district for the longitudinal assessments of student growth. If the recommended changes to Policy 7.38, Assessment Program, are approved by the Innovative/School Reform Committee, the Administration will recommend a sole-source contractor to the Finance/Personnel Committee on October 24, 2000.

c. Classroom Assessments — The school-site classroom assessments, which will be ongoing and conducted by the teacher under the guidance of the district, will be primarily formative in nature and will be especially useful as teaching and learning tools, assisting teachers to make classroom-level decisions. The school sites, with assistance from the district, will record the results of these required assessments; this information will be used for individual student accountability as part of the promotion and graduation policy revisions approved by the Board in May 2000. A description of the MPS classroom assessments is included in the attachments.

MPS Classroom Assessments:

Reading	Grades K-8
Writing	Grades K-8
English/Language Arts	Grades K-12
Mathematics	Grades K-12
Science	Grades K-12
Social Studies	Grades K-12

Teacher teams, under the direction of the curriculum specialists and in cooperation with the Division of Research and Assessment, are in the process of developing the specifics of the classroom assessments based on standards. Some information has already been distributed to schools, and the Department of Technology is developing a centralized database that will be used to record the classroom assessment information for the promotion and graduation requirements.

7. Staff development will be critical to the implementation of all three facets of the proposed MPS Balanced Assessment System. Under the direction of the curriculum specialists, staff development for the classroom assessment component is already underway for teachers most directly affected in 2000-2001. Staff development is also planned for the administration of standardized assessments, integrating results from standardized assessments in classroom instruction, and on the administration and use of data from a diagnostic literacy assessment.

8. Depending upon Board action on the proposed Balanced Assessment System, the MPS accountability system will also need major modification. The Administration plans to bring a recommendation to the Board in the Spring of 2001 for a refined MPS accountability system. Modification to the accountability system will require significant involvement of all stakeholders, including parents, community members, school staff, and Central Services staff.

Strategic Plan Compatibility Statement

9. The recommendations are compatible with the MPS Strategic Plan Goal #1, Student Achievement. In particular, the Balanced Assessment System matches stated criteria to measure success: (1) *progress in improving student achievement will be measured based on a set of the most meaningful student achievement measures specifically designed to measure the academic* growth *of students over a designated period of time (MPS's value-added), and* (2) *measures will include results of the third-grade Wisconsin Reading Comprehension Test; the fourth-, eighth-, and tenth-grade Wisconsin Student Assessment System tests; and the MPS or state-mandated graduation proficiency exams.*

Statute, Board Policy or Rule Statement

10. Approval of the Administration's recommendations will require revisions to Administrative Policy 7.38 and 7.37. Board action on the recommendations may require a review of other related administrative polices.

Fiscal Impact Statement

11. Longitudinal assessments are included as a chargeback in the FY01 budget for the Division of Research and Assessment, measurement materials, budget code 1-10-4-786-566-439-262000. It is anticipated that the cost will not exceed $600,000 in FY01, while costs in FY02, FY03, and future budgets are expected to reflect slight inflationary increases.

12. Diagnostic literacy assessments are included as a chargeback in the FY01 budget for the Division of Research and Assessment, measurement materials, budget code, 1-10-4-786-566-439-262000. It is anticipated that the cost will not exceed $210,000. Future costs would be based on needs for replacement or additional materials.

13. The Department of Educational Services, the Division of Curriculum and Instruction, the Office of Research and Assessment, and the Department of Technology will provide staff development for the Balanced Assessment System, guidance and support for the implementation of the classroom assessments, the Curriculum Design Assistant, and a centralized data recording and retrieval system.

Implementation and Assessment

14. TIMELINE

Curriculum Design Assistant provides information for teachers on all aspects of Balanced Assessment System ..... Fall 2000

Start staff development of classroom assessments based on standards ..... Fall 2000

Inform second- and sixth-grade parents and students of the new promotion policy ..... Fall 2000

Inform ninth-grade parents and students of the new graduation policy ..... Fall 2000

Implement centralized electronic data base to record classroom assessments based on standards ..... Fall 2000

Recommendation to Finance/Personnel Committee on vendor for longitudinal assessments ..... October 2000

Start staff development for longitudinal assessments of student growth ..... November 2000

Recommendation to Finance/Personnel Committee on vendor for diagnostic literacy assessments ..... December 2000

Recommendation to the Board on an operational definition of MPS longitudinal assessments of student growth ..... January 2001

Start staff development on diagnostic literacy assessment ..... January 2001

Recommendation to the Board on assessment ethics policy ..... January 2001

District and State assessments — establish baseline data for MPS longitudinal assessments of student growth ..... Spring 2001

Recommendation to the Board on the refined MPS accountability system ..... Spring 2001

Administration's Recommendations

The Administration recommended:

Recommendation 1: That the Board approve the following changes to Administrative Policy 7.38, Assessment Program:

7.38: BALANCED Assessment SYSTEM ~~Program~~

The policy language in the previous 7.38 still applies to the high school classes of 2000-2003.

~~A city-wide student assessment program is established to serve the overall purpose of assisting in the continuing effort to improve instruction through needs assessment and curriculum evaluation. The results of the testing and assessment program show the progress of children in certain academic areas and should be shared with parents.~~

~~There should be broad based involvement in the development of the assessment program. The program should reflect the K-12 teaching and learning goals. In planning the testing and assessment program, every effort shall be made to see that assessment contributes to, rather than detracts from, the learning process. Efforts shall be made to ensure that measurements are culturally fair and reasonably accurate.~~

~~In the acquisition and use of information derived from group testing and proficiency assessment, the integrity of individual results shall be respected.~~

~~Summaries of the results from the city-wide testing and assessment program for the entire school system and for each separate school shall be released on an annual basis in a format developed by the Administration and approved by the Board.~~

~~Proficiency Assessment~~

~~The purpose of the proficiency assessment program is to improve the achievement of all students. Proficiency represents a raising of the expectations for students and an increase in the standards over those associated with competency testing. In the case of high school proficiency examinations, the passing scores represent a proficient standard for graduation. Assessment instruments and processes approved by the Board shall be used. Proficiency will be assessed in the areas of reading, writing, and mathematics.~~

~~Reading will be assessed through a rubric for reading portfolio assessment beginning in the 1994-95 school year. Writing assessments will be administered in grades 4, 5, 7, and 11. (Additional writing assessments will be administered in grades 8 and 10 as part of the Wisconsin student assessment system [WSAS].) A mathematics proficiency examination will be administered in grade 11. Students graduating in 1995 must pass the writing proficiency examination, and those graduating in 1996 must pass both the writing and mathematics proficiency examinations. Exceptional education students will take the examinations if their individualized education programs (IEPs) so states, and limited English proficient students will be strongly encouraged to take the examinations as well; in neither case will students so classified be required to meet the standards as a graduation requirement.~~

~~Students who do not pass the proficiency examinations taken at grade 11 will be expected to develop proficiency through regular course work. Examinations will be re-administered twice in grade 12 for those who failed to meet the proficiency standard in grade 11. Grade 12 students not meeting all requirements, but otherwise qualifying for graduation, will be certified as candidates for graduation and given two alternatives:~~

~~1. Students not demonstrating proficiency may submit portfolios of their writing or mathematical work for evaluation. Each portfolio must be certified by the student's school as representing original work.~~

~~Such students will be permitted to return to their high schools in order to reach the standard in the area(s) of deficiency. This may involve retrying the examination(s) or enrolling in additional course work in the summer session following their grade 12 year.~~

The MPS Balanced Assessment System uses diagnostic literacy assessments, longitudinal assessments of student growth, and classroom assessments.

The assessments are all based on standards adopted by the district. All students will be offered the same opportunities to participate in all aspects of the Balanced Assessment System. Accommodations will be made for students with special needs according to their Individualized Education Plans (IEPs), limited-English-proficient students (LEP) according to their Lau levels, and Section 504 students according to their Individual Accommodation Plans (IAPs).

1. Diagnostic Literacy Assessments — The district assessment for early childhood literacy will be a standardized assessment measure throughout the district. The primary purpose of this diagnostic literacy assessment is to improve teaching and learning and to inform parents and educators of students' literacy status and improvement.

MPS Diagnostic Literacy Assessments:
Reading Grades K5-2
Writing Grades K5-2

2. Longitudinal Assessments of Student Growth — The district longitudinal assessment process will measure growth in student achievement by using standardized assessments which will be aligned with district-adopted standards and yield scale scores similar to those of the state-required Wisconsin Knowledge and Concepts Exam (WKCE).

The longitudinal assessments will be administered once a year. Although these assessments are primarily summative in nature, data from the assessments will be used in ongoing conversations regarding curriculum evaluation and instructional planning for individual students and for classrooms. Specialized, value-added data analyses will inform students, parents, school sites, the district, and the general public about learning gains over a given period of time. Gains data from these assessments will also be used for individual student accountability, promotion/graduation requirements outlined in Policy 7.37, adopted by the Board in May 2000.

MPS Longitudinal Assessments of Student Growth:

Reading	Grades 3-10 (includes WKCE in grades 4, 8, & 10)
English/Language Arts	Grades 3-10 (includes WKCE in grades 4, 8, & 10)
Mathematics	Grades 3-10 (includes WKCE in grades 4, 8, & 10)

3. Classroom Assessments — The school-site classroom assessments, which will be ongoing and conducted by the teacher under the guidance of the district, will be primarily formative in nature and will be especially useful as teaching and learning tools, assisting teachers to make classroom-level decisions. The school sites, with assistance from the district, will record the results of these required assessments; this information will be used for individual student accountability as part of the promotion and graduation policy revisions approved by the Board in May 2000.

MPS Classroom Assessments:
Reading .....Grades K-8
Writing .....Grades K-8
English/Language Arts.....Grades K-12
Mathematics .....Grades K-12
Science .....Grades K-12
Social Studies.....Grades K-12

Parents will be made aware of the requirements of the ~~program~~ Balanced Assessment System when their children enroll in the Milwaukee Public Schools and thereafter will regularly be informed as to the status of their children in relation to the requirements.

Recommendation 2: That the Board direct the Board clerk to make appropriate changes in Administrative Policy 7.37, Graduation and Promotion Requirements and Benchmarks by Grade Level, to reflect Board action on the MPS Balanced Assessment System.

Committee Recommendation

Your Committee recommends that the Administration's recommendation not be adopted.

Director Johnson moved:

1. Acceptance of the Administration's plan as to longitudinal assessments for grades three and above.

2. Acceptance of the Administration's plan as to classroom assessments, including centrally-scored writing assessments in grades 3, 5, 6 and 7, and an early childhood literacy diagnostic assessment for all students in grades K-2 who do not take the longitudinal assessment in reading.

3. Extension of the longitudinal assessments to grades 1 and 2.

4. That the Administration report back to the Board by January 2001 on a plan for incorporating limited English students into the MPS longitudinal assessment system.

5. That the Administration report back to the Board January 2001 on staff development.

6. That the Board Clerk make appropriate changes in Administrative Policies 7.38: Assessment Program and 7.37: Graduation Promotion Requirements and Benchmarks by Grade Level, to reflect the above actions.

Director Johnson requested separate consideration of each part of the motion.

There being no objection, the request was granted.

The question being on part 1 of the motion, it was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

The question being on part 2 of the motion, it was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

With respect to part 3 of the motion, it was amended without objection to read as follows:

3. Extension of the longitudinal assessments to grade~~s 1 and~~ 2.

The question being on part 3 of the motion as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

The question being on part 4 of the motion, it was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

Part 5 of the motion was amended without objection as follows:

5a. That the Administration report back to the Board by January 2001 on staff development, including the scope and nature of training provided to all teachers for both classroom assessments and longitudinal assessments, as well as a description of the opportunity for every affected teacher to describe what training they think should be involved.

5b. That the Administration report back to the Board by October 2001 on how well data has actually been used, reported back to classrooms and made available to teachers and used to improve the learning of students.

The question being on part 5 of the motion as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

The question being on part 6 of the motion, it was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Director Hardin—1.

* * * * *

(Item 2) Report and Action Regarding MPS Serving as the Local Educational Agency for Charter Schools Located in the City of Milwaukee, Including Those Chartered by the City of Milwaukee, UWM and MATC (Follow-up to Resolution 9900R-013 by Director Gardner)

Background

1. On June 30, 1999, the Board of School Directors adopted Resolution 9900R-013, introduced by Director Gardner, which states that MPS agrees to serve as the Local Education Authority (LEA) for all charter schools located in the City of Milwaukee, including those chartered by the University of Wisconsin-Milwaukee (UWM), the Milwaukee Area Technical College (MATC), or the City of Milwaukee, contingent upon the request of the chartering agency, the consent of the chartered school, and the implementation of such intergovernmental agreements or contracts for services as may be required or advised by the City Attorney.

2. On December 21, 1999, the Board approved a recommendation to hold on the agreement to serve as the LEA for schools located in Milwaukee and chartered by UWM, MATC, or the City of Milwaukee, pending an impact analysis and recommendation by the Administration. On March 28, 2000, the Board again referred the item back to the Innovation/School Reform Committee, with a report due back in June 2000. On June 13, 2000, the Administration submitted a report to the Innovation/School Reform Committee; however, action on the item was postponed. Following further review and analysis, the Administration is submitting a recommendation to the Board at this time.

Administration's Analysis

3. The Administration based its analysis on input from the U.S. Department of Education, the Department of Public Instruction, and the City Attorney's office.

4. Resolution 9900R-013 preceded approval of Section 115.775 of Wisconsin State Statutes, which provides:

> 115.75. Duties of operators of certain charter schools
>
> (1) Except as provided in sub. (2), an operator of a charter school under s.118.40(2r) is a local educational agency, as defined in 20 USC 1401(15), and shall comply with 20 USC 1400 to 1491o.

(2) The board of directors of the school district operating under ch. 119 is a local educational agency under this section and shall comply with 20 USC 1400 to 1491o if the board of directors enters into an agreement with an operator of a charter school under s. 118.40(2r) under which the board of directors agrees to serve as the local educational agency.

5. Both the U.S. Department of Education and the Wisconsin Department of Public Instruction have determined that, for charter schools not authorized by a school board, the operator of the charter school shall be the LEA. Therefore, schools chartered by UWM, MATC, or the City of Milwaukee are their own LEAs, unless the chartering agency requests that MPS assume LEA responsibilities and the operator of the charter school enters into an agreement with the Board under which the Board agrees to serve as the LEA.

6. In many other states, the charter schools are recognized as their own LEAs if they are not authorized by the school district.

7. The LEA is responsible for ensuring that required services are provided to children under the federal Individuals with Disabilities Education Act (IDEA). The LEA's duties in regard to children with disabilities are set forth in sec. 115.77, Wis. Stats., a copy of which is attached. In addition, the LEA may be responsible for ensuring compliance with other federal laws, including laws regarding asbestos in schools, the Americans with Disabilities Act (ADA), and sec. 504 of the Rehabilitation Act of 1973.

8. As their own LEAs, the non-MPS charter schools must ensure the provisions of a free appropriate public education (FAPE) to all children with disabilities enrolled in the charter school, regardless of the cost. In addition, the non-MPS charter schools must ensure that each child with a disability is provided with an individualized assessment, placement, and instruction determined by the IEP (Individualized Education Plan) Team, in an environment least restrictive of his/her right to be educated in a general education classroom.

9. If MPS agrees to serve as the LEA for the non-MPS charter schools, federal law requires that MPS: "1. Serve children with disabilities attending those schools in the same manner as it serves children with disabilities in its other schools; and 2. provide funds under this part to those schools in the same manner as it provides those funds to its other schools" (20 U.S.C. § 1413(a)(5)). Further, as the LEA, MPS would be legally liable for any non-compliance with the provisions of the laws governing LEA responsibilities in the non-MPS charter schools.

10. If the Board chooses to contract to serve as the LEA for entities over which it otherwise has no control, the contract would have to allow the Board to do whatever is necessary to fulfill the responsibility of an LEA. Section I.Z of the model non-instrumentality MPS Charter School contract could serve as a basis for this contract. While the model contract provides that the charter school is responsible for all costs associated with the performance of LEA duties, ultimate liability may fall to MPS because of its agreement to serve as the LEA and because of its financial resources, which are presumably greater than those of the non-MPS charter schools.

11. Children with disabilities who attend non-MPS charter schools retain all rights under IDEA, including that staff providing specific special education services in charter schools meet the licensing requirements for special education staff in public schools. The use of improperly certified staff would not be consistent with the provision of FAPE.

12. The District is experiencing a chronic shortage of special education classroom and diagnostic teachers, speech pathologists, and special education supervisors, as are most school districts across the country. As of September 22, 2000, the district had 84.5 vacant special education positions. In addition, MPS received special education license permits from DPI for 97 teachers. These individuals are enrolled in a special education certification program at a teacher training institution. The shortage of certified special education staff would severely limit the District's ability to agree to serve as the LEA for the non-MPS charter schools or to enter into contract agreements with the charter schools to provide educational services.

13. Due to these shortages, adding additional non-MPS sites and responsibilities could result in staff being pulled from MPS schools that have already allocated funds to purchase these positions.

14. Because of the added responsibilities and liabilities, as well as the shortage of special education staff, the Administration does not recommend that the Board agree to serve as the LEA for non-MPS charter schools. MPS would be unable to ensure that students with disabilities enrolled in non-MPS charter schools would be provided with services in the same manner as it serves children with disabilities in MPS schools. This could potentially expose MPS to legal liabilities in the future.

15. The Board could consider entering into a contract agreement with non-MPS charter schools for specific LEA-related special education services as follows:

- A non-MPS charter school could contract with MPS to have MPS serve in a monitoring function to assist the non-MPS charter school in its compliance with specified state and federal laws, codes, rules, and regulations pertaining to LEA-related duties, rights, and responsibilities (i.e., IDEA, ADA, 504 etc.); and/or
- A non-MPS charter school could contract with MPS for specific educational services when all relevant MPS special education and related service positions are fully staffed and when MPS has staff available to provide such services in the non-MPS charter school.

Statute, Mps Policy or Board Rule Implication Statement

16. The recommendation is in compliance with Sections 115.775 and 118.40(2r) of Wisconsin State Statutes, governing issues related to the Local Education Authority, and the Individuals with Disabilities Education Act (IDEA) which governs matters related to the education of children with disabilities.

Fiscal Impact Statement

17. If MPS agrees to serve as the LEA for non-MPS charter schools, it could incur additional costs and potential liabilities.

Non-MPS charter schools that enter into a contract agreement with MPS for specific compliance assistance services would be assessed the same administrative fee structure which is used with MPS chartered schools. That rate is now approximately $35.00 per enrolled student.

Non-MPS charter schools that enter into a contract agreement with MPS for certain educational services as available would assume responsibility for all costs associated with issues relating to obtaining and maintaining compliance with all applicable state and federal laws, including litigation and settlement costs.

Administration's Recommendations

The Administration recommended that the Board:

1. Rescind its action of June 30, 1999, in which it agreed to serve as the LEA for all charter schools located in the City of Milwaukee, including those chartered by UWM, MATC, or the City of Milwaukee, contingent upon the request of the chartering agency, the consent of the chartered school, and the implementation of such intergovernmental agreements or contracts for services as may be required or advised by the City Attorney.
2. Authorize the Administration to enter into contracts with interested non-MPS charter schools for the following LEA-related special education services:
    - To serve in a monitoring function to assist the non-MPS charter school in its compliance with specified state and federal laws, codes, rules, and regulations pertaining to LEA-related special education duties, rights, and responsibilities; and/or
    - to provide specific services, as available, to non-MPS charter schools when all relevant MPS special education and related service positions are fully staffed and when MPS has staff available to provide such services in the non-MPS charter schools.

Committee Recommendation

Your Committee recommends that the Administration's recommendation not be adopted.

President Thompson and Director Johnson recused themselves from consideration of this item and left the room.

Director Braun in the Chair.

Director Dannecker moved that the Board delay action on this item until such time as the Board can have a clear understanding of what the non-MPS charter schools are asking for and how MPS can or intends to respond to that request, and that the Office of Board Governance Charter School Services continue discussions with the non-MPS charter schools, the MPS Department of Finance, the Office of Risk Management and the Division of Special Services, and then report back to the Board no later than December 2000.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Spence, Werra and Chair pro-Tem Braun—6.

Noes—None.

Abstaining from voting—President Thompson and Director Johnson—2.

President Thompson resumed the Chair.

* * * * *

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Award of Contracts

Below are contract award recommendations held over from the August 2000 Finance/Personnel Committee meeting. Adequate funding is available in various accounts as noted below.

LAN TECHNOLOGY UPGRADE — Bid Package #18
Lincoln Center Middle School of the Arts

Roman Electric Company, Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Cumulative Bidder, Base Bid of $288,630, plus $49,910 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $145,510 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $50,310 for Mandatory Alternate Bid 3 to delete the purchase of all CC cabinets; plus $3,880 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $437,620.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	298	22	14	Corporation	**2**

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

LAN TECHNOLOGY UPGRADE — Bid Package #19
Milwaukee Education Center

Roman Electric Company, Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Cumulative Bidder, Base Bid of $407,292, plus $114,087 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $192,411 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $74,100 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets, for a total contract of $639,690

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	298	22	14	Corporation	**2**

MPS Facilities and Maintenance will set aside funds from account code 1-13-4-291-518-541-110500.

Authorization to Make Purchases

SS-528 Authorization to Extend the contract with AE Business Solutions, Inc., to Upgrade the District's Transportation Software

At its January 25, 2000, meeting the Board authorized the Administration to enter into a contract with AE Business Solutions, Inc., to upgrade the district's transportation management software. The cost of the contract was an amount not to exceed $120,000. Additional development and capabilities are projected to increase costs by $25,000; therefore, the Administration is requesting authorization to increase the contract with AE Business Solutions, Inc., for an amount not to exceed $145,000.

Fiscal Information: Funds for the upgrade are included in the district's FY2001 Pupil Transportation budget. BC: 1-10-4-850-600-341-256761.

SS-574 Authorization to Extend the Contract with the African American Chamber of Commerce an Additional Year to Continue the Youth Empowerment Project at North Division High School

At its March 30, 1999, meeting the Board authorized the Administration to extend the contract with the African American Chamber of Commerce to continue the Youth Empowerment Project (YEP) at North Division High School. The contract extension is for $70,000. The Youth Empowerment Project is designed to provide students with work skills and attitudes that will enable them to become economically independent. The African American Chamber of Commerce developed a program at North Division High School that was very successful. Last year, funding was available to serve 200 students. For FY01, $70,000 will serve approximately 110 students.

Fiscal Information: Funds for the contract are included in the FY2001 North Division HS budget. Budget code: 1-10-4-603-024-311-110000.

SS-575 Authorization to Purchase Optional Extension, Effective November 1, 2000, Of Service Agreement with Bluecross and Blueshield United of Wisconsin for the Administration of the MBSD PPO/Indemnity Health Plan

The Administration is requesting authorization to purchase an extension, for up to a six-month period, effective November 1, 2000, of the service agreement which commenced November 1, 1996, with BlueCross and BlueShield United of Wisconsin (BCBSUW) for the administration of the district's self-insured PPO/Indemnity Health Plan. The service fees during the extension will be $42.55 per month per employee, in accordance with BCBSUW's response to RFP-268, dated February 17, 2000. This represents a 74% increase for total fees of $2,728,000 during the six-month period. The extension allows for cancellation by the district upon 90 days' advance written notice. The Administration is nearing conclusion of bargaining impact with its unions on an award of contract for RFP-268, with implementation targeted during the first quarter of 2001.

Fiscal Information: Funds are included in the district's FY2001 Insurance and Risk Management budget. BC: 1-10-4-870-600-241-500000.

SS-576 Authorization to Renew for One Additional Year the Life-and-Accidental Death-and-Dismemberment Insurance Contract Underwritten by Trustmark, Effective November 1, 2000

The Administration is requesting authorization to renew for one additional year the existing life-and-accidental-death-and-dismemberment insurance policy with Trustmark, effective November 1, 2000. Competitive renewal terms and conditions were offered, with Trustmark holding the existing insurance rates and an improvement of interest credited to the district's reserves on hand at Trustmark from 6.69% to a minimum of 6.75%. Negotiations are still in progress to obtain a higher interest rate effective with the November 1, 2000 renewal. The annual premium for active lives is estimated to be $1,827,900.

Fiscal Information: Funds are included in the district's FY2001 Insurance and Risk Management budget. BC: 1-10-4-870-600-230-500000.

Report of Revenues and Expenses

A. Statement of Revenues as of June 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$774,122,606	$13,334,160	$787,456,766	$244,847,069	$775,756,773	$11,699,993	99%
Categorically Aided	63,402,232	60,492,837	123,895,069	26,937,214	102,534,257	21,360,812	83%
School Nutrition	26,840,000	101,411	26,941,411	4,952,714	26,239,453	701,958	97%
Construction	22,823,121	34,312,199	57,135,320	-90,207	20,538,285	36,597,035	36%
Extension	7,326,868	81,412	7,408,280	186,674	7,564,105	-155,825	102%
Total All Funds	894,514,827	108,322,019	1,002,836,846	276,833,464	932,632,873	70,203,973	93%

B. Statement of Expenditures as of June 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations(3)	$774,123,606	$13,316,226	$787,439,832	$76,540,161	$790,687,737	$-3,247,905	100%
Categorically Aided	63,402,232	60,492,837	123,895,069	18,229,357	109,355,953	14,539,116	88%
School Nutrition	26,840,000	101,411	26,941,411	1,968,136	26,349,543	591,868	98%
Construction	22,823,121	34,312,196	57,135,317	-9,822,153	51,857,928	5,277,389	91%
Extension (3)	7,326,868	81,413	7,408,281	679,500	6,192,065	1,216,216	84%
Total All Funds	894,515,827	108,304,083	1,002,819,910	87,595,001	984,443,226	18,376,684	94%

(1) Represents Board-approved transfers during fiscal year 2000 and appropriations for purchases encumbered in fiscal year 1999.

(2) Revised budget revenues are $16,936 greater than revised budget expenditures due to a net deficit carryover for schools and departments in fiscal year 1999.

(3) For the School Operations and Extension Funds, year-end reversals for FY99 accrued vacation/comp time fringe benefits were completed after the FY00 closing. Of these expenditures, the School Operations Fund includes a reduction of $2,484,415 and the Extension Fund includes a reduction of $148,412.

C. Statement of Revenues as of September 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations (3)	$794,658,075	$19,542,807	$814,200,882	$77,262,123	$77,672,923	$736,527,959	10%
Categorically Aided	92,514,462	16,991,854	109,506,316	6,110,137	6,110,137	103,396,179	6%
School Nutrition (3)	27,175,000	167,177	27,342,177	149,161	495,972	26,846,205	2%
Construction	21,073,121	14,990,054	36,063,175	3,000	137,048	35,926,127	0%
Extension	7,547,434	225,799	7,773,233	61,571	179,560	7,593,673	2%
Total All Funds	942,968,092	51,917,691	994,885,783	83,585,992	84,595,640	910,290,143	9%

D. Statement of Expenditures as of September 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations (2,3)	$794,427,075	$19,542,807	$813,969,882	$78,956,407	$224,837,177	$589,132,705	28%
Categorically Aided	92,514,462	16,991,854	109,506,316	11,406,035	20,936,662	88,569,654	19%
School Nutrition (3)	27,246,000	167,177	27,413,177	2,481,114	3,980,259	23,432,918	15%
Construction	21,073,121	14,990,054	36,063,175	8,804,399	17,309,104	18,754,071	48%
Extension (2)	7,547,434	225,799	7,773,233	-178,937	2,032,399	5,740,834	26%
Total All Funds	942,808,092	51,917,691	994,725,783	101,469,018	269,095,601	725,630,182	27%

(1) Represents Board-approved transfers during fiscal year 2001 and appropriations for purchases encumbered in fiscal year 2000.
(2) For the School Operations and Extension Funds, year-end reversals for FY99 accrued vacation/comp time fringe benefits were completed after the FY00 closing. Of these expenditures, the School Operations Fund includes a reduction of $2,484,415 and the Extension Fund includes a reduction of $148,412.
(3) The $71,000 difference represents a combined over budget for Hi-Mount and Congress.

Monthly Expenditure Control Report

These reports for June and September 2000 are attached to the minutes of your Committee's meeting.

Report on Administrative And School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Bell	Mayfair Mall	$100	Cashback Program
Browning	Rose Mary Muller	$347	College scholarship fund
Burdick	M&I Data Services	$10,000	Technology program support
Clarke	Master Lock Corporation	$500	Books, supplies
Clarke	M&I Bank	$600	Student school supplies
Cooper	Neighbors	$220	Tot-lot construction
Cooper	Linda Bohan	$500	Drama class
Custer	Auer Steel Heating	$992	Fan Coil
Douglass	Carol Schaeve	$50	Library materials
Emerson	Kohl Foundation	$1,000	Educational programs
Fairview	Sandy Schoville	$105	Accelerated reader incentive
Fernwood	Pick N' Save	$171	"We Care" Program
Gaenslen	Target	$294	"Take Charge of Education"
Goodrich	UW - Milwaukee	$1,500	Develop school newspaper
Grantosa	Milwaukee Jaycees	$300	Field trips
Hamilton	Jerry Kriss	$400	Fitness equipment
Hamilton	Karen Samelson	$400	Computer accessories
Hamilton	Nicholas Hartmann	$1,600	Computer equipment
Hamilton	Gary Covert	$175	Fitness equipment
Holmes	M&I Bank	$100	Brewers game for students
Holmes	Wisconsin PTA	$250	Parent supper/incentives
Holmes	Helen Bader Foundation	$1,300	"Homework First" program

School	Donor	Value	Gift or Purpose
Juneau	Kauth Family	$20	Weights
LaFollette	Gardettos	$60	Treats for Third Friday
MacDowell	PTA	$2,000	RIF Books
Maryland Avenue	Central Church	$25	Memory of Ellen Fisher
MEC	Mrs. Ursula Milton	$250	Supplies, field trips, resources
Milwaukee Education Center	BIZ KIDZ	$250	Supplies, field trips, resources
Milwaukee German Immersion	Sara Arnold, M.D.	$950	Human anatomy model and posters
MHSA	Einhorn Foundation	$1,000	Jazz Lab's trip to Scotland
Milwaukee Tech	Allen-Bradley Co.	$9,350	Panasonic Cartesian Robot
MPS - Recreation Division	IBM Corporation	$2,299	Laptop computer
Neeskara	Herb Kohl Foundation	$1,000	Innovative educational projects
Vieau	Helen Bader Foundation	$2,000	"Homework First" program
Walker	Johnson Cycle & Fitness	$500	Attendance lottery
Walker	United Seniors	$250	Luncheon
Wheatley	COSBE	$1,890	RIF Books
Wisconsin Avenue	Milwaukee J.C.'s	$2,285	Student school supplies
Zablocki	P.T.O.	$2,000	Educational supplies

Committee Recommendations

That the Board:

1. Authorize the purchases as listed;
2. Accept the Report of Revenues and Expenses; and
3. Accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

Your Committee reports the following award of contracts out of Committee without recommendation:

Award of contracts for LAN technology upgrades, bid packages #18 and #19, to the low bidder, Roman Electric Company.

Director Braun moved to authorize the purchases, approve the report of revenues and expenses and accept the donations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra and President Thompson—8.

Noes—None.

With respect to the LAN technology upgrades, Director Johnson recused himself from consideration of the item and left the room.

Director Hardin moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (g) to confer with legal counsel concerning strategy to be adopted by the body with respect to litigation in which it is currently involved with Roman Electric Company.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Spence, Werra and President Thompson—7.

Noes—None.

Abstaining from voting—Director Johnson—1.

The Board retired to executive session at 8:03 PM.

The Board reconvened in open session at 8:08 PM.

Director Braun moved that the Board award the contracts for LAN technology upgrades, bid packages #18 and #19, to the low bidder, Roman Electric Company.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Spence, Werra and President Thompson—7.

Noes—None.

Abstaining from voting—Director Johnson—1.

Director Johnson returned to the meeting.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Deletion of Names from the List of Appointed Teachers; Report on Resignations; and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Margret Anderson Bruce	School Secretary I $17,358.67/yr.	10-02-00
Lori Cieske Carson Academy of Science	School Secretary I $17,358.67/yr.	10-16-00
Terry Ditscheit Clement	School Secretary I $21,708.22/yr.	10-02-00
Judith Freda 21st	School Secretary I $20,089.33/yr.	10-09-00
Jacalyn Haug Special Services	Associate School Nurse $23,158.33/yr.	10-09-00
Erin McInnes Trowbridge	School Secretary I $17,358.67/yr.	09-11-00
Scott Rummel Fac. & Main. Services	Building Laborer $20.05/hr.($41,704.00/yr.)	10-09-00
Cynthia Triplett Congress – South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	08-15-00

Kathleen Veit Garland	School Secretary I $17,358.67/yr.	09-12-00
Denise Walton Insurance & Risk Management	Account Clerk II $36,058.62/yr.	09-18-00
Mary Frances Williams 65th Street	School Secretary I $17,358.67/yr.	09-11-00

PROMOTIONS

Betty Borden Madison	Building Service Helper II $23,926.76/yr.	10-01-00
James Brown Juneau	Building Service Helper II $23,926.76/yr.	10-01-00
Sharon Gerboth Morse	Food Service Manager V $24,667.44/yr.	08-18-00
Marie Grudzina Leadership Services	Department Administrative Assistant $38,000.00/yr.	09-11-00
Sheila Heinen Palmer	Food Service Manager III $17,471.83/yr.	08-20-00
Roberto Inostrosa Kosciuszko	Building Service Helper II $23,926.76/yr.	10-02-00
Daisy Jones Philipp	Food Service Manager II $16,444.68/yr.	05-26-00
Maryann McDonald Milwaukee Trade & Technical High	School Bookkeeper $29,288.22/yr.	09-05-00
Stanley Seabrooks Muir	Building Service Helper II $23,926.76/yr.	10-02-00
Alex Terry Cass	School Engineer II $38,579.32/yr.	09-18-00
Thomas Thompson Kosciuszko	Boiler Attendant Trainee $25,815.40/yr.	09-18-00
Rita Wade Carleton	Food Service Manager II $16,409.02/yr.	08-28-00
Martha Washington Warehouse & Distribution Svcs	Material Handler IV $41,040.22/yr.	08-21-00

REINSTATEMENTS

Elmo Grant Central Services	Boiler Attendant Trainee $25,815.38	09-18-00
Marie Grudzina Leadership Services	School Secretary I $28,133.30/yr.	09-11-00

CHANGES IN STATUS

Karen Brauch Juneau	School Secretary I $28,133.30/yr.	10-02-00
Wandala Calhoun Franklin	School Secretary I $18,118.22/yr.	09-11-00
Evelyn Duncan-Coney North Division	School Secretary I $28,133.30/yr.	09-11-00

Robert Egger Fac. & Main. Services	Auto Mechanic $40,711.58/yr.	10-02-00
Kimberly Holliday Riverside	Handicapped Children's Assistant $13,050.82/yr.	09-18-00
Crissy Kimbrough Tate Auer	School Secretary I $18,118.22/yr.	10-02-00
Merry Jo Nash Building Operations	Boiler Attendant $33,669.22/yr.	10-02-00
Miriam Torres Facilities & Maintenance Services	School Secretary I $25,357.02/yr.	10-23-00
Rosemarie Vokes School Safety	School Secretary I $28,133.30/yr.	09-25-00

Approval of Certificated Appointments

	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
nr	Glenn Aavang ROTC	B	$36,545	7	8/22/00
r,b	Jean E. Acevedo ESL/Elementary Education	E	$55,621	18	8/22/00
r	Leona N. Amadi Science	B	$29,932	2	8/22/00
nr	Amy L. Anderson Upper Elementary	B	$27,948	0	8/22/00
r	Aretta Y. Anderson Art	B	$27,948	0	8/22/00
r	Rebecca A. Baltz Biology/Broadfield Science	B	$27,948	0	8/22/00
r	Angela M. Barth English	B	$27,948	0	8/22/00
r,a	Nicole R. Bastian ESL	BB	$31,387	2	8/22/00
r	Robin J. Bean Elementary Education	B	$27,948	0	8/22/00
nr	Amy L. Benkoski PreK-6	B	$27,948	0	9/6/00
nr	Marlyn D. Bero L.D.	B	$27,948	0	8/22/00
r	Katherine A. Boesch Speech Pathologist	B	$27,948	0	8/22/00
nr	Robin A. Bowersock ESL	B	$27,948	0	8/22/00
r	James F. Boyle Social Studies	B	$40,069	4	8/22/00
r	Sara M. Brown PreK-6	B	$27,948	0	8/22/00
r,b	Andrea J. Brugger Elementary Education	B	$36,545	7	8/22/00

nr	Cindy L. Buchholz L.D.	B	$27,948	0	8/22/00
r	Sandra C. Buettner PreK-3	B	$27,948	0	8/28/00
r,a	Deanna S. Burton English	B	$27,948	0	8/22/00
r	Patricia G. Bush Speech Pathologist	C	$31,473	0	8/22/00
nr	Joanne L. Cain Occupational Therapist	B	$27,948	0	8/22/00
nr,b	Jewel M. Calton K-6	B	$36,545	7	8/22/00
r,a	Maria I. Castaneda Alt. Ed.	BB	$29,998	1.5	8/22/00
r	Tim O. Christianson Elementary Education	B	$27,948	0	8/22/00
r	Ricky Clark Upper Elementary	B	$33,900	5	8/22/00
r	Blair K. Cleary Grades 1-9	B	$27,948	0	8/22/00
r	Cyle K. Coppinger Music	B	$32,578	4	8/22/00
r,a	Sonia Cordova Elementary Education	BB	$29,998	1	8/22/00
r	Maria V. Cruz-Pozzo Upper Elementary	B	$27,948	0	8/22/00
r	Margaret M. Dalpaos Elementary Education	B	$27,948	0	8/22/00
r	Kelley A. Dawson Bilingual/Grade 4	B	$27,948	0	8/22/00
r	Eva DeJesus ESL/Upper Elementary	B	$27,948	0	8/22/00
r	Betty J. DeKeyser Elementary Education	B	$27,948	0	8/22/00
r	Linda L. Delgadillo Reading/English/Social Studies	B	$27,948	0	8/22/00
r	Wendy E. Doepke Science	B	$27,948	0	8/22/00
r	Kim M. Dolphin PreK-6	B	$27,948	0	8/29/00
r,b	Nadine Drobac K5/EC:EEN	BB	$43,885	11	8/22/00
r	Holly E. Ducat L.D.	B	$27,948	0	8/22/00
nr	Heather L. Duhacek Head Start	B	$30,920	0	8/21/00
r	Tracey L. Effinger Elementary Education	B	$27,948	0	8/22/00

nr	Theresa A. Erbe Upper Elementary	B	$27,948	0	8/22/00
r	Iris V. Escobar BL/K5	B	$27,948	0	8/22/00
nr	Margaret A. Farley PreK-3	B	$27,948	0	8/22/00
nr	Amy M. Fialkowski PreK-3	B	$27,948	0	8/22/00
r	Toni M. Fink Elementary Education	B	$27,948	0	8/22/00
r	David A. Flessert Elementary Education	B	$27,948	0	8/22/00
nr	Joanne M. Froehlich Early Childhood	B	$27,948	0	8/2/00
r	Emanuel R. Games E.D.	B	$29,932	2	8/22/00
nr	Kristin M. Geiser Speech Pathologist	B	$27,948	0	8/22/00
nr	Margaret A. Genske Elementary Education License	B	$36,545	7	8/22/00
r	Lisa D. Gladney Upper Elementary Education	B	$36,545	7	8/22/00
nr	Jean M. Goedel Grades 1-3	B	$27,948	0	8/22/00
r	James E. Gran Elementary Education	B	$27,948	0	8/22/00
r	Stephan A. Gribble Elementary Education	B	$27,948	0	8/22/00
r	Fernando Guerrero Spanish/French	B	$27,948	0	8/22/00
nr,a	Lisa Halaska Speech Pathologist	E	$36,625	2	8/22/00
r	Vickie Y. Hall Upper Elementary	B	$27,948	0	8/22/00
r,a	Colleen V. Hallman L.D.	BB	$35,553	5	8/22/00
r	Jessica C. Hands E.D.	B	$27,948	0	8/22/00
r	Alandra J. Harris Elementary Education	B	$27,948	0	8/22/00
r	Mateba K. Harris L.D.	B	$27,948	0	8/22/00
r	Aaron Hoenisch L.D.	B	$27,948	0	8/22/00
r	Jaime L. Homar L.D.	B	$27,948	0	8/29/00
r	Linda R. Huck PreK-8	B	$36,545	7	8/28/00

r	Ellen E. Huegel PreK-K	B	$27,948	0	8/22/00
nr	Anna M. Hughes Elementary Education	B	$27,948	0	8/22/00
r	Kimberly A. Humphreys Elementary Education	B	$27,948	0	8/22/00
nr	Kerry L. Irvine Speech Pathologist	B	$27,948	0	9/5/00
r	Nicole E. Jacobson BL/Elementary Education	B	$27,948	0	8/22/00
r	Ralph T. Janes Theatre	B	$27,948	0	8/22/00
r	Aixa M. Karan Elementary Education	B	$27,948	0	8/22/00
r	James T. Kelly Music	B	$27,948	0	8/22/00
r	Kia M. Ketelboeter Speech Pathologist	C	$31,473	0	8/22/00
r	Michele C. Keys Elementary Education	B	$27,948	0	8/22/00
nr	Shelli A. Klapatauskas Elementary Education	B	$27,948	0	8/22/00
nr	Jennifer Klecker Upper Elementary	B	$27,948	0	8/22/00
r	Sarah R. Kodet Art	B	$27,948	0	8/22/00
r	Martina C. Konchan Upper Elementary	B	$27,948	0	8/22/00
r	Rick J. Kouchich E.D.	B	$27,948	0	8/22/00
r	Linda C. Landre Elementary Education	B	$27,948	0	8/22/00
r	Helen Lee Upper Elementary	B	$27,948	0	8/22/00
r	Margaret R. Lefebvre Grades 1-8	B	$27,948	0	8/22/00
r	Jean J. Lehman Upper Elementary	B	$27,948	0	8/22/00
nr	Christopher J. Lidwin Physical Education	B	$27,948	0	8/22/00
r	Angela S. Liezen Elementary Education	B	$27,948	0	8/31/00
r	Erin M. Lloyd Elementary Education	B	$27,948	0	8/22/00
r	Dustin L. Long Upper Elementary	B	$27,948	0	8/22/00
r	Jeannie C. Long Grades 6-8/Reading/Math/English/Science	B	$27,948	0	8/22/00

r,b	Luis A. Lopez Bilingual Elementary Education	B	$31,256	3	8/22/00
r	Sueann R. Lucas Elementary Education	B	$27,948	0	8/22/00
r	Joan M. Lupo Elementary Education	B	$27,948	0	8/22/00
r,b	Lisa J. Luz Art	BB	$35,553	5	8/22/00
r	Toilisa Mark Upper Elementary	B	$27,948	0	8/22/00
r	Sarah Martysz Grades 1-8	B	$30,290	0	7/24/00
r	Adam E. Mata Alternative Education	B	$27,948	0	8/22/00
r,a	Michael W. McCrary Upper Elementary	B	$28,611	1	8/22/00
r	Carol A. McKay Upper Elementary	B	$27,948	0	8/22/00
r	Nayra I. Mercado-Betancourt Bilingual/Elementary Education	B	$27,948	0	8/30/00
r	Karie S. Miller Upper Elementary/Spanish	B	$27,948	0	8/22/00
r	Stephanie A. Morgan Elementary Education	B	$27,948	0	8/22/00
nr	Paul H. Murray Elementary Education	B	$27,948	0	8/22/00
r	Ingrid P. Nigaglioni Bilingual Reading/Science	B	$27,948	0	8/22/00
r	Jennifer M. O'Hear Elementary Education	B	$27,948	0	8/22/00
r	Denise D. Owens Elementary Education	B	$27,948	0	8/22/00
r	Anthony J. Paar Biology/Science	B	$29,932	2	8/22/00
r	Tamara Pellicier ESL	C	$31,473	0	8/22/00
nr	Meghan M. Platten Speech Pathologist	B	$27,948	0	8/25/00
r	Kay A. Pleyte Science	E	$34,184	0	8/22/00
nr	Danyel M. Powers PreK-6	BB	$29,305	0	8/22/00
r	Elsie M. Qattawona Elementary Education	B	$27,948	0	8/22/00
r	Christopher J. Rack Elementary Education	B	$27,948	0	8/22/00
r	Angela C. Rada PreK-6	B	$27,948	0	8/22/00

r	Amy J. Ramsfield PreK-6	B	$27,948	0	8/22/00
nr,b	Laurie L. Reddemann Art	B	$43,159	12	8/22/00
r	Luis A. Rivera Upper Elementary	B	$27,948	0	8/22/00
r	Sandra M. Rodda PreK-6	B	$27,948	0	8/22/00
r	Leonardo Rodriguez Tech Ed	A	$26,592	0	8/22/00
r	Elizabeth A. Rogo K-6	B	$27,948	0	8/22/00
r	Blanca N. Sandoval-Gil Bilingual/Business Education	B	$27,948	0	8/23/00
r	Christopher L. Sanford Music	B	$27,948	0	8/28/00
r	Talene R. Schierl Elementary Education	B	$27,948	0	8/22/00
r	Douglas R. Schultz Elementary Education	B	$27,948	0	8/22/00
r	Sandra M. Schwenk Elementary Education	B	$27,948	0	8/22/00
nr	Monica G. Seehawer Hearing Impaired	B	$27,948	0	8/22/00
r	Erin P. Shaffer Upper Elementary/Spanish	B	$27,948	0	8/22/00
nr	Margaret K. Shumway English	B	$27,948	0	8/22/00
r	Karen J. Simmons-Watson Upper Elementary	B	$27,948	0	8/22/00
r	Ida Snowden Elementary Education	B	$27,948	0	8/22/00
nr	Carrie D. Sobie Upper Elementary	B	$27,948	0	8/22/00
r	Marianne L. Soldavini ESL	B	$27,948	0	8/22/00
r	Theodora M. Spoerri E.D.	B	$27,948	0	8/22/00
nr	Amy L. Stepaniak ESL	B	$27,948	0	8/22/00
nr	Jacqueline L. Stocker E.D./L.D.	B	$27,948	0	8/22/00
nr	Brenda E. Thimke O.I.	B	$28,611	1	8/22/00
nr	Christine M. Thomas Upper Elementary	B	$27,948	0	8/22/00
nr	Melissa M. Toney C.D.	B	$27,948	0	8/22/00

r	Tammi M. Torrence L.D.	C	$31,473	0	8/22/00
r	Maria T. Torres Bilingual Elementary Education	B	$36,545	7	8/22/00
nr	Jennifer L. Treuden EC:EEN	B	$27,948	0	8/22/00
r	Tammy Unrein Elementary Education	B	$27,948	0	8/22/00
r	Patrick W. VanDyke Math	B	$27,948	0	8/22/00
r	Phillip C. Walker Elementary Education	B	$27,948	0	8/22/00
r	Ingrid F. Walker Elementary Education	B	$27,948	0	8/22/00
r	Margaret A. Wallace EC:EEN	B	$27,948	0	8/22/00
r	Shelly J. Watts Elementary Education	B	$27,948	0	8/22/00
r,a	George S. Weinman Elementary Education	BB	$29,305	0	8/22/00
r	Jane C. Wendland L.D.	B	$27,948	0	8/22/00
nr	Jason L. Wensel P.E.	B	$27,948	0	8/22/00
nr	Jennifer L. Wensel Elementary Education	B	$27,948	0	8/22/00
r	Umenia M. White L.D.	B	$27,948	0	8/22/00
r	Chris Ann Wills EC:EEN	B	$27,948	0	8/22/00
r	Yvonne Witczak Elementary Education	B	$27,948	0	8/22/00
r	Carson F. Wright Grades 1-9	B	$27,948	0	8/2/00
r	Yeng V. Yang EC	B	$27,948	0	8/22/00
nr	Nadine N. Zakian Social Studies	B	$27,948	0	8/22/00
r	Michael E. Zeidler Math	B	$27,948	0	8/22/00
r	Molly A. Zolper K-6	B	$27,948	0	8/23/00
nr	Elizabeth Zurawski Math/Science	B	$27,948	0	8/22/00

	School Psychologists - Schedule 05	Salary	Yrs. Exp. Credit	Start Date
nr	Rebecca M. McKillip	$39,328		8/15/00

CODES
- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Resident who must become a resident
- (r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	**Effective From**
Illness Leave, to January 19, 2001:		
Maria Acevedo	Riley	September 6, 2000
John Derdzinski	Day-to-Day	August 22, 2000
Maureen Lipton	Forest Home	August 22, 2000
Maternity Leave, to January 19, 2001:		
Jenifer Doucette	21st Street	November 16, 2000
Doreen Timmerman	Greenfield/MacDowell	December 19, 2000
Personal Leave, to June 18, 2001:		
Offie Hobbs	Madison	August 14, 2000
Study Leave, to June 11, 2001:		
Elizabeth Johnnie	Scott	November 1, 2000
Extension of Maternity Leave, to June 11, 2001:		
Heidi Roberts	Leave	August 22, 2000

Deletion of Names From the List of Appointed Teachers

On September 6, 2000, conference letters were sent to the following teachers, stating that they should respond within 15 days or their names would be deleted from the list of appointed teachers. As of this date, no response has been received, nor have the staff members informed the Administration of their status.

Gerald Alberti
Pedro Lopez
Debbie Paniagua

Report on Resignations

Name	Position	Effective Date
Michael C. Aguilar	Teacher	09/15/00
Sally J. Barron	Teacher	08/21/00
Kimberli A. Bretzel	Teacher	09/04/00
Patricia E. Burns	Teacher	12/19/00
Barbara Butler	Teacher	08/21/00
Raysa Castillo	Teacher	08/21/00
Ronald K. Clayton	Teacher	08/21/00
Keri B. Cridelich	Teacher	08/21/00
Lynn M. Dable	Teacher	08/21/00
Andrea M. Davis	Teacher	08/21/00

Nochelle Davis	Teacher	08/21/00
Maria DelValle	Teacher	08/21/00
Kristina Durler	Teacher	08/25/00
Elizabeth Dyke Ruh	Teacher	07/26/00
Sylvia A. Flenorl	Teacher	08/04/01
Cynthia A. Galvan	Teacher	08/21/00
Nicole M. Gnadt	Teacher	08/21/00
Roxane Grimes	Teacher	09/28/00
Jean Holthaus	Teacher	09/29/00
Karen Huff	AP	08/13/00
Jamie Humbert	Teacher	09/08/00
Anderson Irvin	Teacher	08/21/00
Ronald Jackson	Teacher	02/12/01
Carl J. Keller	Teacher	01/22/01
Debra L. Kemp	Teacher	08/14/00
Ruslana Korothkaya	Teacher	08/30/00
Kathleen M. Lovendahl	Teacher	09/22/00
B. Craig Lutzke	Supervisor	12/11/00
Angelena Malone	Teacher	08/21/00
Elizabeth A. Manian	Teacher	08/21/00
Kay M. Mantilla	Acting Dir	10/31/00
Debra J. Masson	Teacher	08/21/00
Mary Merisalo	Teacher	08/09/00
Neallie J. Newson	Teacher	08/21/00
Ann M. Noll	Teacher	08/21/00
Titus Peck	Teacher	08/21/00
Jennifer A. Pelzek	Teacher	09/22/00
Michael J. Pratt	Teacher	08/21/00
Richard H. Prodehl	Teacher	08/21/00
Marsha Raniewicz	Teacher	06/11/01
Emily K. Rendon	Teacher	08/21/00
Edward A. Ricks	Teacher	09/15/00
Sandra R. Ruesink	Teacher	12/19/00
Michelle Russell	Teacher	08/21/00
Alba Nydia Santiago	Teacher	08/29/00
Joseph A. Saporito	Teacher	12/08/00
Jessica Sarnow	Teacher	09/20/00
John A. Schmitz	Teacher	12/19/00
Jean Schram	Teacher	09/01/00
Robert M. Simiele	Teacher	11/03/00
Lori A. Trilling	Teacher	08/21/00
Nancy J. Vlachina	Teacher	08/21/00
Phillip J. Wettstein	Teacher	09/01/00
Nanette White-Johnson	Teacher	08/21/00
Eva M. Williams	Teacher	08/21/00
Barbara Witczak	Teacher	06/11/01

Prevailing Wage Rates

Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications from the Milwaukee Building and Construction Trades Council listing the new wage rates and their effective dates are attached to the minutes of your Committee's meeting.

Committee Recommendations

Your Committee recommends that the Board:

1. Approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above;

2. Authorize the Administration to pay the prevailing wage rates detailed in the above-mentioned communications in contracts with contractors and subcontractors.

(4) Authorize increases for MPS construction craftsmen as of the date indicated on the avobe communication.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Action on a Recommendation to Approve a Lease Agreement with the Wisconsin Career Academy Charter School for the Use of Space at Madison High School

Administration's Analysis

1. At its meeting of June 27, 2000, the Board authorized the Administration to negotiate a lease agreement with the Wisconsin Career Academy for use of space at Madison University High School. In addition, recommendations regarding the lease, as well as any fiscal, contractual, and Board policy changes, were to be brought to the Board for its approval in July 2000. Since that time, the Administration has been exploring all of the possible policy implications of leasing this space to the Wisconsin Career Academy and has found that many of the policy issues will require considerably more study prior to recommendations being brought to the Board.

2. In the meantime, the Administration has negotiated a lease agreement with the Wisconsin Career Academy which complies with existing policies and procedures. The negotiated lease, which is for 12,129 sq. ft. of space in Madison University High School, includes provisions to recover all costs and provide income for the district. The lease contains a rental rate of $12.50/sq. ft. and is for a 10-month period. There is no renewal option, and all use of the facilities outside of normal school hours will be on a permit basis.

Strategic Plan Compatibility Statement

3. The recommendation is consistent with the MPS Strategic Plan regarding fiscal responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations.

4. The City Attorney has reviewed the lease. During the course of the review, it became apparent that a number of policy issues needed to be addressed in greater detail than time permitted. The Administration is currently working with the City Attorney's office to develop a standard lease agreement and to develope recommended policy changes or additions. These policies will be developed to differentiate between partial building leases and leases for entire buildings. These recommendations will be brought to the Board as soon as possible.

Statute, Board Policy or Rule Statement

5. The leasing of facilities and their use during non-school hours is governed by Administrative Policy 5.02 and Administrative Procedure 5.02, Extracurricular Community and Parent Organization Use of Facilities, as well as Administrative Procedure 5.01(3), Rentals and Services (leases). The lease agreement complies with all aspects of these policies and procedures and must be approved by the Board.

Fiscal Impact Statement

6. The total lease payment income will be $125,968.70. The funds will be distributed as follows: $8,263.55 to the Department of Technology, $73,868.05 to Madison High School, and $43,837.10 to the Division of Facilities and Maintenance.

Implementation and Assessment Plan

7. The Administration will monitor the operation of the Wisconsin Career Academy during the school year to determine problem areas and will incorporate any needed changes in future lease agreements.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a lease agreement with the Wisconsin Career Academy for use of space at Madison University High School.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Action on a Request for Authorization to Amend FY2001 Contracts for Contracted Kindergarten/Primary Programs

Administration's Analysis

1. At its meeting on June 27, 2000, the Board authorized the Administration to enter into contracts with agencies for early childhood services. All students being served under these contracts are included in the MPS enrollment count.

2. The Administration is requesting authorization to amend the contracts with the following agencies to reflect an increase in the number of students served under the contracts and to adjust the contracts to reflect the actual grades of students.

School or Agency	Original FTE	Adjusted FTE	Original Contract	Amended Contract	Increase
AGAPE	180	186	$963,520	$985,576	$22,056
La Causa	80	97	412,140	491,362	79,222
Seeds of Health	280	280	1,445,800	1,459,494	13,694
Total	540	563	$2,821,460	$2,936,432	$114,972

AGAPE increased by 6 seats, and La Causa by 17 seats. Seeds of Heath requires an adjustment due to an increase in the number of students in grades 1-5 and a decrease in the number of K4-K5 students. While the total number of FTEs remains the same for Seeds of Health, per-pupil rates for students in grades 1-5 are greater than K4-K5. Therefore, the cost of the amended contract for Seeds of Health increased.

Strategic Plan Compatibility Statement

3. The recommendation supports the MPS Strategic Plan , Goal 1, Student Achievement, and Goal 3, Family Satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rule Statement

4. No Board policy or rule would require modification.

Fiscal Impact Statement

5. The FY01 budget authorized the Administration to contract for a total of 905 FTEs. The FY01 Third Friday student counts project a reduction of 140.5 FTEs from other agencies/schools that have contracts with MPS for kindergarten and primary-grade programs. Therefore, funding is available within the FY01 budget to adjust the contracts for the schools/agencies listed above.

Pending Board approval of the adjustments listed above, the number of FTEs counted in the Third Friday count will be 781, for a net reduction of 124 FTEs.

Implementation and Assessment Plan

6. These contracts are monitored through the Department of Educational Services.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to amend the contracts with the following schools/agencies:

School or Agency	Original FTE	Adjusted FTE	Original Contract	Amended Contract	Increase
AGAPE	180	186	$963,520	$985,576	$22,056
La Causa	80	97	412,140	491,362	79,222
Seeds of Health	280	280	1,445,800	1,459,494	13,694
Total	540	563	$2,821,460	$2,936,432	$114,972

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Report of Hearing on a Recommendation to Modify School Attendance Areas to Implement the Neighborhood Schools Plan

Your Committee received the following report from the Administration. Action is anticipated in November.

Administration's Report

1. At its meeting of August 24, 2000, the Board approved the Neighborhood Schools Plan for transmittal to the State Legislature's Joint Committee on Finance by September 1, 2000. Contained in the document were recommendations for changes in various school attendance areas which were the result of either proposed capital improvements or independent recommendations designed to encourage neighborhood school participation, such as relocation of existing citywide programs, conversion of existing citywide schools to neighborhood schools, and reduction of attendance-area populations to more closely reflect neighborhood school capacity.

2. The proposed attendance area changes were developed from input regarding school safety and geographical barriers received from various groups during the creation of the Neighborhood Schools Plan. Wherever possible, the proposed attendance areas have included the following in their development:

a. Boundaries will be located on main traffic arteries and highways wherever possible.

b. Service areas for elementary attendance areas will be in conformance to the approved facilities standard.

c. Attendance-area population will be sufficient to support the school and minimize or eliminate the need for transportation.

d. Attendance-area boundaries at the middle and high school will be structured to eliminate split elementary attendance areas and establish feeder patterns for elementary students.

Maps of the proposed attendance area changes are included in the attachments to the minutes of your Committee's meeting.

3. In order to obtain additional input on the proposed attendance area changes, this item is being transmitted to the Board for review and public hearing this month. The information is also being distributed to schools to allow time for school governance councils and parent groups to review the proposed modifications. The Administration will submit recommendations to the Board for consideration at the November Finance/Personnel Committee meeting.

Item 5 was set aside for discussion purposes, no action being required.

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(Item 6) Action on a Recommendation to Approve the Establishment of Transportation Regions for Middle and Montessori Schools and to Revise Administrative Policy 4.04, Student Transportation Services, as Specified in the Neighborhood Schools Plan

Administration's Analysis

1. The Neighborhood Schools Plan, approved by the Board on August 24, 2000, recommends that transportation regions be established for middle schools and Montessori schools. The Neighborhood Schools Plan also recommends establishing transportation policies that enhance the safety of students or reduce district transportation costs. In light of this, the Administration is requesting Board approval of the following transportation regions and required revisions to Administrative Policy 4.04, Student Transportation Services. The Administration is submitting policy revisions at this time to ensure that parents and students have ample and timely information to make educational choices for their children.

2. Montessori Schools

Four transportation regions will be established for Montessori schools, effective for the 2001-2002 school year. Students residing in a designated Montessori transportation region will be bused only to the Montessori school within the transportation region established for that school. These transportation regions will apply *ONLY* to entry-level students and will not affect currently enrolled students who reside outside the transportation region.

The four transportation regions are as follow:

NORTH:.....City of Milwaukee north of Hampton Ave.

CENTRAL .....City of Milwaukee south of Hampton Ave, north of I-94 and east of I-43

EAST.....City of Milwaukee north of I-94 and east of I-43

SOUTH .....City of Milwaukee south of I-94.

Each Montessori school would draw from two transportation regions, with transportation provided as follows:

CRAIG	MACDOWELL	MARYLAND	FERNWOOD
North & Central	South & Central	East & Central	South & East

Should seats remain available at a Montessori school, students from the closest region may be assigned to that school. Neighborhood students will retain an assignment preference, even if, as in the case of Craig, the student resides outside of the region.

The current number of students who reside outside of the proposed transportation regions, and who would not be affected by this policy change, is as follows:

Craig 24
Fernwood (Greenfield) 160
MacDowell 166

By FY07, Montessori transportation regions are projected to decrease transportation costs by $409,140.

3. Middle Schools

Three transportation regions will be established for middle schools, effective for the 2002-2003 school year. These regions, which will serve non-citywide middle schools, will apply *ONLY* to entry-grade level students and will not affect currently enrolled students who reside outside the transportation region. The three transportation regions are as follow:

NORTH .....City of Milwaukee north of Hampton Ave.

CENTRAL .....City of Milwaukee south of Hampton Ave. and north of I-94

SOUTH .....City of Milwaukee south of I-94

All middle schools may draw students from the central region, with transportation provided. The north and south regions would serve students from middle schools as follows:

NORTH-CENTRAL	SOUTH-CENTRAL
Burroughs	Audubon
Douglas	Bell
Malcolm X	Fritsche
MSL	Kosciuszko
Muir	Sholes
Webster	Walker

Students will have the option of selecting any school in the region they reside, with transportation provided.

Steuben Middle School is scheduled to convert to a community middle school for the 2001-2002 school year. Steuben will have transportation provided only for students residing within its attendance area. Edison Middle School is scheduled to convert to a K-8 school for the 2002-2003 school year.

Current citywide middle schools — Global Learning, Grand Avenue, Lincoln, Milwaukee Education Center, Morse, Robinson. Roosevelt, Scott — will not be affected. Students at Milwaukee School of Languages who are in the full language immersion program (i.e.. direct feeder from Milwaukee French Immersion, Milwaukee German Immersion and Milwaukee Spanish Immersion) will not be affected.

The current number of students who reside outside of the proposed transportation regions, and who would not be affected by this policy change, is as follows:

Audubon	74
Bell	102
Burroughs	11
Douglas	11
Fritsche	82
Kosciuszko	25
Malcolm X	26
Milw. School of Languages	58
Muir	8
Walker	31
Webster	11

By FY07, middle school transportation regions and revisions to Steuben and Edison attendance policies are projected to decrease transportation costs by $1,988,874.

4. Administrative Policy 4.04, Student Transportation Services, governs transportation services provided by the district. The Administration's recommended revisions fall into two categories: (1)

revisions as outlined in the Neighborhood Schools Plan, and (2) revisions to update policy language. The entire Administrative Policy 4.04, with recommended strike-throughs and underlined revisions, is found in the Recommendations section.

Neighborhood Schools Plan: The Neighborhood Schools Plan (NSP) recommends establishing transportation regions for middle and Montessori schools. Related the recommended policy revisions can be found in 4.04(1)(a) and 4.04(4)(c). The NSP also states that schools may provide transportation within their attendance areas if it enhances student safety or reduces transportation costs. Related policy revisions can be found in 4.04(1)(a) and 4.04(2)(c). Student mobility was addressed by the NSP. An interim mobility policy can be found in 4.04(4(f). The NSP establishes neighborhood specialty schools. Related revisions are addressed in 4.04(4)(b).

Update Policy Language: The Administration is recommending revisions to Policy 4.04 to update policy language and terms. For example, the *Department of Business Services* replaces the *Department of Parent and Student Services*. *Special education* is used instead of *exceptional education.* The services provided to middle school students and K-8 schools are distinguished from those provided to secondary/high schools.

Strategic Plan Compatibility Statement

5. The recommendations are aligned with the Neighborhood Schools Plan, as approved by the Board on August 24, 2000.

Statute, Board Policy or Rule Statement

6. The City Attorney's Office has reviewed and accepted the recommended revisions. Approval of the Administration's recommendations will require revisions to Administrative Policy 4.04, Student Transportation Services.

Fiscal Impact Statement

7. The projected transportation savings from establishing middle school transportation regions and revisions to Steuben and Edison attendance policies is $1,988,874 per year by FY07.

The projected transportation savings from establishing Montessori transportation regions is $409,140 per year by FY07

Implementation and Assessment Plan

8. If approved by the Board, the transportation regions and policy revisions will be included in *Directions* and all other appropriate publications and documents

Committee Recommendations

Your Committee recommends that the Board approve:

1. The establishment of transportation regions for middle and Montessori schools described and revisions to Policy 4.04 pertaining to transportation regions.

2. The revisions to Policy 4.04, Student Transportation Services, as follows:

4.04: STUDENT TRANSPORTATION SERVICES

The major purpose of the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee resident students.

The Board shall contract for transportation services. Contracts shall be awarded on a competitive bid basis.

Bus contractors, who are responsible for the safe operation of school buses, shall comply with all applicable laws, rules, and regulations of the State Superintendent of Public Instruction and the administrator of the Division of Motor Vehicles.

The ~~Division~~ Office of Pupil Transportation Services in the Department of ~~Parent and Student~~ Business Services shall be responsible for establishing bus schedules, routes, stops, and all other matters relative to the transportation program.

The transportation program shall be administered in accordance with the following statements:

Note: "Carrier" in the following statement means a contracted vehicle. "Elementary" means an elementary school, and "secondary" means either a middle school or high school, regardless of the grades within any particular school building.

1. CONDITIONS OF DISTANCE

Transportation is provided to Milwaukee resident students as follows:

a. To and from public schools within the city:

1) If the student is enrolled in kindergarten or grade 1 through grade 8, and the residence is two miles or more from the district school, and resides within the pupil's designated transportation region.

2) If the student is enrolled in kindergarten or grade 1 through 8, and ~~his/her~~ the designated group licensed day care center is located within his/her school's attendance area.

3) If the student is enrolled in grade 9 through grade 12, and the residence is two miles or more from the district school and more than one mile walking distance from public transportation.

b. To and from private schools located within the city or located not more than 5 miles beyond the boundaries of the city, measured along the usually traveled route:

1) If the student is enrolled in kindergarten or grade 1 through grade 8, and the residence is two miles or more from the private school;

2) If the student is enrolled in grade 9 through grade 12, and the residence is two miles or more from the private school and more than one mile walking distance from public transportation.

3) If the student resides within the designated attendance area of the private school. (Attendance area is the geographic area designated by the governing body of a private school and approved by the Board as the area from which its students attend. The attendance areas of private schools affiliated with the same religious denomination may not overlap.);

4) If the private school submits the names, grade levels, and locations of eligible students no later than ~~May 15~~ the third Friday of September; and

5) According to the transportation schedule prepared by the Milwaukee Public Schools.

c. Level of Service

1) By contract with a common carrier, a taxi company, or other parties if the resident student is eligible for transportation;

2) By contract with parent or guardian if the resident student is eligible for transportation, the annual payment for each student will not be less than $5 times the distance in miles between the student's residence and the private school attended, or the district's average cost per student for bus transportation in the previous school year exclusive of transportation for kindergarten students during the noon hour and for handicapped students, whichever is greater, but the

payment shall not exceed the actual cost nor may the aids paid under section 121.58 of the Wisconsin Statutes for the student exceed the cost thereof. Parent contracts shall be issued where the average cost to transport a student to a particular ~~private~~ school is estimated to be more than 1.5 times the "average cost" per student, exclusive of transportation of kindergarten students during the noon hour and for handicapped students, transported in the previous year.

3) The Milwaukee Public Schools reserve the right to determine by which of the above methods its obligation to transport an individual shall be met.

4) Milwaukee Public School students enrolled in grades K-8 will be transported by school bus. Students enrolled in grades 9-12 will use the transit system, unless adequate service is not available.

5) Transportation will be provided when a student's health and/or safety concerns warrant service.

2. CONDITIONS OF UNUSUAL HAZARD

When conditions of unusual hazard exist, transportation service may be provided to Milwaukee resident students enrolled in grades K-~~6~~ 8 to and from the schools which they attend and for those students enrolled in grades ~~7~~ 12 9-12 where public transportation is not available.

A hazards review board composed of representatives from the transportation committee of the Milwaukee Public Schools, the City Safety Commission, the City Bureau of Traffic Engineers, the County Bureau of Traffic Engineers, and the city police department will conduct investigations and prepare recommendations to be submitted to the transportation committee of the Milwaukee Public Schools.

Designated areas of unusual hazard shall be reviewed periodically by the hazards review board.

The school principal or administrator may designate an area within the school's attendance area as a condition of unusual hazard. Transportation may be provided utilizing that school's funds. The principal or administrator shall contact the Office of Pupil Transportation Services to schedule the service.

3. TRANSPORTATION FOR CHILDREN WITH EXCEPTIONAL SPECIAL EDUCATION NEEDS

Transportation to and from private and public schools is provided to Milwaukee resident students designated as "children ~~with exceptional education~~ special education needs. The program supervisor in the Division of Special Services determines the appropriate mode and level of transportation service.

Where it is possible and feasible, children with ~~exceptional~~ special education needs may be mainstreamed on existing bus routes.

4. RACIAL BALANCE, MODERNIZATION, OVERLOAD, AND LACK OF FACILITY

a. Transportation is provided to Milwaukee resident students enrolled in the Milwaukee Public Schools who participate in educational programs that work toward a more integrated society, when a school tends to become racially imbalanced, when it becomes necessary to modernize a school facility, to accommodate temporary enrollment overloads or when the district school facility will not accommodate the students who reside in the attendance area.

b. City-Wide Schools

1) Elementary (preschool to grade top). Transportation service will be provided to the public elementary school students whose residences are one mile or more walking distance from the assigned city-wide school or neighborhood specialty school.

2) Secondary. Transportation service will be provided to the public secondary school students whose residences are two miles or more walking distance from the assigned city-wide school.

3) New enrollees. New enrollees who meet the criteria of distance will be provided transportation.

c. Attendance-Area Schools

1) Elementary and Middle Schools (K-4 – grade ~~top~~ 8). Transportation service will be provided to the public elementary school students who are assigned to a school other than their attendance area school, whose residences are one mile or more walking distance from the assigned school and resides within the pupil's designated transportation region.

2) Secondary. Transportation service will be provided to those public secondary school students who are assigned to a school other than their attendance area school and whose residences are two miles or more walking distance from the assigned school.

New Enrollees. New enrollees who meet the criteria of distance must also meet the criteria of section 121.85 of the Wisconsin Statutes to be provided transportation~~.~~

d. High Schools Participating in Recognized WIAA State Events

e. Transportation services from the high school to the meet site and return will be provided for high school bands to perform at scheduled football games.

It may be necessary for coaches to provide transportation in privately owned automobiles for small groups of athletic team members. Reimbursement will be based on the automobile allowance rate established by the Board. Liability insurance will be based on the school system's liability insurance covering employees' personal automobile while being used on board business.

f. Student Mobility

Transportation may be provided to enable students to remain at their school should they change residence. Transportation may be provided for the remainder of the school year, provided they can be accommodated on existing bus service.

5. REHABILITATIVE PROGRAMS

Transportation may be provided by carrier or by bus ticket for Milwaukee resident students enrolled in Milwaukee Public Schools rehabilitative programs.

6. FIELD TRIPS

Transportation services for field trips will be provided as follows:

a. Regular students. Transportation service for field trip experiences will be arranged and paid for by the respective school involved.

b. Exceptional Education Students. Transportation service for field trip experiences will be processed by the Department of ~~Parent and Student~~ Business Services within the budgetary provisions for this service.

7. PROPOSALS

All proposals which will include transportation service will be written in order to conform with the adopted transportation policy of the Board.

8. PHYSICAL EDUCATION

Transportation will be provided within the budgetary provision for this service to implement the Milwaukee Public Schools' elementary and secondary intramural and extramural physical education program. Transportation will be provided for activities such as sports days, modified sports days, play days, symposiums, and clinics. Participation in these activities must be approved by the curriculum specialist, Health and Physical Education.

9. INTERSCHOLASTIC ACADEMICS

Transportation will be provided within the budgetary provision for this service to implement the Milwaukee Public Schools' interscholastic academics program in the areas of chess, debate, forensics, and mathematics. Participation in these activities must be approved by the appropriate curriculum specialist. It may be necessary for coaches to provide transportation in privately owned automobiles for small groups of academic program members. Reimbursement will be based on the automobile allowance rate adopted by the Board.

10. BEHAVIOR

The driver shall be primarily responsible for the maintenance of order on the bus both while it is in motion and during pick-up/discharge periods. The driver shall report any misconduct to the ~~Division~~ Office of Pupil Transportation Services or to a school principal, according to procedures established by the manager.

a. The specifics of student behavior will evolve within the framework of the total school programs, but the following basic rules shall prevail:

1) Riders shall be seated at all times when the bus is in motion;

2) Riders shall refrain from loud or distracting talking;

3) Aisles shall be free from books and other obstructions;

4) Riders shall stay away from doors or windows;

5) Riders shall help to keep the vehicle clean and free from litter;

6) Riders shall not smoke aboard a vehicle; and

7) Riders shall not possess alcoholic beverages aboard a vehicle.

b. Students may have bus-riding privileges suspended by the ~~Division~~ Office of Pupil Transportation Services, or designee, without being suspended or expelled from school; however, both public and private school students must be afforded due process, as provided by section 120.13 (l) of the Wisconsin Statutes, before such suspension can take place.

11. ACTIVITY VEHICLES OR LATE VEHICLES

a. Elementary School and Middle School Students. Contracted school bus transportation will be provided one day per week for Elementary Schools and two days per week for Middle Schools for those students who remain at the assigned school to participate in after-school activities sponsored by the school.

b. ~~Middle School Students and~~ High School Students. Where the county transit service is not feasible, transportation service will be provided by contracted school bus for those students who remain at the assigned school to participate in after-school activities sponsored by the school.

12. WALK-TO-STOP DISTANCE

a. Elementary school students may be required to walk up to one-quarter of a mile to a school bus pick-up point.

b. Secondary school students may be required to walk up to one-half of a mile to a school bus pick-up point.

13. KINDERGARTEN PICK-UPS

a. K-3 and K-4 students will not be dropped off unless they are met by a responsible adult; are met or accompanied by a sibling; or, with the permission of the parent or guardian, are met or accompanied by a friend over the age of seven. Children who are not dropped off will be taken to a location for child care. The child will not be transported until the parent or

guardian contacts the school principal, and the principal reinstates the bus service for the child. The principal will contact the bus company to reinstate service.

b. If a parent receives three (3) "absence of responsible person" notices in a year, bus service for that child can be canceled, and $25.00 will be assessed for reinstatement to the program. Pupil Transportation Services and the school principal will confer and jointly decide what action will be taken.

c. Early childhood students are included in this policy.

14. CAREER SPECIALTY

Students enrolled in the career specialty programs will be provided transportation as follows:

a. Shuttle Service. During the school day contracted school buses will provide shuttle service to return students to their regular schools and to bring students to the career specialty schools.

b. Before- and After-School Service. Where it is feasible for students to use public transportation to travel to career specialty schools in he morning and to travel to their homes at the end of the school day, those students will be provided with a bus pass or bus tickets. When public transportation is not feasible for students to travel to career specialty schools in the morning and to travel to their homes at the end of the school day, those students will be provided with contracted school bus service.

Adopted 8-31-94

15. LEVEL OF SERVICE: SUMMER SCHOOL

For summer school, the level of transportation service for elementary students will be yellow school bus. The level of transportation service for middle and high school students will be the county transit services (Milwaukee Public Schools weekly bus pass), where it is feasible; where it is not feasible, yellow school bus services will be provided.

16. TRANSPORTATION FOR STUDENTS RESIDING IN SHELTERS

Transportation service is provided at no cost to homeless children and youth residing in shelters so they may attend the schools in which they are enrolled. The Board shall allocate funds for this service annually, establishing appropriate limits on the use of specialized transportation services through its budget process.

17. STUDENT TRANSPORTATION APPEALS

A transportation appeals committee shall be established so that appeals of administrative transportation decisions may be heard promptly and in a uniform manner.

The committee shall be composed of one high school administrator, one middle school administrator, one elementary school administrator, the transportation chairman for the Milwaukee City Council of Parent-Teacher Associations, and a representative from the private schools. Staff members in the ~~Division~~ Office of Pupil Transportation Services shall serve as resource persons to the committee.

Approved by Board 10-29-80; Revised 1-25-95
CROSS REF.:Admin. Proc. 4.04(1) Student Transportation Appeals
PREVIOUS CODING: Admin. Policy EEA-R, prior to May 1995

18. SCHOOL BUS SCHEDULING AND ROUTING

Bus routes and scheduled stops shall be developed by the Department of ~~Parent And Student~~ Business Services.

Bus routes and designated stops shall be altered only by the Department of ~~Parent and Student~~ Business Services; however, exceptions to scheduled stops may be made under the following conditions:

a. In an emergency situation, the transportation contractor shall be permitted to use his/her own discretion to properly, carefully, and safely call for or deliver a student to his/her home.

b. Handicapped children are to be given such additional assistance as may be determined necessary by the Division of Pupil Transportation Services. Depending upon the disabilities, this may include leading or carrying a student from his/her doorstep ~~or room~~ to a seat in the bus.

Codified 1976; Revised 1982, 1-25-95
PREVIOUS CODING: Admin. Policy EEAB, prior to May 1995

19. SCHOOL BUS SAFETY

The safety and welfare of student riders shall be the first consideration in all matters pertaining to transportation. Emergency evacuation drills shall be conducted in accordance with the terms of the agreement between the Board and the transportation contractor, but at least twice each year in order to acquaint student riders with emergency procedures.

All vehicles used to transport children shall be equipped with two-way radio communication and shall be maintained in such condition as to provide safe and efficient transportation service with a minimum of delays and disruption of service due to mechanical or equipment failure.

Codified 1976; Reaffirmed 1-25-95
LEGAL REF.:W.S. 121.52(1)
PREVIOUS CODING: Admin. Policy EEAC, prior to May 1995

20. EVACUATION DRILLS

To prepare children for emergency situations which may involve the school bus and its riders, the agreement with the transportation contractor requires a minimum of two bus evacuation drills. These will be conducted in October and April.

Issued prior to 1976; Revised 1-25-95
PREVIOUS CODING: Admin. Policy EEAC-R, prior to May 1995
CROSS REF.:Admin. Proc. 4.04(2) School Bus Safety

21. BUS DRIVER EXAMINATION AND TRAINING

Each person employed as a school bus driver by the transportation contractors must have a school bus driver's license or be a certified public carrier driver. Bus drivers must also meet all requirements established by the State Superintendent of Public Instruction and the administrator of the Division of Motor Vehicles.

In accordance with state statutes, transportation contractors shall require each bus driver to submit to a physical examination, including a chest x-ray or tuberculin test, upon employment. Additional physical examinations shall be required at three year intervals.

Adopted 8-3-76; Codified 1976; Revised 1-25-95, 4-24-80, 5-25-82, 1-4-84, 4-19-84, 2-27-85, 2-24-93, 1-25-95, 12-13-95
PREVIOUS CODING: Admin. Policy EEEA, EEACA, prior to May 1995; Admin. Policy 5.04, May 1995-August 1996
LEGAL REF.: W.S. 121.52, 119.18(3), 120.13(1), 121.52, 121.53, 121.54(1), (2), (3) and (4); 121.55, 121.56, 121.58(2)(a), (4) and (6).

22. USE OF VIDEO CAMERA ON SCHOOL BUS

The Milwaukee Public Schools approves the use of video cameras on school buses for the purpose of reducing disciplinary problems and providing safe transportation of our students.

Parents shall be notified once a year that video cameras are being used on school buses and for what purposes.

The MPS Department of ~~Parent and Student~~ Business Services shall determine the location and rotation of video cameras. The bus contractor shall maintain a log that will include the date, bus number, and driver.

All videotapes produced shall be the sole property of MPS. The decision to view a videotape shall be made by the Director of the Department of ~~Parent and Student~~ Business Services or his/her designee. Upon viewing, the videotape shall be treated as a confidential pupil record in accordance with MPS Policy 8.42.

The Director of the Department of ~~Parent and Student~~ Business Services/designee shall determine who is authorized to view a videotape for the purpose of documenting an incident and determining which student(s) may be involved. Authorized persons may include school administrators, teachers who may be able to identify students, MPS transportation specialists, and bus contractor employees. If bus contractor employees are allowed to view a videotape, those employees shall be provided a copy of MPS Student Record Policy 8.42 and the Administrative Procedure regarding Disclosure of Education Records to "School Officials" with "Legislative Educational Interests."

Disciplinary action, in accordance with the district's discipline policies and procedures, may be taken against a student based on videotape documentation. The isolated segment of the videotape that documents the incident for which a student(s) is being disciplined may be viewed by the identified student(s) and his/her parent(s)/guardian(s). The school administrator shall view the videotape with the student and/or parent(s)/guardian(s) and document the date, time, and individuals viewing the tape.

The videotapes shall not be available for viewing by the public, non-designated employees of MPS and the bus companies, or other individuals. If there are no problems pertaining to the date the video was taped, the video may be erased and reused after three school days.

Director Werra moved to approve the Committee's recommendations, with the proviso that the policy be based on the current version of the policy.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—None.

Temporarily absent—Director Hardin—1.

[Note: The report above incorrectly quotes the first and third paragraphs of part 22 of the policy: Use of Video Camera on School Bus. The correct version, adopted by the Board on August 31, 1999, and incorporating the above amendments, is as follows:

The MPS Department of Business Services shall determine the location and rotation of video cameras. The MPS Division of Safety shall maintain a log that will include the date, bus number, and driver.

The videotapes shall not be available for viewing by the public, non-designated employees of MPS and the bus companies, or other individuals. If there are no problems pertaining to the date the video was taped, the video may be erased and reused after fifteen school days.]

* * * * *

(Item 7) Action on Resolution 0001R-002 by Director Hardin to Provide for a Review of Current Discipline Policies and Procedures

Background

At its meeting on September 26, 2000, the Board referred the following resolution by Director Hardin to the Administration for analysis:

WHEREAS, Safe schools offer positive learning climates for students, and parents and the community have identified safety as a high priority for the district; and

WHEREAS, Good data collection and analysis is essential in evaluating and improving the effectiveness of the district's disciplinary policies and practices, and the Division of Safety has earmarked $70,000 to invest to bring its data management system up to date; and

WHEREAS, Policies and procedures related to student discipline should emphasize both prevention and meaningful and effective intervention; and

WHEREAS, District policies and procedures related to student discipline should include practices that are non-discriminatory; and

WHEREAS, In order to ensure that students and parents understand their rights and responsibilities as members of the MPS community, explanations of such policies and procedures must be published in clear and concise language unburdened by bureaucratic and legalistic jargon; now, therefore, be it

RESOLVED, That a committee composed of at least two principals from each level (elementary, middle, and high school), one parent from each level, the Directors of the Divisions of School Safety and of Student Services, and three community representatives be established to review the current discipline policies and procedures; and be it

FURTHER RESOLVED, That the committee develop recommendations for revisions to the *Parent/Student Handbook on Rights, Responsibilities and Discipline* not only to reflect any changes in policies and procedures, but also to present those policies and procedures in a format more comprehensible and user-friendly to parents and students; and be it

FURTHER RESOLVED, That the committee make appropriate recommendations to the Board by March 2001.

Administration's Analysis

1. A review of the *Parent/Student Handbook on Rights, Responsibilities and Discipline* indicated that it had been updated as State Statutes and Board policies changed. The last revision occurred in July 1999, when the *Parent/Student Handbook on Rights, Responsibilities and Discipline* was revised to include the *Code of School/Classroom Conduct*, as directed by Wisconsin State Statutes 120.13(1)(a).

2. It also appears that, while the student discipline policies should emphasize both prevention and meaningful and effective intervention, in practice the current emphasis may be on intervention after infractions occur rather than on prevention or early intervention.

3. A further review indicated that, in some cases, the policies and procedures could be rewritten to be more meaningful to the school community and that unnecessary jargon could be omitted.

4. The Administration also agrees that broad representation is necessary on any committee formed to review these policies and procedures.

Strategic Plan Compatibility Statement

5. This resolution is supportive of the following goals in the Strategic Plan.

Goal 1: Student achievement.

Goal 2: Student success in further education and employment.

Goal 3: Family satisfaction as measured by their choices in the education market place.

Statute, Board Policy or Rules Statement

6. The resolution requests a review of the district's policies and procedures dealing with discipline, which include:

Administrative Policies:

8.17: Student Rights Responsibilities, and Discipline
8.19: Student Conduct
8.23: Weapons in the School (And Criminal Offenses)
8.26: Interrogations and Searches
8.28: Student Discipline
8.31: Student Suspension
8.32: Student Expulsion
8.37: Electronic Scanning: Metal Detectors

Administrative Procedures:

8.28: Student Discipline
8.37: Electronic Scanning (Guidelines for Using Hand-Held Detectors)

Fiscal Impact Statement

7. Any additional printing costs that may be incurred to publish revised policies, procedures, and other documents will be covered within the existing budget.

Implementation and Assessment Plan

9. The following is a proposed timeline for implementation and assessment:

Nov. 2000 ..... Committee selected and holds first meeting. The Committee will comprise the following:

- Two principals from each level (elementary, middle and high school).
- Teacher representation from each level.
- Parent representation from each level.
- Senior high school student representation.
- Three community representatives.
- Representatives from the Department of Leadership Services, Division of Student Services, Division of School Safety, Division of Special Services, and the Division of Small Community Schools.

Dec. 2000 -Feb. 2001 ..... The committee continues to meet.

March 2001..... The committee makes recommendations to Board

August 2001..... Any revisions adopted by Board are provided to parents, students, and schools.

Sept. 2001-June 2002 ..... Evaluation of revised documents conducted through a questionnaire to school community.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 8) Report on the District's Year-end Financial Position

Your Committee received the following report from the Administration:

Administration's Report

Chart 1 below shows the position of the district's various funds at June 30, 2000. Charts 2 and 3 in the attachments to your Committee's minutes show the year-end positions of individual schools and departments, respectively.

CHART 1

	School Operations	Construction	Extension	School Nutrition	Categorical
Revenues	$775,756,774	$20,538,285	$7,564,10	$26,239,396	$102,534,255
Expenditures	$771,942,515	$36,867,871	$5,966,25	$26,182,355	$103,133,027
Surplus(Deficit)	$3,814,259	$(16,329,586)	$1,597,85	$57,041	$(598,772)
Begin Fund Balance	$90,070,573	$10,209,442	$4,749,70	$182,402	$(4,749,968)
End Fund Balance	$93,884,832	$(6,120,144)	$6,347,55	$239,443	$(5,348,740)

School Operations Fund

The School Operations Fund ended FY00 with a surplus of $3,814,259. Fund Balance rose by the same amount to $93,884,832.

If approved by the Board, schools and departments together will carry over $6,164,192 in FY00 surpluses, and $2,683,767 in FY00 deficits. The net surplus carryover of $3,480,425 will result in a spend-down of Fund Balance during FY01 to the level of $90,404,407, leaving Fund Balance at the same level at which it started FY00.

Construction Fund

The Construction Fund ended FY00 with a deficit of $16,329,586. This deficit is the result of a delay in the receipt of bond proceeds. MPS received $16,260,000 in bond proceeds in August 2000, rather than June 2000 as the district had budgeted. This two-month delay was attributable to a decision by the City of Milwaukee to pushback its semi-annual bond issuance from June to August. June and December are the months the City historically borrows on its own behalf and on behalf of MPS. The City's borrowing decisions are predicated on its cash flow requirements.

Had the Construction Fund received the $16,260,000 bond proceeds in June as budgeted, the Construction Fund would have ended FY00 on budget.

Extension Fund

The Extension Fund ended FY00 with a surplus of $1,597,852. The surplus was due to lower than expected salaries and benefits ($981,873), and the receipt of unanticipated revenues ($212,611). Fund Balance increased to $6,347,557.

School Nutrition Fund

The School Nutrition Fund ended FY00 with a surplus of $57,041, virtually on budget. The School Nutrition – Fund Balance increased by the amount of the surplus to $239,443. The School Nutrition Fund continued to be a self-sufficient fund in FY00, i.e., it received no subsidy from the School Operations Fund.

Categorical Programs

Categorical Programs ended FY00 with a $598,772 deficit. Fund Balance for Categorical Programs at year-end was a negative $5,348,740. This negative Fund Balance is attributable to the fact that not all categorical programs are closed-out at year-end. Categorical programs typically have a 30-90 day clean-up

period following year-end. The district may submit claims for reimbursement for purchases it receives during the clean-up period. The reimbursements received for these delayed claims are recorded as FY01 revenues. These revenues have the beneficial effect of eliminating the $5,348,740 negative Fund Balance, leaving the categorical Fund Balance at zero where it ideally should be maintained.

* * * * *

(Item 9) Action on Recommendations with Respect to School and Department Budget Carryovers

Background

Board policy provides for the automatic carryover of school and department deficits in full; however, automatic carryovers of surpluses are limited to school balances only, and these carryovers are limited to a single-year surplus of 1.5% of a school's budget, with a maximum multi-year accumulation of 3%. Greater carryovers for schools may be executed only with Board approval. Also, any carryovers of department surpluses, regardless of size, must also have Board approval.

Administration's Analysis

1. At the end of FY2000, 59 schools were in a deficit position, while 94 were in a surplus position. Looking at the year-end compared with year-end of FY99, 87 schools had better conditions in FY00, while 66 had worse. Automatic carryovers in school budgets totaled a net $819,358 — $3,380,424 in surpluses and ($2,561,066) in deficits.

2. Surpluses in the following 27 schools exceeded the automatic carryover levels; all have requested that the excess of $1,392,382 over the automatic limits be carried over to FY01:

School	Excess Amount	Description
Milw. Trade & Tech	$17,681	Classroom supplies
Metro High	7,953	Equipment
Bell Middle	123,349	Sound system, instruments, technology
Milw. Educ. Center	68,398	Computer upgrades
Brown St.	83,834	Staff development, AC, other improvements
Carleton	152,203	Supplies, textbooks, computers
Clarke St.	146	Project SEED
Clemens	74,043	Computer upgrades, other improvements
Doerfler	6,474	Computer upgrades
Forest Home Ave.	39,891	Building improvements
Garfield	2,753	Computer Network
Goodrich	7,389	Staff development, supplies
Granville	4,089	Staff development, supplies
Green Bay Ave.	138,685	Playground, textbooks, network
Hi-Mount Comm.	50,549	Computer upgrades
Keefe Ave.	4,202	Computer upgrades
M. L. King, Jr.	56,021	Audio visual and technology equipment
LaFollette	24,397	Building improvements
Lee	182,420	Building improvements, computers
Longfellow	223,773	Most non-position areas
Maple Tree	4,933	Computer upgrades
Metcalfe	49,763	Delayed start-up costs
McNair	20,314	Technology
Palmer	24,516	Technology
Stuart	5,875	Technology
Whitman	9,494	Building improvements
Whittier	9,237	Computer upgrades

3. Board policy indicates that the carryover may not be used for position salaries. Prudent fiscal practice is to use the funds for one-time expenditures. Finance staff explained these parameters to the principals and reviewed requests for carryover to validate that Board policy is being met. As the list demonstrates, the carryovers are being set aside for numerous projects which are above the typical operating costs of the schools.

In addition, Finance staff met with several principals (those managing the largest carryovers) to review the tools available for monitoring use of budgeted funds. Explanation was also given of the impact of carryover funds on the district's financial condition.

4. Several Central Services units have also requested carryover of year-end surpluses. These departments have identified specific project costs, some of which are simply delayed from FY2000. These surpluses total $1,391,386:

UNIT	AMOUNT	PURPOSE
Superintendent's Office	$122,886	NSI, office technology
	118,185	Technology for Trade and Tech program area
Business Services	35,195	Congress Food Serv deficit
Educational Services	200,000	NSF-related training funds
	700,000	Textbook adoptions
	100,000	Staff development for assessment
Human Resources	64,964	HR/Payroll project
Leadership Services	50,156	SMS-related capital costs, staff development (Alternative Schools)

Statute, Board Policy or Rules Statement

5. Board Policy 3.05.4.b. requires Board approval of the carryover of any departmental surpluses. Board Policy 3.05.4.c. requires approval of carryovers of school surpluses in excess of the limits of 1.5% for single-year surplus accumulations and 3% for total surplus accumulations. This policy also prohibits the use of carryovers for position salaries.

Fiscal Impact Statement

6. Approval of these carryovers would utilize $2,783,768 of the FY00 School Operations Fund surplus of $3,814,259.

Implementation and Assessment Plan

7. Funds will be carried forward to FY01 budgets upon Board approval.

Committee Recommendation

Your Committee recommends that the Board approve the carryovers of school and department FY00 surpluses to FY01 as requested above.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 10) Action on Recommendations to Amend the Adopted Fiscal Year 2001 Budgets and Budget Resolutions for the School Operations Fund

Background

1. Since the institution of revenue limits, it has been routine to amend the annual budget at this point in the fiscal year. This is due to the fact that the permissible tax levy is affected by actual Fall enrollments and by state aid amounts, neither of which are typically available before mid-October.

2. In the course of recalculating the projected revenue limit and permitted tax levy, the Administration has also reviewed its earlier estimates of all revenues and expenditures.

Administration's Analysis

3. At this point, MPS has not finalized or filed with the Department of Public Instruction its Fall membership report, which is used to calculate a projected revenue limit. The revenue limit is based, therefore, on projected figures. These projections are based upon this year's preliminary enrollment reports and the historical pattern of change between such numbers and the official enrollment report in past years. On this basis, the revenue limit is projected to be $531,267 lower than estimated in May 2000. The enrollment projections on which re-estimates of revenue limits, revenues, and expenses are based are as follows:

Enrollment Category	Original 3rd-Friday Projection	Preliminary 3rd-Friday	Estimated Final 3rd-Friday
MPS Elem/K8/Mid/High	94,877	94,193	93,701
Alternative/Partnerships	2,661	2,787	2,662
Other Contracted/Non-Instrumentality Charters	1,567	1,636	1,563
Chapter 220 in Suburbs	4,943	4,895	4,684
Open Enrollment in Suburbs	462	853	840
TOTALS	104,510	104,364	103,450

4. The following changes in revenues from the School Operations Fund budget adopted in May 2000 have been identified:

Item/Description	Amount
a. General State Aid *Changes in equalized valuation and in state guaranteed valuation, state estimates of the MPS share of Choice and charter school costs, and final shared costs from the FY2000 financial report have combined to reduce these equalization and integration aids*	($9,986,191)
b. Computer Aid *This aid represents state funding in lieu of property taxes on tax-exempt computer equipment. The increasing value of such equipment and lower state general aid has increased this category of aid*	$961,876
c. Property Tax Levy *The combination of changes in general and computer aids and the updated revenue limit estimate indicates that the permissible tax levy has increased from the May 2000 estimate.*	$8,493,048
d. Handicapped Aids *State aid for programs for special education have been re-estimated in light of lower expenses which qualify for reimbursement*	($900,000)

e. Medicaid Reimbursement
A higher state-wide level of reimbursable expenditures triggered a higher reimbursement rate, increasing these revenues. Further, reimbursement was received for administrative costs that had not previously been projected $1,500,000

NET REVENUE CHANGE $68,733

5. The following changes in expenditures from the adopted FY01 budget have been identified:

Item/Description	**Amount**
MPS School Enrollment	($1,847,141)
Lower enrollments in MPS high, middle, and elementary schools permits estimated per-pupil reductions totaling a net ($1,634,783).	
Re-examination of the number of special education units funded in schools results in net savings of ($212,358).	
Non-Instrumentality Charter Schools	($1,198,149)
Lower-than-planned enrollment reduces the estimate of needed funding.	
Contracted Kindergartens	($567,442)
Lower-than-planned enrollment reduces the estimate of needed funding.	
Open Enrollment	$ $1,015,695
Higher-than-projected enrollment increases the estimate of needed funding.	
Distribution to Schools of Excess Chargeback Funds	$1,440,000
Schools with enrollments in excess of budget projections would receive per-pupil shares of the estimated amount of chargeback funds attributable to the difference between projected and actual fall enrollments.	
Unallotted Funds for Labor Agreements	($280,000)
Staffing reductions throughout the district reduce the estimated amount needed for settlement of labor contracts.	
Food Service pricing correction	$765,770
Corrected estimates of the price of meal service require additional support for Food Services operations, which have a revenue shortfall as a result of the original error. (Other departmental revenue shortfalls will not be adjusted for and will result in reductions within central department budgets of $1.58 million.)	
Intergovernmental Agreement	$120,000
Revenues from school buybacks are less than amount payable to City for nurses and crossing guards.	
Employee Benefits	$4,840,000
The re-estimated cost of medical insurance is $4.66 million higher than budgeted. Re-estimates of city pension costs and early retirement supplements require an additional $85,000 and $95,000 respectively.	

Employee Benefit Charges to Schools and Departments ..... ($4,840,000)
In recognition of higher benefit costs, the rates charged for benefits to schools, departments and grants (43%, except for Food Services at 47.31%) are increased by 1%.

HR/Payroll System..... $300,000
Completion of Peoplesoft system implementation requires additional funding.

Central Department Reductions..... ($300,000)
Central department budgets will be reduced to fund extra Peoplesoft costs.

Summer School..... $370,000
Re-estimate of costs based upon year-to-date expenses.

Neighborhood School Initiative..... $250,000
For implementation costs.

Districtwide Marketing Initiative..... $300,000
Details in attachment.

Eighth-Grade Transition ..... ($300,000)
Re-estimate of funding needs.

NET EXPENDITURE CHANGE..... $68,733

Strategic Plan Compatibility Statement

6. The recommendations are consistent with the practice of fiscal responsibility to make informed decisions about allocation of resources for district programs, functions and operations.

Statute, Board Policy or Rules Statement

7. The recommendations have been developed consistent with Board Administrative Policy 3.0, Fiscal Management.

Fiscal Impact Statement

8. The proposed amendments affect only the School Operations Fund. The Construction and Extension Funds would remain as approved in May 2000. Approval of these proposed amendments will result in a total budget (excluding categorical grants) of $850,362,363. This compares with the FY2000 total of $831,112,595, an increase of $19,249,768. The property tax levy increases by $9,159,925, from $160,561,007 in FY2000 to $169,720,932 in FY01. State aids and other non-property tax revenue increased $10,089,843, from $670,551,588 to $680,641,431. The estimated tax rate decreases $0.53, from $10.39 to $9.86, or –5.1%. A tax rate decrease of $0.53 generates an annual tax savings of $37 for the owner of a $70,000 home.

Implementation and Assessment Plan

9. Upon adoption by the Board, the Administration will notify departments and schools of the revised budget appropriations and direct the implementation of all resulting adjustments.

The resolutions adopted by the Board will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes 119.46, 119.47, and 119.48 prior to the adoption of the City Budget, scheduled for November 10**,** 2000.

Committee Recommendation

Your Committee recommends that the Board amend the FY01 School Operations Fund budget for the changes described above and that the annual budgetary resolution be amended as follows:

SCHOOL OPERATIONS FUND

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $821,741,808 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2001 Fiscal Year; and that $154,374,123 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 2000, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 11) Action on a Recommendation to Enter into a Sole-Source Contract for the Life Skills Training Curriculum

Administration's Analysis

1. Life Skills Training (LST) is a research-based curriculum that has proven to be effective in 12 major studies. LST is an alcohol, drug, and tobacco prevention program that uses skill-training and problem-solving exercises to help students strengthen social and self-management skills, develop ways to set goals, promote assertiveness, and resist peer and media pressure.

2. Among the organizations that have recognized LST are:

- The Centers for Disease Control (CDC), which recognizes LST as a "program that works."
- The National Institute on Drug Abuse, which selected LST as a program with proven effectiveness.
- The American Medical Association, which rated LST as "highly effective" with the Award for Prevention Excellence.

3. The core LST program is designed for sixth-graders, with additional lessons in the seventh and eighth grades.

4. To date, 43 MPS schools are participating in LST. Level 1 of the program has been completed by 5,964 sixth-grade students, and 201 MPS staff members have been trained.

5. Milwaukee Public Schools has received funding from the Philip Morris Youth Prevention Smoking Programs to provide staff, teacher training, and funds to purchase materials to implement the second year of the program.

6. National Health Promotion Associates, Inc., is the sole provider of training and materials for LST. To implement the program and training this year, the Administration is recommending approval of a sole-source contract with National Health Promotion Associates, Inc., for $118,000.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS mission statement to ensure that maximum educational opportunities are provided for all students to reach their highest potential.

Statute Board Policy Or Rules Statement

8. Life Skills Training is consistent with Administrative Policy 7.08, Teaching About Drugs, Alcohol, and Tobacco, and Administrative Policy 3.09, Purchasing and Bidding Requirements.

The recommendation complies with Wisconsin State Statute 115.36, assistance for alcohol and other drug abuse programs, and 118.01, educational goals and expectations.

Fiscal Impact Statement

9. The Philip Morris Youth Prevention Smoking Programs will fully fund the National Health Promotion Associates, Inc., contract and the implementation of the program within MPS.

Implementation and Assessment Plan

10. An outside independent evaluator has been hired to assess the program.

Each school participating has developed its own implementation plan. In addition, middle schools may offer LST as a health education course, HL 011 Life Skills.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a sole-source contract with National Health Promotion Associates, Inc., for $118,000 to provide training and materials for the Life Skills Training program.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 12) Action on a Recommendation to Enter into a Sole-Source Contract for the Gear-Up Program

Administration's Analysis

1. The U.S. Department of Education has awarded MPS a GEAR UP grant, funded under the authority of the Higher Education Act of 1965, (PL 105-244m CFDA/Subprogram No. 84.334A). The goal of GEAR UP is "To ensure that disadvantaged middle school and secondary school students are prepared for, pursue, and succeed in post-secondary education."

The total five-year award to MPS of $8,912,429 is part of the federal GEAR UP Initiative. Prior to disseminating the yearly awards, the initiative will be reviewed annually as part of the federal education budget. The award for the first year was $855,344. This year's award is $1,480,192. The middle schools funded by GEAR UP will use the funds primarily to increase the academic achievement of all cohort students with the inclusion of college preparatory activities for students and their parents, staff development focused on student success, and to provide a site coordinator at each of the three middle schools and Vincent High School.

2. The MPS-GEAR UP initiative began with the 1999-2000 seventh-grade class cohort (1,070 students from the three middle schools), and will add a seventh-grade cohort each year during the grant period.

In the first year, MPS-GEAR UP provided a broad range of pre-college activities to engage middle school students from Burroughs, Muir and Webster. Over 300 students participated in on-campus experiences at colleges across the state. Staff development focused on the evaluation of curriculum needs and the development of direct and indirect support strategies to increase the academic achievement of all students in the seventh-grade cohort.

MATC and the YMCA are direct partners in the initiative, and a collaboration among UWM-GEAR UP, Wisconsin DPI-GEAR UP, and MPS_GEAR UP is developing a city-wide focus to prepare our students to enter and succeed in post-secondary institutions in greater numbers.

3. The second year will continue service to the current eighth-grade students and add 1,070 seventh-grade students. Service will be provided to all cohorts of students as they progress through the twelfth grade. High schools that service the larger number of students in the three middle schools will begin to be incorporated into the initiative design. Vincent High School will take the leadership role at the secondary level this year as a result of its ongoing relationship with the three middle schools through the Northwest Neighborhood of Schools Initiative. The Northwest Neighborhood of Schools is developing and implementing new strategies for creating locally based "bottom-up," systemic changes in a cluster of schools in the northwest section of the City of Milwaukee.

4. The Administration is recommending that the Board approve the following sole-source contracts for educational services:

- Milwaukee Area Technical College/MATC ($141,510)

  This grant includes subcontracting $141,510 in year two to Milwaukee Area Technical College (MATC) to support the expansion of the existing partnership and academic support programs. Specifically, MATC has developed and will provide GEAR UP Academic Booster Camps on Saturdays focused on completion of proficiency requirements for seventh- and eighth-grade students from the project-funded middle schools (Burroughs, Muir and Webster). Booster Camps will also be developed and available to students during the summer, based on a needs assessment developed in the second semester.

  During the first year of GEAR UP, MATC has developed "Learning Adventures," a unique learning opportunity which offers online high school and middle school curriculum modules as supplemental learning tools. This GEAR UP academic outcome will be available to all students throughout Milwaukee who have Internet access. During the 2000-2001 school year, MATC will provide college workshops for students and their parents and will place parent support staff and parent services, including GED preparation in the Community Learning Centers, at Burroughs and Muir.

- YMCA of Metropolitan Milwaukee ($116,550)

  The GEAR UP grant also includes subcontracting $116,500 in year two to the YMCA of Metropolitan Milwaukee to support seventh- and eighth-grade students from the project-funded schools. The YMCA will provide access to YMCA facilities throughout the Milwaukee Metropolitan area for MPS-GEAR UP students and enroll MPS-GEAR UP students in academic support programs, including the One-on-One Mentoring Program, Teen Achievers, Teen Leaders, Teen Summer Camp, and Girls Night Out. The YMCA will collaborate with MATC and MPS in developing support strategies for the Summer Booster Camps, along with an academically focused YMCA Student Media Program. The YMCA will implement a Student Asset Survey to identify risk factors affecting our students and, in collaboration with MATC and MPS, develop strategies to increase the success potential of all MPS-GEAR UP students.

- Thomas Johnson, Educational Services & Programs ($79,875)

  Principals from the middle schools have selected Thomas Johnson as the project coordinator for GEAR UP. Mr. Johnson has previously provided leadership for the northwest cluster of schools through the Responsive Schools Project. The project coordinator role statement, which the principals developed in collaboration with Mr. Johnson, is available to the Board of Schools Directors upon request.

  Mr. Johnson will work with the schools 12 months per year as the liaison to the MPS-GEAR UP schools and partners, providing the administrative leadership to accomplish the goals and objectives of the grant in coordination with the MPS-GEAR UP schools and partners. Mr. Johnson, who will report to the project director and MPS-GEAR UP management team on a regular basis regarding the status of project activities, will prepare progress reports and develop the annual evaluation report with support from the Division of Research and Assessment.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute Board Policy or Rules Statement

6. The recommendation is consistent with state statutes, MPS policies and rules, and federal guidelines for grant awards.

Fiscal Impact Statement

7. Funding will be provided through the federally funded GEAR UP grant.

Implementation and Assessment Plan

8. The role of the U.S. Department of Education in the GEAR UP Initiative is to be a partner with the local GEAR UP leadership. This is a shift from a compliance- to a partnership-relationship. GEAR UP must focus on a rigorous curriculum supported by academic strategies and interventions developed from continuous evaluation of data. GEAR UP must be measured by academic improvement. The activity/strategy must support academic performance. There must be a continuous cycle of improvement based on data that are gathered throughout the year. GEAR UP evaluations will be done quarterly, based on this process.

Reports will be completed at the end of each project year, and a final report will be provided at the end of the fifth and final year, following U.S. Department of Education guidelines. The overriding focus will be to assess the impact of all activities on student achievement, college awareness, and college readiness.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into sole-source contracts for educational services funded through the U.S. Department of Education GEAR UP Project as follows:

- MATC, $141,510.
- YMCA of Metropolitan Milwaukee, $116,550.
- Thomas Johnson, $79,875.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 13) Action on a Recommendation to Enter into a Sole-Source Contract for the Purchase of Longitudinal Assessment Materials

Background

1. At the October 10, 2000, Innovation/School Reform Committee meeting, the Administration recommended changes in Policy 7.38, Assessment Program, that would implement a MPS Balanced Assessment System. That proposed MPS Balanced Assessment System contained three essential components: (1) diagnostic early literacy assessments, (2) longitudinal assessments of student growth, and (3) classroom assessments. The Administration's recommendation failed in committee.

2. The full Board will consider the Innovative/School Reform Committee's recommendation on the MPS Balanced Assessment System at its meeting on October 31, 2000. Should the full Board approve the MPS Balanced Assessment System, which includes requirements for longitudinal assessments, the Board will also have to approve the purchase of the longitudinal assessments to measure student growth. The first administration of these assessments was tentatively scheduled for the spring of 2000, to coincide with the Wisconsin Student Assessment System exams.

Administration's Analysis

3. One of the three components of the proposed MPS Balanced Assessment System is longitudinal assessments of student growth. The proposed district longitudinal assessment process would measure growth in student achievement by using standardized assessments. These proposed assessments of student growth would be aligned with district-adopted standards and yield scale scores similar to those of the state-required Wisconsin Knowledge and Concepts Exam (WKCE).

The proposed assessments would be administered once a year. Although these proposed assessments are primarily summative in nature, data from the assessments would be used in ongoing conversations regarding curriculum evaluation and instructional planning for individual students and for classrooms. Specialized, value-added data analyses would be able to inform students, parents, school sites, the district, and the general public about learning gains over a given period of time. Gains data from these proposed assessments would also be used for individual student accountability, as per promotion/graduation requirements outlined in Policy 7.37, adopted by the Board in May 2000.

4. The proposed longitudinal assessments of student growth would be in the following subject areas and grades:

Reading.....Grades 3-10 (includes WKCE in grades 4, 8 & 10)
English/Language Arts .....Grades 3-10 (includes WKCE in grades 4, 8 & 10)
Mathematics .....Grades 3-10 (includes WKCE in grades 4, 8 & 10)

5. The Administration has given serious consideration to two different vendors for the district's longitudinal assessment needs: Northwest Evaluation Association (NWEA) and CTB McGraw-Hill offer assessment instruments that may be used longitudinally to measure student growth. Both vendors offer the district distinct advantages. The Administration has analyzed which vendor/product/service will better meet the specific needs of the district for the longitudinal assessments of student growth. A side-by-side comparison is included in the attachments.

6. After a careful review of the needs of the district for longitudinal assessments, the Administration proposes contracting with CTB/McGraw-Hill for the Terra Nova Multiple Assessments. CTB/McGraw-Hill qualifies as the sole-source vendor for the MPS longitudinal assessments in grades 3, 5, 6, 7, and 9 in the subject areas of reading, English/language arts, and mathematics for the following reasons:

- The assessments align with the same standards as the Wisconsin Knowledge and Concepts Exam (WKCE) at 4^{th}, 8^{th}, and 10^{th} grade and with the State High School Graduation Test (HSGT) that is scheduled for implementation in 2002-2003 for the class of 2004.
- Common scale scores with the WKCE and HSGT will provide the most reliable information possible for measuring growth in student achievement.
- Students will have an opportunity to experience MPS assessments that have the same format and design as the WKCE and HSGT.
- The assessments will allow easy integration of the MPS assessment database with the State assessment database.
- The vendor provides a full range of services, including staff development assistance, and a local company representative.
- The assessments use multiple-choice and constructed-response questions that reflect content, skills, and thinking processes.
- In 1995, Wisconsin educators (including MPS representatives), under the direction of the Wisconsin Department of Public Instruction, reviewed the form and design of assessments offered from nationally known assessment vendors. They concluded that the Terra Nova from CTB/McGraw-Hill was the most appropriate for Wisconsin students.
- Vendor has experience with other large urban districts.
- The assessment uses national norms that reflect racial and ethnic diversity.
- The vendor offers comparable assessments in Spanish.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS Strategic Plan Goal #1, Student Achievement. In particular, the Balanced Assessment System matches stated criteria to measure success: (1) *progress in*

improving student achievement will be measured based on a set of the most meaningful student achievement measures specifically designed to measure the academic growth *of students over a designated period of time (MPS's value-added), and* (2) *measures will include results of the third-grade Wisconsin Reading Comprehension Test; the fourth-, eighth-, and tenth-grade Wisconsin Student Assessment System tests; and the MPS or state-mandated graduation proficiency exams.*

Statute, Board Policy or Rule Statement

8. The recommendation is compatible with the recommended revisions to Administrative Policy 7.38 and with Administrative Policy 7.37, with respect to the MPS Assessment Program and Graduation Promotion requirements.

Fiscal Impact Statement

9. Longitudinal assessments are included as a chargeback in the FY01 budget for the Division of Research and Assessment (measurement materials, budget code 1-10-4-786-566-439-262000). It is anticipated that the cost will not exceed $600,000 in FY01, while costs in FY02, FY03, and future budgets are expected to reflect slight inflationary increases.

Implementation and Assessment

10. TIMELINE

Approval of CTB/McGraw-Hill as the sole-source vendor for MPS longitudinal assessments ..... October 31, 2000

Completion of detailed contract with CTB ..... November 2000

Start staff development with school sites on the administration of the longitudinal assessments ..... November 2000

Staff development with district staff on the administration and use of longitudinal assessments ..... Bimonthly

Recommendation to the Board on an operational definition of MPS longitudinal assessments of student growth ..... January 2001

Recommendation to the Board on a MPS assessment ethics policy ..... January 2001

District and State assessments establish baseline data for MPS longitudinal assessments of student growth ..... Spring 2001(Tentative Feb. 2001)

Prepare detailed reports on student achievement data for distribution to schools. ..... (Tentative) March-April 2001

Staff development with school sites on the interpretation and use of data from the longitudinal assessments ..... Spring 2001(Tentative April 2001)

Recommendation to the Board on the refined MPS Accountability system ..... Spring 2001

Administration's Recommendation

The Administration recommended that the Board approve the sole-source purchase, not to exceed $600,000 in the FY01 budget, of the longitudinal assessments that are part of the MPS Balanced Assessment System from CTB/McGraw-Hill.

Committee Recommendation

Your Committee recommends that the Board not approve the sole-source purchase of the longitudinal assessments.

Director Braun moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—None.

Temporarily absent—Director Hardin—1.

* * * * *

(Item 14) Report on Staffing for the 2000-2001 School Year

Your Committee received the following report from the Administration:

Background

During the past few months, the Department of Human Resources has worked collaboratively with schools regarding staffing for the 2000-2001 school year. Information relative to the status of specific staffing areas follows:

Certificated Staffing

School Administrative Positions

Ten (10) vacant principal positions were filled since the end of the 1999-2000 school year. Two (2) of these vacancies were at the middle school level, eight (8) at the elementary level. There are currently ten (10) principal vacancies that are being filled by assistant principals in charge. These schools include Brown Street Academy, Bruce, Burdick, Humboldt Park, Morgandale, Neeskara, Thirty-seventh Street, Thoreau, Urban Waldorf, and Edison. An interview process for each of these schools has been established.

Teacher Staffing

The MPS Recruitment Fair and alternative certification programs have been successful in helping the district fill teacher vacancies. The Recruitment Fair resulted in 65 teacher hires. Alternative certification programs resulted in the hiring of 206 former interns. There are approximately 7,643 teachers in the school district of which 769 are substitutes, 243 are new interns and 6,631 are certificated teachers. For the 2000-2001 school year, 625 teachers, including the aforementioned 206 interns, have been hired. Minority teachers hired include 194 African American, 55 Hispanic, 9 Asian, 2 Native American and 5 Other Individuals.

The district continues to experience a serious shortage of teachers in the following areas: special education, mathematics, and science. There are 149 teachers in the district who are teaching under a permit license. Ninety-seven permit licenses were issued for special education, 13 for mathematics teachers, and 17 for areas of science. The remaining 22 permit teachers are scattered across bilingual, trade and technology, ROTC, music, physical education and foreign languages.

The Department of Human Resources, Office of Certificated Staffing, is working collaboratively with the Division of Special Services and several alternative certification programs to alleviate the teacher shortage in special education. Additionally, an online teacher recruitment service which is providing teacher applicant data from the Council for Exceptional Children (CEC) and the National Clearinghouse is being utilized by the Office of Certificated Staffing. The online service (Teachers-Teachers.com) is also providing applicant information for general education positions. Teacher and administrative positions are posted on the MPS and DPI websites.

Approximately 634 teachers requested reassignments during the transfer period. These teachers included individuals returning from leave, excessed teachers and those teachers requesting transfers. The majority of these teachers received assignments through the expanded interview process which is operational in 126 of the district's schools. Staff within the Office of Certificated Staffing worked closely with the MTEA to ensure that the reassignment of teachers was completed in accordance with contractual provisions. A total of 559 teachers received new school assignments as a result of the transfer process. Since July 1, 2000, 20 retirements and 261 resignations have been processed.

While vacancies exist in a number of schools, it is anticipated that through the expanded interview process, school teams will be able to recommend for hire either teachers in the system who do not have an assignment due to enrollment shifts as of Third Friday or new teacher hires. Certificated Staffing will assign contracted teachers requiring an assignment in the traditional manner, i.e., seniority based within licensure, to schools not participating in the expanded interview process. The regular interview schedule for schools participating in the expanded interview process will commence on October 4.

There are 769 substitute teachers available for dispatch to schools. It is anticipated that an additional 75 individuals will be hired for the substitute teacher pool.

The Staffing Task Force continues to meet on a regular basis with representatives from central services, schools, colleges, universities, alternative certification programs and the Department of Public Instruction to develop strategies for the successful recruitment, selection and retention of teachers. The director of the Department of Human Resources participates on the Title II state committee on Teacher Quality. She represents the district on the recruitment and alternative certification workgroup.

Classified Staffing

The Office of Classified Staffing is responsible for all of the human resource activities associated with approximately 6,000 support positions within the school district. The support positions under the jurisdiction of the Office of Classified Staffing include such classifications as secretary, educational assistant, food service assistant, building service helper, school engineer, building trades (carpenter, electrician, sheet metal worker, etc.), handicapped children's assistant, accountant, truck driver, safety assistant, and others. The human resource activities administered by the Office of Classified Staffing include such things as:

- Conducting all of the district's criminal background checks (including volunteers and partnership schools),
- Processing pre-employment physical examinations,
- Re-staffing schools each school year,
- Staffing summer school,
- Processing of requests for leaves of absence and transfer,
- Implementing changes in status such as promotions and changes in work year/hours,
- Processing grievances at the second step,
- Processing disciplinary actions, etc.

A sampling of the some of the activities of the Office of Classified Staffing for the twelve (12) -month period from October 1, 1999, through September 15, 2000, is as follows:

Wisconsin Criminal Background Checks	5,607
Non-Wisconsin Criminal Background Checks	430
New Hires	656
Leaves of Absence Processed	252
Transfers/Promotions/Reassignments	359
Retirements/Resignations Processed	768
Positive Drug Screens	33
Physical Examinations	827

* * * * *

(Item 15) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

5(r)	Carey Rehm	Principal Burdick School	Schedule III, Range 13Z $77,483.00
5(r)	April Swick	Assistant Principal Clement Avenue School	Schedule III, Range 10Z $54,603.00
5(r)	Jacquelyn Scudder	Assistant Principal Fairview School	Schedule III, Range 10Z $66,944.30
2(r)	Karen Bradley	Assistant Principal Thirty-fifth Street School	Schedule III, Range 10Z $64,502.00
5(r)	Andrew Engel	Instructional Technology Specialist Department of Technology	Schedule III, Range 10A $75,251.94
5(r)	Don Hoffman	Communications Coordinator Communications and Public Affairs	Schedule III, Range 10A $60,000.00
2(r)	Sherlyn Brown	Supervisor – Instructional Technology Department of Technology	Schedule III, Range 8A $50,058.00

Codes:
- 2 African American
- 5 White
- r Resident who must remain resident
- nr Non-resident who must become resident

Adopted with the roll call on the balance of the Committee reports.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 16 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of October 3, 4, 10, 11, 12, 16, 17, 20, 23, 24, and 25, 2000.

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

Ayes— Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra, and President Thompson—7.

Noes—None.

Temporarily absent—Director Hardin—1.

* * * * *

RESOLUTIONS

RESOLUTION 0001R-003

By Director Werra:

WHEREAS, The Milwaukee Board of School Directors has identified school safety as a top priority for the district in it's Strategic Plan; and

WHEREAS, During the 1999-00 school year, out of a total of 180 expulsions, 98 (or 54%) were as a result of weapons- or battery-related incidents; and

WHEREAS, A Survey of MPS middle school students conducted during the 1996-97 school revealed that one in four students has concerns about safety in their schools; and

WHEREAS, The Neighborhood Schools Plan promotes safety in schools and the surrounding neighborhoods in collaboration with parents, community residents, and law enforcement officials, and

WHEREAS, In public hearings, parents and community members have strongly demanded the safety focus; and

WHEREAS, Local, state, and federal agencies are concerned about issues of safety and, in a belief that any amount of violence in or around schools is unacceptable, are addressing many aspects of violence in the schools; and

WHEREAS, Safe schools offer optimum learning environments, opportunities for student success, and welcoming environments for parents and the community; now, therefore be it

RESOLVED, That a Research and Advisory Committee on School Safety be appointed by the Board President to study the issues of safety that affect students in and around schools; and be it

FURTHER RESOLVED, That the committee will make appropriate and far-reaching action-oriented recommendations to address significant safety issues on or before May 2001.

In accordance with notice previously given, Director Werra moved to suspend Board Rule 1.10 (1) to permit immediate consideration of the resolution.

The motion to suspend prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra, and President Thompson—8.

Noes—None.

Director Werra moved to adopt the resolution.

The resolution was adopted on the following vote:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, Spence, Werra, and President Thompson—8.

Noes—None.

* * * * *

RESOLUTION 0001R-004

By Director O'Neil:

WHEREAS, School communities who contribute to the vision and goals of their schools create an atmosphere of commitment, and the Board has encouraged schools to work closely with their communities to determine the needs for the school; and

WHEREAS, Innovative Schools create a positive learning climate for students, parents, and staff, and both Fairview and Manitoba have historically taken lead roles in important district initiatives; and

WHEREAS, Fairview is an original SAGE school, initiated the Writing to Read Program, and pioneered fully inclusive practices for students with disabilities; and

WHEREAS, Manitoba is also a SAGE school, has a strong history of service to the orthopedically impaired population in a full-continuum-of-service model, and has created a new model for delivering differentiated instruction to students in the Programs for Academically Talented (PAT) Program; and

WHEREAS, Both the Fairview and Manitoba communities have been very proactive and have expressed a strong desire to increase programming at the schools to include kindergarten through 8 th grade, thereby allowing students to stay in the same school for up to 10 years; and

WHEREAS, Fairview and Manitoba have been recognized as schools with strong educational programs and, as K-8 schools, will serve as an extension of successful elementary schools, thus ensuring a high level of student achievement for middle-school-age children; and

WHEREAS, Fairview and Manitoba, as K-8 schools, will attract more neighborhood students, decrease the need for busing, and remain viable in the future as neighborhood schools; now, therefore be it

RESOLVED, That Fairview and Manitoba be converted to K-8 Schools; and be it further

RESOLVED; That planning for implementation occur during the 2000-2001 school year, with phase-in implementation to occur as follows:

Fairview: Grade 6, SY 2001-2002; Grade 7, SY 2002-2003, and grade 8, SY 2003-2004.

Manitoba: Grade 7, 2001-2002 and Grade 8, 2002-2003.

Referred to the Innovation/School Reform Committee.

The Board adjourned at 8:31 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

Research and Advisory Committee on School Safety

Donald Werra, Chairperson
Milwaukee Board of School Directors

Jeff Spence, Vice-Chair
Milwaukee Board of School Directors

Ronald Bollhoffer
Chief of Security, Milwaukee County Transit System/The Wackenhut Corporation

Derek Brewer
School Support Specialist
Professional Development Center

Ricardo Diaz
Boys and Girls Club

Tyrone Dumas
MPS Division of Trade and Technical Education

Tjuna Eggson
Parent

James Gauthier
Teacher, Maple Tree School (MTEA)

Sid Hatch
Assistant Director, MTEA

Reverend Archie Ivy
New Hope Baptist Church (MICAH)

Chief Arthur Jones
Chief of Police, Milwaukee Police Department

Sue Kenealy
Community Partners

Don Krueger
Principal, South Division High School

Peter Pochowski
MPS Director, Division of School Safety

David Riemer
Director, Department of Administration
City of Milwaukee

Michael Soika
Chief of Staff; Mayor's Office

Tom Schneider
Office of the U.S. Attorney

Robert J. "Woody" Welch
Commissioner, Fire and Police Commission

Terry Witkowski
Volunteer Consultant "Blue Skies

John Giovanni
Inter-high Representative, Bay View High School

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 28, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 5:40 PM.

Present—Directors Dannecker (6:08 PM), Gardner, Hardin, Johnson, O'Neil (6:00 PM), Werra, and President Thompson—7.

Absent and excused—Directors Braun and Spence—2.

The Assistant Director, Office of Board Governance read the following call of the meeting:

November 22, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 5:30 PM on Tuesday, November 28, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) continuing performance evaluations of the Superintendent and the Director, Office of Board Governance/Board Clerk, and 2) considering and possibly taking action on amendments to the compensation and salary review sections of the employment agreements between the Board of School Directors and the Superintendent and the Director, Office of Board Governance/Board Clerk.

Pursuant to Wisconsin Statutes 19.85 (1) (c), the Board may convene in executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance/Board Clerk. The Board may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Werra moved that the Board, pursuant to Wisconsin Statutes 19.85 (1) (c), retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Hardin, Johnson, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 5:42 PM.

The Board reconvened in open session at 6:49 PM.

Director Johnson moved that the Board approve the addendum to the Superintendent Employment Agreement amending the term and base salary of the Agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

Director Johnson moved to approve the addendum to the Superintendent Employment Agreement amending the bonus provisions of the Agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Johnson, Werra and President Thompson—5.

Noes—Directors Hardin and O'Neil—2.

Director Johnson moved to approve the amendment to the Memorandum of Understanding with the Director, Office of Board Governance/Board Clerk amending the employment, base salary and salary review sections of the Memorandum.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

The Board adjourned at 6:51 PM.

ROBERT J. LAWRENCE
Assistant Director, Office of Board Governance

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 28, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 7:02 PM.

Present—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Spence—2.

President Thompson requested a moment of silence to commemorate the deaths of two students of the Milwaukee Public Schools during the previous month: Herschel Chambers, a ninth-grader at Washington High School, who was beaten to death on November 3, and Susan Vongphakdy, an eighth-grader at Madison University High School, who died on November 19 of heart failure.

AWARDS AND COMMENDATIONS

STUDENTS

Anthony L. Parker, a junior at the Milwaukee School of Languages, tied for first place at the statewide junior open chess championships in Oshkosh on November 4th. This tournament determined the Wisconsin champions under the age of 20. Anthony will have a playoff with last year's champion to determine who will represent Wisconsin in the national tournament this summer. Anthony is one of the first African-American students to finish first in chess in Wisconsin.

Sema Taheri, an eighth-grade student at Samuel Morse Middle School, participated in the Pre-Teen Wisconsin Scholarship and Recognition Program in Oshkosh. She received a $500 education bond and an invitation to the 2001 Pre-Teen American Competition in Baton Rouge, Louisiana.

One hundred fifty students from Audubon, Bell, Burdick, Milwaukee Education Center, and Walker participated in an innovative program this summer as part of the Milwaukee Public Schools Community of Connected Learners Program in collaboration with Discovery World Museum. The students spent several weeks studying Aviation using "A World in Motion II: The Design Experience, Challenge 3" curriculum. This curriculum was designed by the Society of Automotive Engineers and administered locally by Discovery World and the Engineers and Scientists of Milwaukee to help MPS students meet the middle school proficiencies. These students were able to put their experiences and knowledge together in a culminating event at Discovery World on July 27.

Students at Milwaukee Education Center participated in a media conference on November 20, 2000, which launched Time Warner Cable's "Road Runner Club." Students from Milwaukee Education Center Middle School, Rufus King High School for the College Bound, and Riverside University High School are participating in the new club as part of an effort to close the technology gap between low-income and higher-income families.

SCHOOLS

Samuel Morse Middle School has been awarded the Fannie Mae Foundation grant award for the second year. The Home Team Grant in the amount of $1,500 was awarded to support the Black History Month Essay Contest.

Linda Peters, Kevin Kuschel, and Ana Ramirez, teachers at South Division High School, along with students Marisol Delgadillo, Diego Garduño, Enrique Medina, and Keila Valentín, have been selected to be presenters at the National Association for Bilingual Education Conference in Phoenix, Arizona, in February 2001. Their presentation is entitled "Designing authentic Assessments in a Developmental Secondary Program." They also have been chosen to do a presentation at the National Council of Teachers of English entitled "Developing Language and Literacy Across the Curriculum: A Secondary Integrated Unit for English, Social Studies, and Technology."

STAFF

Christopher Napierala, trade and technology teacher at Samuel Morse Middle School, was awarded a Jordan Fundamentals Grant in the amount of $2,500 for exemplary teachers. He has won over $18,000 in grant money for the school.

Antonio Rodriguez and Maria Zuniga, teachers at South Division High School, have been selected to be presenters at the National Association for Bilingual Education Conference in Phoenix, Arizona, in February 2001. Their presentation, entitled "Improving Literacy Skills Using Hands-on Activities in Math and Science" describes how to integrate literacy strategies across the curriculum. Rodriguez was elected president of the Wisconsin Association of Bilingual Education at the state conference in November.

Pearlie Mae Bedford, Juanita Collier, and Evelyn Lee, teachers at Bay View High School, have been included in the sixth edition of Who's Who Among America's Teachers.

Curt Winterfeldt, an English teacher at Samuel Morse Middle School, received a grant from the Southern Poverty Law Center in the amount of $1,000 for his "Sensitivity Training" project.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of October 10, 24, 25, and 31, 2000, were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

In accordance with established procedures, I present the following claim:

Notice of Claim for Damages filed against Milwaukee Public Schools by Alan D. Eisenberg, attorney, on behalf of Allen and Janet Schroeder for damages resulting from an alleged incident involving their son, Brian Schroeder, at Zablocki Elementary School on or about September 26, 2000.

Claim is being made in the sum of $10,000 in compensatory damages, $10,000 in punitive damages, and other just and equitable relief as may be granted.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that this claim be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claim and place it on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

Spence Korté, Ph.D.

Superintendent of Schools

On the motion of Director Hardin, the claim was denied, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

* * * * *

(Item B) Ratification of a Negotiated Labor Agreement with Local 150, SEIU, Food Service Employees

Office of the
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the following bargaining unit:

Local 150 (Food Service/Handicapped Children's Asst) —
Two-year contract (July 1, 1999, through June 30, 2001)

It is the recommendation of the Superintendent that the Board approve and adopt the above contract with the amendments as indicated on the summary document below.

Sincerely,

SPENCER D. KORTE, Ph.D.

Superintendent of Schools

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 150-FS

JULY 1, 1999, THROUGH JUNE 30, 2001

1. Two- (2)- year contract (July 1, 1999, through June 30, 2001)

2. Restructuring of salary schedule for Food Service Managers

3. Reduction in work year for Handicapped Children's Assistants and School Nursing Associates

4. Salaries: Food Service Managers, Food Service Assistants, On-Call Subs, Food Service Trainees:

7/1/99.....3.0%
7/1/00.....2.0%
1/1/01.....1.0%

Handicapped Children's Assistants, and School Nursing Associates:

7/1/99.....3.0%
7/1/00.....2.0%
1/1/01.....1.5%

Director O'Neil moved that the Board approve and adopt the above contract with the amendments as indicated.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

* * * * *

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

(Item A) Action on a Recommendation to Approve a Charter School Contract with Westside Academy I & II as an Instrumentality of the District

TO THE BOARD OF SCHOOL DIRECTORS:

At its regular meeting on November 30, 1999, the Board granted the petition of Westside Academy I/II to become a charter school as an instrumentality of MPS and directed the Office of Board Governance, in consultation with the Superintendent and the City Attorney, to commence the negotiation of a contract with Westside Academy I/II, to be submitted for Board approval.

Negotiations have now been concluded. A summary of the contract is reproduced below, and a copy of the full contract has been sent to Board members under separate cover.

It is the recommendation of the Office of Board Governance that the Board approve the charter school contract with Westside Academy I/II as an instrumentality of the Board.

Respectfully submitted,

Dr. Suzanne M. Lundin
Board Clerk

SUMMARY OF
CHARTER SCHOOL CONTRACT
BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND WESSIDE ACADEMY I/II

Summary:

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would establish Westside Academy I/II as an MPS Instrumentality Charter School. The Board President, the Director of the Office of Board Governance, and the Superintendent would be authorized to execute the following terms and conditions of this contract:

- The Charter School shall be operated under the authority of the Principal matters and delivery of the educational programming will be the responsibility of the Principal.
- The Charter School shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in Westside Academy I/II's charter school petition.
- The Charter School shall administer and adhere to all MPS district-wide performance measures, Tier-1 Accountability measures, and proficiency measures as do non-chartered MPS schools, unless the charter school submits and receives Board approval for an alternate assessment plan.
- The Charter School shall submit an annual Academic Achievement report and will be held accountable for meeting at least five of the six performance criteria as outlined in the contract.
- The Charter School may be eligible to receive Title I funds through the district and will be subject to all related federal and district regulations and policies.
- Personnel of the Charter School shall be district employees. All instructional staff members shall hold licenses or permits to teach issued by DPI.
- All background checks will be completed through MPS Department of Human Resources.
- The Charter School will be a voluntary program and shall abide by all MPS policies and procedures for pupil admission.
- The Charter School shall maintain pupil database information and strive to maintain ethnic diversity, special education programs, and specialty program offerings.
- Charter School shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.
- MPS will have the authority to request information and reports as needed from the Charter School.
- The Charter School shall pay an annual Administrative Fee of not more than 3% to reimburse the Board for the costs of administering the charter school contract.
- While the Charter School is exempt from most Wisconsin Statutes 115 through 121, the contract does list statutes which the charter school agrees to follow.
- The Charter School is also exempt from Board policies and procedures, with the exception of those policies and procedures specified in the contract.

- The Charter School shall operate under an operating budget to be approved by the Board and attached as Appendix D within 30 days from the contract signing.
- Charter School recognizes that as the Local Education Agency (LEA), MPS has the authority to direct charter school to perform all mandated activities or corrective actions necessary to comply with LEA related state and federal laws, codes, rules and regulations.
- The contract guarantees the Charter School annual funding on a per pupil basis equal to the rate provided by the state to non-MPS charter schools.
- Categorical aid funding is not specified in the contract, but may be received and spent by Westside Academy I/II in addition to the district allocation.
- The Charter School has the authority to apply for grants so long as such grants do not conflict with MPS grant applications or are not funded in whole or in part by MPS.
- The Contract specifies a term of three school years, commencing with the 2000-2001 school year, and ending on the last regularly scheduled school day of the 2002-2003 school year.

  The Contract provides for the Board to renegotiate terms and conditions of the contract at any time during the term.
- The Contract allows for both parties to agree to terminate the contract, or for the Board to terminate the contract for the following reasons:
  - — Board determines that Charter School violated this Contract; or
  - — Board determines that pupils enrolled in Charter School have failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats., or the academic performance criteria established by Board; or
  - — Board determines that Charter School has failed to comply with school-based governance financial standards; or
  - — Board determines that Charter School has violated sec. 118.40, Stats.; or
  - — Board determines that Charter School and the Board are not able to agree to modifications of this Contract.
- In the event that the contract is terminated, all legal associations between the Board and Charter School shall be severed.

Director O'Neil moved that the Board approve the charter school contract with Westside Academy I/II as an instrumentality of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Johnson, O'Neil, Werra and President Thompson—6.

Noes—Director Hardin—1.

* * * * *

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

(Item A) Action on an Amendment to the Intergovernmental Cooperation Agreement for the Development and Operation of the Lynde and Harry Bradley Technology and Trade School, to Extend the Date for Firm Commitments for Funding the Development, Construction, and Equipping of the School

TO THE BOARD OF SCHOOL DIRECTORS:

Attached for your review and consideration is a Fourth Amendment to the Intergovernmental Cooperation Agreement among the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and the Milwaukee Public Schools to Develop and Operate the Lynde and Harry Bradley Technology and Trade School.

The original intergovernmental cooperation agreement established December 31, 1999, as the date for the provision of firm commitments for funding the development, construction, and equipping of the Lynde and Harry Bradley Technology and Trade School.

On November 30, 1999, the Board approved a first amendment to the agreement, which extended the date for the provision of the firm commitments for funding to March 31, 2000. On April 18, 2000, the Board approved a second amendment to the agreement, which extended the date for the provision of the firm commitments for funding to August 31, 2000. At its meeting on August 29, 2000, the Board approved a third amendment to the agreement, which extended the date to December 31, 2000.

The proposed fourth amendment to the agreement extends the date for the provision of the firm commitments for funding to June 30, 2001. In the event that firm commitments for funding the development, construction, and equipping of the school have not been secured by June 30, 2001, then the agreement shall terminate on July 1, 2001.

A copy of the proposed amendment is attached.

Recommendation

It is recommended that the Board approve the amendment and authorize the Superintendent and the Board President to execute it on behalf of the Board.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

Suzanne M. Lundin, Ph.D.
Director/Board Clerk

Director Gardner moved that Board approve the amendment and authorize the Superintendent and the Board President to execute it on behalf of the Board, with the understanding that the Greater Milwaukee Committee will submit a monthly report to the MPS Board on progress towards reaching its committed goal of eight million dollars to build the new Tech.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

* * * * *

(Item B) Action on a Recommendation to Enter into a Contract for Professional Services Related to Intergovernmental Relations

Background

To assist the district in its intergovernmental relations, we are recommending approval of a professional services contract with Barbara Candy. The contractor will perform consulting services related to lobbying on the District's behalf in support of the intergovernmental agenda approved by the Milwaukee Board of School Directors.

The total cost of the contract will not exceed $60,000. Funding for the contract is available in the Superintendent's budget.

Recommendation

It is recommended that the Board authorize the Superintendent to enter into a professional services contract with Barbara Candy at a cost not to exceed $60,000.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

Suzanne M. Lundin, Ph.D.
Director/Board Clerk

Director Johnson moved that the Board authorize the Superintendent to enter into a professional services contract with Barbara Candy at a cost not to exceed $60,000.

Director Hardin moved to amend by inserting the following language:

> That the Board authorize the Superintendent to enter into a professional services contract for consulting with Barbara Candy at a cost not to exceed $60,000 in a six month period..

The amendment was adopted, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

The question being on Director Johnson's motion as amended, it was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

* * * * *

REPORTS OF STANDING COMMITTEES

Item 3 of the Report of the Committee on Legislation, Rules and Policies, relating to the Report of the Special Committee on Board Compensation, was set aside for separate consideration, having been reported to the Board without recommendation.

On the motion of Director O'Neil, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Hearing and Action on a Charter School Petition from Juneau Business High School

On Friday, November 3, 2000, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by Solomon Juneau Business High School. Parents, students, and MPS staff members demonstrated their passion, commitment, and support for Solomon Juneau Business High School's petition.

Following the demonstration, panel members decided to support the concept of Solomon Juneau Business High School's petition to become an MPS Charter School. Panel members believe that the concept of Solomon Juneau Business High School's petition has the components necessary for the establishment of a successful charter school. Below are some of the factors contributing to the panel's endorsement of the petition from Solomon Juneau Business High School:

A. A passion for education and a true desire to become partners with the business community;

B. Many positive pathways established to move student learning from the classroom setting into the business arena; and

C. A program that attempts to reduce the number of potential dropouts by actively engaging students who are at risk of failing;

D. A dedicated staff willing to take ownership in the Solomon Juneau Business High School concept;

E. The recognized need to have the independence to set curriculum, goals, and standards for its own students;

F. The empowerment of staff and parents to develop and "own" their curriculum;

G. The school's request for the authority to make decisions locally to better serve the needs of its community;

H. The supportive infrastructure of parents, students , staff, and community stakeholders necessary to achieve its goals; and

I. A unique organization of the school year, based on an educational intersession program.

Charter School Panel Recommendation

The MPS Charter School Review Panel recommends that the petition concept be approved at this time; however all parties must recognize that further clarifications and/or modifications must be made, particularly in the following areas:

A. Curriculum and Assessment — The curriculum and methods used during the intersession program must be expanded, implemented throughout the school program, and used to develop an assessment plan which reflects the mission and expected student outcomes;

B. Admission — The student admission policy must be reworded to more clearly reflect Wisconsin statute 110.40;

C. Finance and Audit — A plan to provide for annual financial and programmatic audits must be identified.

For the reasons listed, and with the modifications recommended above, the MPS Charter School Review Panel gives its positive support for Solomon Juneau Business High School ‘s petition to become an MPS Charter School.

Mr. Al Kaczmarek, Chair
Ms. Hope DeVougas
Mr. Alex Hardy
Mr. Francisco Urbina
Mr. Gene Wright
Director Joe Dannecker
Sister Mary Diez
Ms. Elise Riepenhoff
Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the petition concept, contingent upon the following clarifications and/or modifications being made:

A. Curriculum and Assessment — The curriculum and methods used during the intersession program must be expanded, implemented throughout the school program, and used to develop an assessment plan which reflects the mission and expected student outcomes;

B. Admission — The student admission policy must be reworded to more clearly reflect Wisconsin statute 110.40;

C. Finance and Audit — A plan to provide for annual financial and programmatic audits must be identified.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 2) Hearing and Action on a Charter School Petition from IDEAL (Individualized Developmental Educational Approaches to Learning)

On Tuesday, November 7, 2000, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by IDEAL Parents, community representatives, and MPS staff members demonstrated their passion, commitment, and support for IDEAL’s petition.

Following the demonstration, panel members decided to support the concept of IDEAL’s petition to become an MPS Charter School. Panel members believe that the concept of IDEAL’s petition has the components necessary for the establishment of a successful charter school. Below are some of the factors contributing to the panel’s endorsement of the petition from IDEAL:

A. A dedicated staff willing to take ownership in the IDEAL concept;

B. A unique cooperative governance structure;

C. A request for the authority to make decisions locally to better serve its community population’s needs;

D. A request to implement a multi-aged, individually guided inquiry approach to education (IGE);

E. The establishment of a supportive infrastructure of parents, students , staff, and community stakeholders necessary to achieve its goals;

F. A program that would fill a gap in MPS, as there are currently no other IGE schools within MPS;

G. The empowerment of staff and parents to develop and "own" their curriculum;

H. A recognized need to have the independence to set curriculum, goals, and standards for its own students; and

I. A demonstrated passion for education and a true desire to become a center for the community.

Charter School Panel Recommendation

The MPS Charter School Review Panel recommends that the concept of the petition be approved at this time; however, all parties must recognize that further clarifications and/or modifications must be made, particularly in the following areas:

A. Facility — The facility for this program must be determined by mutual agreement between the Board, the Administration, and the petitioners;

B. Leadership — The roles and responsibilities of the educational leader must be more clearly defined, and the person in that position should be available as the contact person for issues as they may come up;

C. Finance and Audit — A plan to provide for annual financial and programmatic audits must be identified.

For the reasons listed, and with the modifications recommended above, the MPS Charter School Review Panel gives its positive support for IDEAL's petition to become an MPS Charter School.

Mr. Al Kaczmarek, Chair
Ms. Hope DeVougas
Mr. Alex Hardy
Mr. Francisco Urbina
Mr. Gene Wright
Director Joe Dannecker
Sister Mary Diez
Ms. Elise Riepenhoff
Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the petition concept, contingent upon the following clarifications and/or modifications being made:

A. Facility — The facility for this program must be determined by mutual agreement between the Board, the Administration, and the petitioners. The school must be located so that it can operate and serve students from overcrowded areas, with recruitment and enrollment to be conducted in a manner in keeping with the spirit of the Neighborhood Schools Plan.

B. Leadership — The roles and responsibilities of the educational leader must be more clearly defined, and the person in that position should be available as the contact person for issues as they may come up.

C. Finance and Audit — A plan to provide for annual financial and programmatic audits must be identified.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Hearing and Action on a Charter School Petition from Whittier Elementary School

On Wednesday, November 8, 2000, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by Whittier Elementary School. Parents and MPS staff members demonstrated their passion, commitment, and support for Whittier Elementary School's petition.

Following the demonstration, panel members decided to support the concept of Whittier Elementary School's petition to become an MPS Charter School. Panel members believe that the concept of Whittier Elementary School's petition has the components necessary for the establishment of a successful charter school. Below are some of the factors contributing to the panel's endorsement of the petition from Whittier Elementary School:

A. A dedicated staff willing to take ownership in the Whittier Elementary School concept;

B. A history of high student achievement;

C. A request for the authority to make decisions locally to better serve its community population's needs;

D. A successful high-standards educational program;

E. A supportive infrastructure of parents, students, and staff necessary to achieve its goals;

F. A program that attempts to reduce the number of potential dropouts by actively challenging, at an early age, students who are at risk of failing;

G. The empowerment of staff and parents to develop and "own" their curriculum;

H. A recognized need to have the independence to set curriculum, goals, and standards for its own students; and

I. A demonstrated passion for education.

Charter School Panel Recommendation

The MPS Charter School Review Panel recommends that the concept of the petition be approved at this time; however, all parties must recognize that further clarifications and/or modifications must be made, particularly in the following areas:

A. Diversity — A plan must be developed to outline measures taken to enhance ethnic diversity;

B. Admissions — The student admission policy must be reworded to more clearly reflect Wisconsin statute 110.40;

C. Finance and Audit — A plan to provide for annual financial and programmatic audits must be identified.

For the reasons listed, and with the modifications recommended above, the MPS Charter School Review Panel gives its positive support for Whittier Elementary School 's petition to become an MPS Charter School.

Mr. Al Kaczmarek, Chair
Ms. Hope DeVougas
Mr. Alex Hardy
Mr. Francisco Urbina
Mr. Gene Wright
Director Joe Dannecker
Sister Mary Diez
Ms. Elise Riepenhoff
Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the petition concept, contingent upon the following clarifications and/or modifications being made:

A. Diversity — A plan must be developed to outline measures taken to enhance ethnic diversity;

B. Admissions — The student admission policy must be reworded to more clearly reflect Wisconsin statute 110.40;

C. Finance and Audit — A plan to provide for annual financial and programmatic audits must be identified.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Hearing and Action on a Charter School Petition from Fairview Elementary School

On Wednesday, November 8, 2000, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by Fairview Elementary School. Parents and MPS staff members demonstrated their passion, commitment, and support for Fairview Elementary School's petition.

Following the demonstration, panel members decided to support the concept of Fairview Elementary School's petition to become an MPS Charter School. Panel members believe that the concept of Fairview Elementary School's petition has the components necessary for the establishment of a successful charter school. Below are some of the factors contributing to the panel's endorsement of the petition from Fairview Elementary School:

A. A dedicated staff willing to take ownership in the Fairview Elementary School concept;

B. A history of high student achievement, as well as a willingness to serve all students in its community;

C. A request for the authority to make decisions locally to better serve its community population's needs;

D. A successful full-inclusion model educational program which Fairview wishes to expand;

E. A supportive infrastructure of parents, students, and staff necessary to achieve its goals;

F. Active search for, and response to, the educational needs of the school's families;

G. Empowerment of staff and parents to develop and "own" their curriculum;

H. A recognized need to have the independence to set curriculum, goals, and standards for its own students; and

I. A demonstrated passion for education and a true desire to introduce a unique full-inclusion educational model into MPS middle grades.

Charter School Panel Recommendation

For the reasons listed above, the MPS Charter School Review Panel gives its enthusiastic, positive support for Fairview Elementary School's petition to become an MPS Charter School.

Mr. Al Kaczmarek, Chair
Ms. Hope DeVougas
Mr. Alex Hardy
Mr. Francisco Urbina
Mr. Gene Wright
Director Joe Dannecker
Sister Mary Diez
Ms. Elise Riepenhoff
Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the petition.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Action on a Resolution by Director O'Neil to Change Manitoba to a K-8 School

Background

At its meeting on October 31, 2000, the Board referred the following resolution by Director O'Neil to the Administration for analysis:

WHEREAS, School communities who contribute to the vision and goals of their schools create an atmosphere of commitment, and the Board has encouraged schools to work closely with their communities to determine the needs for the school; and

WHEREAS, Innovative Schools create a positive learning climate for students, parents, and staff, and both Fairview and Manitoba have historically taken lead roles in important district initiatives; and

WHEREAS, Fairview is an original SAGE school, initiated the Writing to Read Program, and pioneered fully inclusive practices for students with disabilities; and

WHEREAS, Manitoba is also a SAGE school, has a strong history of service to the orthopedically impaired population in a full-continuum-of-service model, and has created a new model for delivering differentiated instruction to students in the Programs for Academically Talented (PAT) Program; and

WHEREAS, Both the Fairview and Manitoba communities have been very proactive and have expressed a strong desire to increase programming at the schools to include kindergarten through 8th grade, thereby allowing students to stay in the same school for up to 10 years; and

WHEREAS, Fairview and Manitoba have been recognized as schools with strong educational programs and, as K-8 schools, will serve as an extension of successful elementary schools, thus ensuring a high level of student achievement for middle-school-age children; and

WHEREAS, Fairview and Manitoba, as K-8 schools, will attract more neighborhood students, decrease the need for busing, and remain viable in the future as neighborhood schools; now, therefore be it

RESOLVED, That Fairview and Manitoba be converted to K-8 Schools; and be it further

RESOLVED, That planning for implementation occur during the 2000-2001 school year, with phase-in implementation to occur as follows:

Fairview:	Grade 6, SY 2001-2002; Grade 7, SY 2002-2003, andGrade 8, SY 2003-2004.
Manitoba:	Grade 7, 2001-2002 and Grade 8, 2002-2003.

Administration's Analysis

1. The Neighborhood Schools Plan significantly increased the number of schools offering a K-8 program. Eleven schools are currently K-8, five sites are phasing in a K-8 program, and 32 new sites were identified for K-8 in the Plan.

2. Carleton, Congress, Fairview, Fifty-third Street, Hawley Road, Hawthorne, Manitoba, River Trail, Tippecanoe, and Walker Middle School — schools which were not identified for expansion to K-8 in the Neighborhood Schools Plan — have submitted requests to expand their educational programs through grade eight. This resolution concerns only two of the 10 schools that have submitted requests.

3. The expansion of K-8 schools will affect the future enrollments of both elementary and middle schools. The K-8 expansions in the Neighborhood Schools Plan will create significant, although unknown, changes in enrollment at both levels. A net increase in K-8 enrollment will necessarily reduce enrollment in middle schools, creating the potential for the closure of middle schools. The impact will be less severe for middle schools in overcrowded areas identified in the Neighborhood Schools Plan than those in areas where there are fewer school-age children.

4. While the Neighborhood Schools Plan did reveal that parents desire an increase in K-8 options, there were several parents who still expressed an interest in the elementary/middle school feeder model. It remains to be seen whether the conversions taking place within the Neighborhood Schools Plan will meet the true demand for the K-8 model.

5. At the Board's retreat on Saturday, November 11, 2000, the Board and Administration discussed the implementation of the Neighborhood Schools Plan. As a part of that discussion, the Board requested that specific criteria be established that could be applied when considering proposals from schools not included in the Neighborhood Schools Plan. The criteria would be used when considering school proposals to change either the structure or educational program of schools. Based on that discussion, the following criteria were developed:

a. The district will prefer proposals that demonstrate a sound understanding of the curricular and support programs that MPS families seek and of the educational benefits likely to flow from those programs. Schools may use their operating budgets to finance proposed programs. No supplemental operating funds, however, will be available.

b. The district will prefer school proposals that increase enrollment with students new to the school district and/or from within their attendance areas while decreasing transportation costs.

c. The district will prefer proposals that make use of existing capital resources or that present viable plans for leveraging community resources for the targeted schools' benefit. Schools may use operating budgets to finance capital improvements and space leases. The district can provide neither any supplemental capital funds nor any supplemental operating funds to cover the costs of capital improvements or facility leasing.

d. School proposals should strongly indicate that the schools will welcome and recruit a student body diverse in special education, race, language, and economics.

e. The district will require that each proposal will (i) demonstrate a sound understanding of the proposal's likely effect on student safety, and (ii) include steps to address any safety concerns that may arise. Again, relevant safety measures should be funded out of the school's operating budgets. Supplemental operating funds are not available from the district.

Strategic Plan Compatibility Statement

7. This response is supportive of the following goals in the Strategic Plan:

Goal 1, Student achievement;

Goal 2, Student success in further education and employment; and

Goal 3, Family satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rules Statement

8. The recommendation is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

9. In FY01, K-8 schools received approximately $254 more on a per-pupil basis than did elementary schools. The Neighborhood Schools Plan included a funding plan for the new K-8 schools. Dollars were allocated for start-up costs, increase in per-pupil allocation, and facilities modifications where needed.

10. Assuming that the enrollments for Fairview and Manitoba would not increase, the number of middle-school-aged pupils incorporated in the schools would be equal to the drop in pupils in middle schools. Also, an equal number of pupils grade five or six and below would be shifted to other elementary schools. If this number eventually totaled 54 per grade per school, then shifts of pupils would total 270 in each case. Maintaining existing per-pupil allocation formulas in this case would require roughly $90,000; however, since the proposed changes would not increase revenue limits, this amount, presumably, would be absorbed by reducing the allocation for every MPS pupil by approximately $1.

11. Fairview and Manitoba would be limited to the same pattern or adjustment to their allocations as are the schools becoming K-8 under the Neighborhood Schools Plan. They would progress from the elementary weight of 1.00 to the K-8 weight of 1.045 over five years, moving one-fifth of the way each year. Therefore, the two schools would not receive the full effect of the school allocation formula until the 2006-2007 school year. The resulting costs or savings each year would be very slight.

12. These figures assume that the individual schools would have responsibility for all start-up costs. The Neighborhood Schools Plan allocated $500 per newly created seat. Assuming these schools would be faced with similar start-up costs, the schools would have to shift roughly an additional $80,000 from other educational programs.

13. If building modifications similar to those being provided in the Neighborhood Schools Plan are to be provided for these two schools, an additional $70,000 to create science labs will be required for each school. The failure to make the necessary capital improvements for the science labs will reduce the educational quality for the students in grades 6 through 8 who move to K-8 programs. The district has not allocated funds to cover these projects, however, and allowing the schools to fund the projects themselves would require them to divert an estimated $70,000 each from their educational programs.

14. The recommended criteria specify that no supplemental operating funds to cover any start-up costs, capital improvements or facility leasing, safety measures, or other operations will be available for schools not included in the Neighborhood Schools Plan.

Implementation and assessment Plan

14. The resolution outlined the following proposed timeline for implementation:

Fairview:	Grade 6, 2001-2002
	Grade 7, 2002-2003
	Grade 8, 2003-2004
Manitoba:	Grade 7, 2001-2002
	Grade 8, 2002-2003

Assessments will follow the district's Balanced Assessment Program adopted by the Board on October 31, 2000.

Committee's Recommendation

Your Committee reports that, at the request of the author, and in view of the action of the Committee to recommend approval of Fairview's charter petition in the previous item, the resolution was amended to read:

RESOLVED, That Manitoba be converted to a K-8 school; and be it

FURTHER RESOLVED, That planning for implementation occur during the 2000-2001 school year, with phase-in implementation to occur as follows:

Manitoba: Grade 7, 2001-2001, and Grade 8, 2002-2003

Your Committee recommends that the Board approve converting Manitoba school into a K-8 school based on the following criteria:

a. The district will prefer proposals that demonstrate a sound understanding of the curricular and support programs that MPS families seek and of the educational benefits likely to flow from those programs. Schools may use their operating budgets to finance proposed programs. No supplemental operating funds beyond per-pupil allocations, however, will be available.

b. The district will prefer school proposals that increase enrollment with students new to the school district and/or from within their attendance areas while decreasing transportation costs.

c. The district will prefer proposals that make use of existing capital resources or that present viable plans for leveraging community resources for the targeted school's benefit. Schools

may use operating budgets to finance capital improvements and space leases. The district can provide neither any supplemental capital funds nor any supplemental operating funds to cover the costs of capital improvements or facility leasing.

d. School proposals should strongly indicate that the schools will welcome and recruit a student body diverse in special education, race, language, and economics.

e. The district will require that each proposal will (i) demonstrate a sound understanding of the proposal's likely effect on student safety, and (ii) include steps to address any safety concerns that may arise. Again, relevant safety measures should be funded out of the school's operating budgets. Supplemental operating funds are not available from the district.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 6) Report on Grade-Level Changes from K-6 to K-5 for Bruce, Happy Hill, Hawthorne and Lincoln Avenue Elementary Schools

Administration's Report

1. Three elementary schools — Bruce, Happy Hill and Lincoln Avenue — have requested that their grade-six programs be moved to middle schools, commencing with the 2001-2002 school year. In addition, the Neighborhood Schools Plan includes a recommendation to change Hawthorne School from a K-6 school to a K-5, offering a year-round program for students in four-year-old kindergarten through grade five.

2. The movement of elementary school grade-six students to middle schools is consistent with Board Administrative Policy 5.01(2): "The system shall be organized on a K-5, 6-8, 9-12 basis with compatible K-8, 9-12 systems." This change will increase the number of all-day K4 classes in some schools.

3. The discontinuation of grade six at each identified school will afford present grade-five students in elementary schools opportunities to access a greater number of school choices at the middle school entry level — students entering middle school after grade six have fewer school selection choices.

4. The movement of grade-six students to middle schools or to K-8 schools will provide grade-six students opportunities to engage in a school-wide teacher/student focus where specific proficiencies are addressed at each middle school or K-8 grade level.

5. Specifics relative to the benefits of grade-level changes from K-6 to K-5 for the four identified schools follow:

- Bruce School currently has two grade-six classes and two grade-five classes. This change will allow Bruce to offer an all-day K4 class and to expand SAGE in grade two. The school governance council, staff, and parents have been involved in the recommendation to discontinue grade six at Bruce.

- Happy Hill currently has three grade-five classes and one grade-six class. In order for Happy Hill to expand to all-day K4 and to SAGE in grade two, the elimination of grade six is necessary. The school governance council and staff have been involved in this decision. Parents have been informed.

- Lincoln Avenue currently has one grade-six class. The expansion of bilingual classes at Lincoln is part of the Neighborhood School Plan. During the 2001-2002 school year, an all-day K4, an all-day K5, and a grade-one bilingual class will be added. An additional bilingual class will be added each year through grade five; therefore, removal of the grade-six

monolingual class would make room for expansion of the bilingual program to grade five. Both programs will have a consistent entry and exit grade. The school governance council and staff have been involved in this decision. Parents have been informed.

- Hawthorne School is scheduled to become a K4-through-grade-five year-round school commencing with the 2001-2002 school year, as approved by the Neighborhood Schools Plan. Hawthorne School currently has one grade-six class. Currently, half-day K4 regular education students and half-day K4 special education students are instructed in a one-classroom inclusion setting, which will continue. The removal of grade six will accommodate the addition of an all-day regular education K4 class. The recommendation to add an all-day K4 and eliminate grade six is supported by the school governance council and staff.

6. These changes reflect the elimination of 135 grade-six seats at the elementary school level. The Administration will work with individual middle schools and K8 schools to ensure an adequate number of grade-six seats are available to parents.

7. Parents of current grade-five students will be notified so that they may select middle schools or K-8 schools for their children. Appropriate information about the grade levels at the three schools will be published as part of the school selection materials.

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Dannecker 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 Proposals for Consideration in the Milwaukee Public Schools' Legislative Agenda for the 2001-2003 Biennial Legislative Session

Your Committee reports having given extensive consideration to the following plan, developed by Director Spence, for an alternative method to fund education in Wisconsin:

An Alternative Method to Fund Education in Wisconsin:
A Radical Proposal for Reform

A. Overview

1. Structure is based on a regional approach to educational finance.
2. Adequate funding level would be determined by the State.
3. Cooperative Educational Service Agencies (CESAs) would be the primary mechanism for achieving equalization of spending and tax base.
4. State would still play a major role in funding education, while its long-term “liability” would be limited.
5. Local school boards would still maintain some discretion with regards to funding level.

B. Adequate Funding Level

1. State would determine the amount of funding necessary to raise the average child in the state (in terms of ability) to a proficient level of educational achievement.

2. The amount would vary from CESA to CESA due to variance in “cost to educate."

3. The exact size of this adequate funding level (AFL) is not known at this time — further work is needed in this area.

C. Badger Contribution

1. State would fund up to 2/3 of the AFL for each CESA.

2. The state’s contribution would depend on the relative tax base of each CESA.

3. The difference between the state’s contribution and the AFL would have to be filled by each CESA’s Badger Contribution.

D. Adjustments to Badger Contribution

1. Additional funds would be allocated by the State to fund the education of certain students depending on their characteristics.

2. These funds would be distributed on a “weighted per-pupil basis.”

3. Student characteristics which would receive additional weight include special needs, low family income, and bilingual/ESL program participation.

E. CESA Contribution

1. In addition to the state, each CESA would make a contribution to the education of each child.

2. The primary purpose of this contribution would be to raise the CESA spending level to the AFL.

3. CESAs can also raise spending above the AFL if it is the will of the governing committee.

4. Districts that now spend above the AFL would be allowed to do so, but would have to fund this additional amount with local property taxes (Hold Harmless Clause).

5. CESAs would be free to utilize either a common property tax rate or a common sales tax rate to generate the additional revenue to fund their contributions.

F. CESA Contribution: A Method to Equalize Spending

1. Each CESA would have to adopt a ten-year plan to equalize spending per pupil.

2. Each CESA plan would have to be adopted by the Joint Committee on Finance.

3. During the implementation period, districts that spend above the CESA-wide level would be restricted in their rates of spending growth.

4. “Equalization” would be defined as the lowest-spending district in the CESA being within 90% of the highest-spending district.

G. Performance-Based Tax Credit

1. The School Levy Tax Credit would be linked to growth in student achievement.

2. Only the homeowners in CESAs that show growth in achievement (across all ability levels) would be allocated the credit.

3. For the first time, funding would be linked to performance.

H. Local Property Tax Contribution

1. In addition to the CESA contribution, individual districts would be able to institute local property tax levies.

2. As explained earlier, districts that spend above the CESA-wide spending level would be able to maintain their current spending through their local property taxes.

3. Districts that spend at the CESA-wide level would be able to levy up to the amount generated by 1.0 mil tax rate in the lowest property value district in the CESA.

I. Debt Finance of Local Capital Expenditure

1. School districts around the State would be free to issue general obligation debt to fund capital projects.

2. District indebtedness would be restricted such that principal and interest payments in any year could not exceed the amount of tax levy revenue generated by the 1.0 mil tax rate calculation mentioned earlier.

3. If a district wished to exceed that amount, a referendum would be required.

4. CESAs could also establish a coordinated capital plan and fund those expenditures on a CESA-wide level.

J. Funding for Choice/Charter Schools

1. Choice and charter schools would be entitled to the same level of funding allowed under the current law.

2. Each choice/charter school would receive the state's Badger Contribution.

3. If the Badger Contribution is not enough, funds sufficient to get choice and charter schools up to required spending levels would be drawn from the State's allocation to MPS.

4. This proposal could be changed so that every student, regardless of program, is treated in the same manner.

K. Major Benefits of This Proposal

1. Establishes an adequate funding level.

2. Shifts emphasis to regional, not statewide, comparisons between districts, bringing attention to the effects of intra-region inequity.

3. Provides a way to equalize funding between districts in each region.

4. Equalizes the tax base within regions (rich districts share their property wealth with poor districts).

5. Links funding to student achievement for the first time.

6. Allows for growth in spending, which is more in line with growth in costs.

Committee Recommendation

Your Committee recommends that the Board support the plan.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 2) Action on Communication 9900C-005 by the Exceptional Education Task Force Regarding Board Support of Efforts to Secure a Decrease in the Percentage of Medicaid Monies Retained by the State of Wisconsin

Background

At its meeting on September 29, 1999, the Board referred this communication, a copy of which is attached to the agenda of your Committee's meeting, to the Legislation, Rules and Policies Committee.

The communication encourages the Board to join with other school districts in lobbying efforts to secure a decrease in the percentage of monies recovered from Medicaid for school-based services currently captured by the State of Wisconsin. The Task Force offers to assist the Board in any way it can to help change the current formula, which it considers inherently unfair to children.

Committee Recommendations

Your Committee recommends that the Board thank the Task Force for its offer of assistance in this matter.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Action on Recommendations Regarding the Report of the Special Committee on Board Compensation

The report of the Special Committee on Board Compensation is attached to the agenda of your Committee's meeting.

Information compiled by the Office of Board Governance is attached to the agenda of your Committee's meeting.

Background

1. At its meeting on September 29, 1999, the Board referred the report of the Special Committee on Board Compensation to the Committee on Legislation, Rules and Policies. The Legislation, Rules and Policies Committee considered the report on November 23, 1999, at which time it reported the recommendation on Board health insurance to the Board, but held the recommendation on Board salary in committee for further analysis by the Office of Board Governance.

2. On November 30, 1999, the Board referred the Board health insurance recommendation back to Committee so that the recommendations could be considered as a single package.

3. Since this matter was last considered, it has been discovered that the Board, on February 26, 1986, adopted another provision regarding Board member health insurance. This provision, which deals with Board members who leave the Board prior to retirement age, has never been reflected in Board Policy or Rules. The Board action is as follows:

> Resolved, that Board members who serve a minimum of 8 full years on the Board be eligible to continue in the Milwaukee Public Schools group health insurance plan on a self-paid basis, with spouses being allowed to continue on the plan upon the death of the member on a self-paid basis." (Proc. 2-26-86, pp. 723 and 731)

Summary of Information and Options
Related to the Report of the Special Committee on
Board Compensation

Analysis by the Office of Board Governance

4. The Office of Board Governance has completed its analysis of Board salaries. The study, entitled *Informational Report on Board Salaries*, has been sent to Board members under separate cover. The report represents:

- National school board salary data compiled by the National Association of School Boards, the Council of Great City Schools, and the MPS Office of Board Governance;
- Information on school board salaries for various Wisconsin school districts compiled by the Wisconsin Association of School Boards;
- An analysis of the effect of three inflationary factors — the Consumer Price Index (CPI), the Consumer Price Index-All Urban Consumers in the Milwaukee/Racine Area (CPI-U), and the Employment Cost Index (ECI) — on current Board salaries; and
- Data on the number of meetings and compensation for various local government organizations.

Based on the information presented in the *Informational Report on Board Salaries*, the following options are available with respect to Board salaries and compensation:

Table of Options Related to Board Salaries

#	Description of Option	Annual Board Salaries	
		President	Members
1	Eliminate Board salaries.	$0	$0
2	No change — leave the salary rates at $8,400 for the Board president and $7,200 for other Board members.	$8,400	$7,200
3	Increase Board salaries to $10,000 and $12,000, as recommended by the Special Committee on Board Compensation.	$12,000	$10,000
4	Adjust Board salaries for inflation, to $12,186 for the Board president and $10,455 for other Board members, based upon changes in the Consumer Price Index (CPI) since April 1987.	$12,186	$10,455
5	Increase Board salaries to $12,245 for the Board President and $11,651 for other Board members, which was the average annual salary of Board members in districts that responded to a Council of Great City Schools survey and provided an annual salary to Board members.	$12,245	$11,651
6	Increase Board salaries to an amount greater than the $12,370 paid to the Metro Milwaukee Sewerage District (MMSD) Commission Chair and $10,683 paid to other MMSD Commission members, to reflect the additional responsibilities of MPS Board members.	Greater than $12,370	Greater than $10,683
7	Adjust Board salaries for inflation, to $12,413 for the Board president and $10,639 for other Board members, based upon changes in the Consumer Price Index — All Urban Consumers in the Milwaukee-Racine Area (CPI-U) since April 1987.	$12,413	$10,639

8	Adjust Board salaries for inflation, to $12,625 for the Board president and $10,822 for other Board members, based upon changes in the Employment Cost Index (ECI) since April 1987.	$12,625	$10,822
9	Increase Board salaries to $12,750, which was the average salary in districts that provided an annual salary to Board members according to *A Survey in Public Education in the Nation's Urban School Districts* published by the Council of Urban Boards of Education in 1996.	$12,750	$12,750
10	Determine Board salaries based on the average rate of Board pay per student in the twenty largest school districts in Wisconsin. Data compiled by the Wisconsin Association of School Boards in July 1999 indicated that the average rate of Board pay per student in the twenty largest Wisconsin school districts was $1.41 per student. Based on the FY98 MPS enrollment of 100,806, this would result in an annual salary of $15,480 for each Board member.	$15,480	$15,480
11	Increase Board salaries in proportion to increases in the annual district operating budget. The budget has increased 92% from $482.4 million in FY88 to $927.1 million in FY99. A similar increase in Board salaries would result in $16,100 for the Board president and $13,800 for other Board members.	$16,143	$13,837
12	Increase Board salaries to $18,667 for the Board president and $18,121 for other Board members, based on the average annual salary of Board members in the fifty largest school districts nationwide that responded to an Office of Board Governance school board compensation survey and provided an annual salary to Board members.	$18,667	$18,121
13	Determine Board salaries based on the average rate of Board pay per student in the twenty-five largest Milwaukee-area school districts. Data compiled by the Wisconsin Association of School Boards in July 1999 indicated that the average rate of Board pay per student in these districts was $2.05 per student. Based on the FY98 MPS enrollment of 100,806, this would result in an annual salary of $23,096 for each Board member.	$23,096	$23,096
14	Determine Board salaries, based on the average Board pay as percent of the total district budget in the twenty-five largest Milwaukee-area school districts. Based on data compiled by the Wisconsin Association of School Boards and *The Business Journal*, this would result in an annual salary of $24,059 for each Board member.	$24,059	$24,059
15	Increase Board salaries to maximum identified during review of national school board compensation data.	$32,619	$32,619
16	Increase Board salaries in accordance with Assembly Bill 230 of the Wisconsin State Legislature, submitted by Representative Williams, which indicates that Board members be paid the same annual salary as members of the Milwaukee Common Council, which is currently $55,835 per year.	$55,835	$55,835

17	Increase Board salaries to some other amount based on inflation and the increase in time required to complete Board responsibilities.		

Other Board Compensation Options

1. In addition to an annual salary, provide Board members with a stipend or per-diem compensation for conducting Board business or participating in Board activities other than regular Board and committee meetings. (Jordan School District in Salt Lake City, Utah, provides an annual salary of $3,000 for each Board member, plus $50 for activities in addition to the regular two meetings per month.)

2. Increase Board salaries; however, reduce monthly pay by a fixed rate for each Board meeting or other Board function missed. (California school districts with higher annual salaries — such as San Diego Unified at $18,000 and Los Angeles Unified at $24,000 — follow this practice, as directed by state law.)

3. In addition to an annual salary, provide each Board member with a fixed expense account to cover the costs to conduct Board business or to participate in Board activities other than regular Board and committee meetings. (In the Charlotte-Mecklenberg, NC, School District, the Board chair has a $5,400 per annum expense allowance in addition to an $11,000 annual salary, while other Board members each have a $4,200 per annum expense allowance in addition to an $8,000 annual salary.)

4. Eliminate salaries and compensate Board members based on the number of meetings attended. (Common practice in many other school districts, such as $80 per meeting in Clark County, NV, and $40 per meeting in Jefferson County, KY. Each MPS Board member could have attended an average 50 Board and assigned committee meetings in FY99, in addition to as many as 45 special Board meetings — a total of 95 meetings. At $7,200 per year, this equals approximately $76 per formal meeting.)

5. Eliminate salaries and compensate Board members per diem for conducting Board business and participating in Board activities, including regular Board and committee meetings. (Albuquerque, NM, School District pays Board members $75 per diem for all Board activities, including meetings and attendance at school graduations.)

6. Establish a Board of School Directors scholarship fund which can be used to distribute Board salary funds waived by individual Board members to the benefit of students.

Options for Further Review of Board Salaries

1. Continue to review Board compensation on an as-needed basis.

2. Review Board compensation each year at the annual Board organizational meeting. This is common practice in all other Wisconsin school districts, as directed by state statute, as well as many other districts across the country.

3. Adjust the amount of Board compensation each year based on inflation.

4. If the annual Board salary is based on enrollment or other changeable criteria, re-calculate and approve the Board salary each year or each election year.

Recommendations of the Special Committee

The special committee recommended that:

1. The salary of Board members be set at $10,000 per year, with the president's salary set at $12,000, effective with the 2001 organizational meeting;

2. Health insurance for Board members leaving office be eliminated and that Board Rule 1.27(2) be deleted, effective with the 2001 organizational meeting, except that current Board members who have already qualified for this benefit as of September 1, 1999, be allowed to retain it.

Recommendations of the Office of Board Governance

1. After reviewing the data on Board salaries, the Office of Board Governance recommends that the Committee consider the following options:

A. With regard to Board salary:

#	Description of Option	Annual Board Salaries	
		President	**Members**
7	Adjust Board salaries for inflation, to $12,413 for the Board president and $10,639 for other Board members, based upon changes in the Consumer Price Index — All Urban Consumers in the Milwaukee-Racine Area (CPI-U) since April 1987.	$12,413	$10,639
12	Increase Board salaries to $18,667 for the Board president and $18,121 for other Board members, based on the average annual salary of Board members in the fifty largest school districts nationwide that responded to an Office of Board Governance school board compensation survey and provided an annual salary to Board members.	$18,667	$18,121
13	Determine Board salaries based on the average rate of Board pay per student in the twenty-five largest Milwaukee-area school districts. Data compiled by the Wisconsin Association of School Boards in July 1999 indicated that the average rate of Board pay per student in these districts was $2.05 per student. Based on the FY98 MPS enrollment of 100,806, this would result in an annual salary of $23,096 for each Board member.	$23,096	$23,096

B. With regard to periodic salary review:

Review Board compensation each year at the annual Board organizational meeting.

C. With regard to per diem expenses:

In addition to an annual salary, provide Board members with a stipend or per diem compensation for conducting Board business or participating in Board activities other than regular Board and committee meetings (e.g., Neighborhood Schools Initiative In-district Hearing).

2. If the Committee recommends adoption of the recommendation on health insurance, the following amendment to Board Rule 1.27 should also be recommended:

1.27 Board Member Health Insurance

(1) During their terms of office, Board members are eligible to participate in the district's group health and dental plans, subject to their paying any required premium contributions. Board members are subject to the same premium contribution requirement as the Superintendent, Director of the Office of Board Governance, and cabinet members.

(2) Board members are eligible to continue in the district's group health insurance plans upon leaving the Board, provided they are at least age 55 years of age and have served a minimum of eight full years on the Board. In such case, the Board member will

be considered to have retired and be covered by the policies governing retiree health that are applicable to cabinet members. These policies include. but are not limited to. the policies regarding continuous coverage, membership, premium contributions, enrollment in Medicare, and coverage of the surviving spouse of a retired employee.

(3) Paragraph (2) above shall terminate on the date of the 2001 Board organizational meeting, except that previous Board members who have already qualified for this benefit and Board members in office as of January 25, 2000, who have already qualified for this benefit as of September 1, 1999, shall be allowed to retain it.

3. If the Committee recommends adoption of the recommendation on health insurance, it may also wish to recommend action to rescind the Board action of February 26, 1986:

The Board rescind its action of February 26, 1986, that Board members who serve a minimum of 8 full years on the Board be eligible to continue in the Milwaukee Public Schools group health insurance plan on a self-paid basis, with spouses being allowed to continue on the plan upon the death of the member on a self-paid basis, except that previous Board members who have already qualified for this benefit and Board members in office as of January 25, 2000, who have already qualified for this benefit as of September 1, 1999, shall be allowed to retain it.

Committee Recommendation

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

* * * * *

Director Johnson moved to

1. Increase Board salaries to $18,667 for the Board president and $18,121 for other Board members, with a review of Board compensation each year at the annual Board organizational meeting.

2. Amend Board Rule 1.27: Board Health Insurance, as specified above.

3. Rescind the Board action of February 26, 1986.

Division of the question was ordered.

The question being on the increase in Board salaries to $18,667 for the Board president and $18,121 for other Board members, with a review of Board compensation each year at the annual Board organizational meeting, it was adopted, the vote being as follows:

Ayes— Directors Dannecker, Hardin, Johnson, O'Neil, Werra, and President Thompson—6.

Noes—Director Gardner—1.

Director O'Neil requested permission to change his vote.

There being no objection, the request was granted, with the vote now being:

Ayes— Directors Dannecker, Hardin, Johnson, Werra, and President Thompson—5.

Noes—Directors Gardner and O'Neil—2.

Director Dannecker moved to suspend Board Rule 1.11 to allow for immediate consideration of the amendment to the Rules.

The motion to suspend failed of adoption on the following vote:

Ayes—Directors Dannecker, Gardner, Johnson and President Thompson—4.

Noes—Directors Hardin, O'Neil and Werra—3.

Director Dannecker moved to hold parts 2 and 3 of the motion over to the regular December meeting, as required by Board Rule 1.11.

The motion prevailed on the following vote:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; and Acceptance of Donations

Award of Contracts

Below are contract award recommendations for the November 2000 Finance and Personnel Committee. Adequate funding is available in various accounts as noted below.

ROOF REPLACEMENT

Delaware Service Center

Prime Contractor
Roberts Roofing, Inc.
4929 North Lydell Avenue
Glendale, WI 53217

Low Bidder, Base Bid of $60,887.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	131	21	9	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-461-324-254319.

WINDOW REPLACEMENT

Division 1 — Academy of Accelerated Learning

Prime Contractor
J.F. Cook Co., Inc.
1177 West Northbranch Drive
Oak Creek, WI 53154

Low Bidder, Base Bid of $327,700, plus $68,800 for Mandatory Alternate Bid #1, to replace exterior doors, frames, and hardware, for a total contract of $396,500.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	0%	100% WBE	42	7	5	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-316-324-254340.

Division 2 —Sixty-eighth Street School

Prime Contractor
J.F. Cook Co., Inc.
1177 West Northbranch Drive
Oak Creek, WI 53154

Low Bidder, Base Bid of $127,470.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	0%	100% WBE	42	7	5	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-328-324-254340.

Division 3 — Metropolitan High School

Prime Contractor
B&D Contractors, Inc.
2385 South 179th Street
New Berlin, WI 53146

Low Bidder, Base Bid of $180,000.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	0%	100%	30	8	4	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-028-324-254340.

Division 5 —Thirty-eighth Street School

Prime Contractor
Simmons Building Products, Inc.
12100 West Dearbourn Avenue
Wauwatosa, WI 53226

Low Bidder, Base Bid of $295,948.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	0%	100%	30	8	4	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-028-324-254340.

LAN TECHNOLOGY UPGRADE — Bid Package D

Division 1 — Audubon Middle School

Prime Contractor
D.S. Electrical Contractors, Inc.
W141 N5964 Kaul Avenue
Menomonee Falls, WI 53051

Third Low Bidder, Base Bid of..... $65,472.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	35	12	3	Corporation	3

Funds are being set aside from the Department of Technology's account code 1-10-4-818-518-551-266400.

Note: The Low and Second Low Bidder did not meet the HUB requirement.

Total construction contract dollars awarded.....$1,126,277.00
Total dollars HUB participation.....$808,349.78
% of MBE participation.....25.25
% of WBE participation.....46.52
% of M/WBE participation.....0.00
% Minority employees within company.....15.07
% Women employees within company.....9.51

Authorization to Make Purchases

B-5262 10 Each John Deere Tractors (Fac. And Maint. Div. for Various)

Recommend authorization to purchase 10 John Deere tractors, totaling $113,235, from the second-lowest bidder, Proven Power East. Low bidder, H&R Equipment, was rejected because its equipment did not meet bid specifications.

Funds are encumbered when the department onlined purchase requisitions:

Req. # 119427	2-10-4-909-451-562-254000	=	$ 101,999.97
Req. # 116118	1-10-1-000-000-000-713280	=	$ 13,000.00
Total			$ 114,999.97

BIDDER	BID	TERMS
H & R Equipment	**$ 92,453.00**	**Net**
Proven Power East	$ 113,235.00	Net
Esch-Economy Inc.	$ 113,315.40	Net
Mid-State Equipment Hartford	$ 114,900.00	Net

SS-560 Authorization to Extend the Contract with International Business Machines, Inc., (IBM) to Provide Systems and Programing Support for the District's Mainframe Computer

At its June 27, 2000, meeting, the Board authorized the Administration to enter into a contract with IBM to provide VM/ESA and VSE/ESA System Programming. The initial cost of the contract was $50,000, with a term of six months. Due to recent resignations, the Administration is in the process of filling vacant positions for mainframe programmers and operators. The installation of the new mainframe and other requirements has increased the need considerably; therefore, the Administration is requesting authorization to increase the contract to $125,000.

Fiscal Information: Funds for the IBM contract are included in the Department of Technology budget 1-10-4-814-518-312-266000.

SS-562 Authorization to Extend the Contract with Walk on Water, Inc., (WoW) to Provide Systems and Programing Support for the District's HR/Payroll Project

At its August 29, 2000, meeting, the Board authorized the Administration to enter into a contract with Walk on Water, Inc., (WoW) to provide programming support for the District's HR/Payroll project. The cost of the contract was $131,900, to run through January 2001. The Administration is requesting authorization to increase the contract to $180,000 and extend it to March 31, 2001.

Fiscal Information: Funds for the WoW contract are included in the FY01 HR/Payroll budget 1-10-4-812-600-311-266000.

SS-562 Authorization to Extend the Contract with Strategem, Inc., to Provide Systems Management and Programming Support in the Department of Technology

At its May 30, 2000, meeting, the Board authorized the Administration to enter into a contract with Strategem, Inc., to provide systems management and programming support in the Department of Technology. The cost of the contract was $75,000. The Administration is requesting authorization to increase the contract to $110,000. Strategem, Inc., will assist the district in developing system applications to enhance the district's student assignment process to reflect the Neighborhood Schools Plan

Fiscal Information: Funds for the Strategem contract are included in the Department of Technology budget 1-10-4-814-518-312-266000.

Information Items:

B-5227 Microcomputers, Windows-based (Various)

The contract with Gateway 2000 for Windows-based computers has been extended through March 31, 2001. The original contract resulted from a competitive bid and was awarded in November 1998.

The Department of Business Services is developing a new bid for release in the Spring 2001.

SS-577 150 Pkgs. of Workbooks from Princeton Health Press (C&I for Various)

An emergency purchase order totaling $65,750 for 750 student health workbooks was issued to the Princeton Health Press at the request of Curriculum and Instruction.

Funds were encumbered from account #1-14-4-489-576-411-221300 when the department onlined purchase requisition #121035.

SS-578 Software and Furniture (Audubon)

A purchase order totaling $63,800 has been issued to L.A.B. Corporation for 17 different software titles for family consumer science, related management systems software, furniture, installation, and training. Funds were encumbered when the school onlined the following purchase requisitions:

$50,002 = 1-14-4-401-041-551-139001 Req. 120484

$13,784 = 1-10-4-606-041-551-110000 Req. 119305

Report of Revenues and Expenses

A. Statement of Revenues as of October 31, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations (3)	$794,658,075	$19,542,807	$814,200,882	$8,938,670	$86,611,593	$727,589,289	11%
Categorically Aided	92,514,462	18,204,298	110,718,760	11,860,275	17,970,405	92,748,355	16%
School Nutrition (3)	27,175,000	167,177	27,342,177	2,254,656	2,750,629	24,591,548	10%
Construction	21,073,121	14,990,054	36,063,175	16,262,000	16,399,048	19,664,127	45%
Extension	7,547,434	225,799	7,773,233	23,234	202,794	7,570,439	3%
Total All Funds	942,968,092	53,130,135	996,098,227	39,338,835	123,934,469	872,163,758	12%

B. Statement of Expenditures as of October 31, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations (2,3)	$794,427,075	$19,564,418	$813,991,493	$70,963,381	$294,542,036	$519,449,457	36%
Categorically Aided	92,514,462	18,204,298	110,718,760	9,360,568	29,177,137	81,541,623	26%
School Nutrition (2)	27,246,000	167,177	27,413,177	2,616,438	6,592,477	20,820,700	24%
Construction	21,073,121	14,990,054	36,063,175	751	20,234,090	15,829,085	56%
Extension	7,547,434	225,799	7,773,233	392,320	2,540,623	5,232,610	33%
Total All Funds	942,808,092	53,151,746	995,959,838	83,333,458	353,086,363	642,873,475	35%

(1) Represents Board-approved transfers during fiscal year 2001 and appropriations for purchases encumbered in fiscal year 2000.
(2) The $71,000 difference represents a combined over budget for Hi-Mount and Congress.
(3) An increase of $21,611 for School Operations Approved Transfers was made to reduce a FY00 deficit due to sub vacancy pay charges.

Monthly Expenditure Control Report

The report for October 2000 is attached to the minutes of your Committee's meeting.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Browning	Donald Janicki	$55	College scholarship fund
Custer	American Distributors	1,430	90%+80% furnaces, two coils, one condenser for student training
Custer	Rheem Manufacturing	$1,911	Electronic air cleaner, gas furnace, oil furnace
Custer	Kohl's Department Store	$40	Two book bags
Fernwood	Marianne Bragman	$500	Forensics Club
Goodrich	Gareth Stevens Book Ctr.	$100	Donated to library
Goodrich	Eaton Corporation	$210	Field trip for first grade students
Granville	Stewart Financial Services	$300	Merit Program
Hartford	Ann Ellwood	$1,880	Parent pavilion and training room — furniture and shipping
Holmes	Target	$50	Take Charge of Education
King, Jr.	E Funds Corporation	$100	Ten book bags
King, Jr.	Target	$64	Take Charge of Education
Maryland Avenue	Ellen M. Fisher Estate	$545	Children at Maryland Avenue
MHSA	Fred and Janet Kraegel	$100	Jazz studies
MHSA	Robert Stefaniak	$1,000	Jazz studies
MHSA	Carmelo DeAngelis	$1,300	Scholarship = $1,000 Theatre Dept = $300
MHSA	Arthur Laskin	$100	Jazz studies activities and needs
MPS — Guidance Department	Mr. & Mrs. Jake Ruby	$2,391	College scholarships

School	Donor	Value	Gift or Purpose
MPS — Guidance Department	Jake Ruby	$1,500	Physically disadvantaged kindergarten/grade-1 students
MPS — Recreation Division	Terry Schapiro	$377	Table loom, shuttles — weaving studio
MPS - School Technology Support	ED Mark Corporation	$10,479	Software — teacher training use
Sixty-eighth Street	Julia Viltz-Jackson	$200	K5 Completion Program
Thirty-fifth Street	Milwaukee Bucks	$577	Incentives — Bucks tickets
WCLL	Frank Ruzicka	$170	Honor Society

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above;
3. Accept the Report of Revenues and Expenses; and
4. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Carmencita Cruz Kagel	School Secretary I 17,358.67/yr.	10-23-00
Octavia Hutchinson Morse	School Secretary I $17,358.67/yr.	11-06-00
Jean Machi Building Operations	School Secretary I $20,929.74/yr.	11-01-00
Judy Madison Neeskara	School Secretary I $17,358.67/yr.	10-10-00
Frances Marshall North Division	School Secretary I $17,358.67/yr.	11-07-00

Swana McIntee-Wallace 65th	School Secretary I $18,098.67/yr.	11-06-00
Mark Schunck Fac. & Main. Services	Building Laborer $20.05/hr.($41,704.00/yr.)	10-16-00
Michelle Urbaniak WCLL	School Secretary I $17,358.67/yr.	10-16-00

PROMOTIONS

Priscila Garcia Dept of Human Resources	Human Resources Assistant $27,179.10/yr.	10-30-00
Bettie Holt Office of the Superintendent	Secretary 1 $28,381.86/yr.	10-23-00
Janet Jordan Dept of Human Resources	Human Resources Assistant $30,946.76/yr.	10-30-00
Jessie Stephenson 65th Street	Food Service Manager II $17,469.71/yr.	10-30-00
Jeffrey Thomas Metcalfe	School Engineer II $37,150.88/yr.	10-16-00
Rosemarie Vokes School Safety	School Secretary II $29,198.00/yr.	10-16-00

REINSTATEMENTS

Timothy Maciolek Fac. & Main. Services	Office Equipment Technician $43,344.08/yr.	10-23-00

CHANGES IN STATUS

Rafael Burgos-Rivera Holmes	Handicapped Children's Assistant $13,050.82/yr.	10-19-00
Patti Debow Riverside	School Secretary I $28,916.68/yr.	11-06-00
Pamela Lawson Audubon	Handicapped Children's Assistant $13,050.82/yr.	10-19-00
Dante Phillips Philipp	Handicapped Children's Assistant $13,935.78/yr.	10-23-00
Ronda Racy Hamilton	Handicapped Children's Assistant $13,050.82/yr.	10-19-00
Rose Rowe Engleburg	Handicapped Children's Assistant $13,050.82/yr.	10-06-00
LaToya Shepard New School for Comm Svc	Handicapped Children's Assistant $13,050.82/yr.	10-19-00
Linda Washington Webster	Handicapped Children's Assistant $13,050.82/yr.	10-19-00
Shanness Williams Audubon	Handicapped Children's Assistant $13,050.82/yr.	10-06-00

Approval of Certificated Appointments — Teachers

	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r	Ansleun K. Adkins Elementary Education	B	$27,948	0	9/11/00
r	Alejandro J. Aranda Speech Pathologist	B	$27,948	0	10/2/00
r	Brandi S. Baker Elementary Education	B	$27,948	0	8/22/00
nr	Julie A. Brigham L.D./E.D.	B	$31,256	3	10/5/00
r	Virginia Clark Upper Elementary	B	$36,545	7	9/11/00
r	Kathleen M. DeLeon Bilingual Elementary Education	B	$27,948	0	9/15/00
r	Thomas W. Enslin Math	B	$27,948	0	9/8/00
r	Rosa Maria Flores Bilingual/Elementary Education	B	$27,948	0	9/11/00
r	Elmer A. Garay Bilingual/English	B	$29,930	2	8/22/00
r	Megan M. Kennedy Speech Pathologist	C	$31,473	0	9/18/00
r,b	Stacy L. Klein Elementary Education	D	$41,413	6	10/2/00
r	Craig G. Klover L.D./Grades 6-12	B	$27,948	0	10/9/00
r	Mary Beth Kuxhause PreK-3	B	$27,948	0	9/7/00
r	Syneathia L. LaGrant English	B	$27,948	0	9/25/00
r	Willa V. Lee Special Education	C	$41,186	7	10/2/00
r	Mayker Lee Bilingual/Elementary Education	B	$27,948	0	9/25/00
r	Maggie R. Lorenz Elementary Education	B	$27,948	0	8/30/00
nr	Brian T. McKnight Elementary Education	B	$27,948	0	9/15/00
r	Teresa A. Michals Science/Physics	B	$27,948	0	8/22/00
nr	Chad J. Mickelson Physical Education/Health	B	$27,948	0	10/2/00
r	Gregory C. Mikula Music	B	$27,948	0	9/25/00

r,a	Pamala R. Patterson Speech Pathologist	E	$34,997	1	9/15/00
nr	Joan M. Plant Speech Pathologist	B	$27,948	0	9/20/00
nr	Christopher P. Rick PreK-6	B	$27,948	0	9/1/00
r	Ann M. Roethle Social Studies	B	$27,948	0	10/9/00
r	Bethann D. Schmideler Physical Education	B	$27,948	0	10/2/00
r	Jill A. Shebesta Speech Pathologist	B	$27,948	0	9/11/00
nr	Robert M. Slavens Physical Education	B	$27,948	0	9/11/00
r	Linda A. Sukup Reading	B	$27,948	0	9/6/00
r,b	Albert L. Taborn Math/Computers	C	$52,981	15.5	9/21/00
nr	Thomas P. Turckes PreK-6	B	$27,948	0	9/11/00
r	Floralba Vivas Diaz Bilingual/Elementary	B	$27,948	0	10/16/00

CODES

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to January 19, 2001:		
Peter Lemmer	North	November 20, 2000
Annette Pleas	Scott	November 17, 2000
Maternity Leave, to June 11, 2001:		
Michelle Bunch	Westside Academy I	December 12, 2000
Personal Leave, to June 11, 2001:		
Karen Green	Urban Waldorf	October 31, 2000
Bonnie Ulrich	Kosciuszko	November 1, 2000
Sabbatical Leave, to June 11, 2001:		
Carolyn Diaz-Parker	Division of Student Services	January 22, 2001
Curtailment of Leave:		
Sharonda Harris	Rescinded her personal leave that was granted from August 22, 2000, through June 11, 2001.	

Report on Resignations

Name	Position	Effective Date
Mary E. Andrews	Teacher	10/13/00
Annette Baczek	Teacher	10/13/00
Carolyn A. Cain	Teacher	01/22/01
Barbara J. Campbell	Teacher	01/19/01
Andrea Carter-McGhee	Teacher	11/03/00
Diane Dencker	Teacher	10/02/00
William J. Downey Jr.	Teacher	11/02/00
Holly E. Ducat	Teacher	10/13/00
James Dunham	Teacher	01/19/01
Gary A. Finch	AP	01/19/01
Patricia M. Holmes	AP	10/27/00
LaDonna Howell	Teacher	08/25/00
Judith B. Hunter	Teacher	01/19/01
George E. Jacklin	Teacher	01/19/01
Erica M. Jasna	Supervisor	09/29/00
Ronald Katzer	Teacher	01/07/01
Beatrice Keppler	Teacher	01/19/01
Marie A. Korinek Hencsik	Teacher	10/16/00
Leotha Lee	Teacher	01/22/01
Gladys R. Limehouse	Teacher	06/11/01
Adam E. Mata	Teacher	10/24/00
Geraldine A. McCain	Teacher	06/11/01
Eddie M. McDonald	Teacher	01/28/01
Heidi L. Meyer	Teacher	10/20/00
Edward Nelson	Teacher	01/19/01
Christopher Rick	Teacher	10/20/00
Jack E. Venske	Teacher	01/19/01
Alina Whitaker	Teacher	10/24/00
Roger Windorski	Teacher	01/22/01
Tecy S. Yarn	Teacher	10/27/00

Affirmative Action Report

The Affirmative Action Report for the month of October is attached to the agenda of your Committee's meeting. This is an informational report, and no action is required.

Committee Recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 3) Receipt of the MPS Health Administration Claims Audit

Background

1. At its meeting on November 30, 1999, the Board received the Watson Wyatt MPS Health Insurance Program Audit. The audit recommended that MPS conduct (1) a follow-up audit to determine whether the third-party administrator, TPA, had implemented the recommendations included in its report, and (2) an electronic review of the network prescription drug plan.

2. In February 2000, MPS engaged the firm of Watson Wyatt to conduct the follow-up audit, the network prescription plan audit, and a medical claims administration audit for claims processed during 1999. The overall objectives of the audits included determining (1) whether the TPA had implemented procedures to correct the problems noted in the November 1999 Watson Wyatt Report, (2) the appropriateness and accuracy of prescription claims processed under the MPS health plan, and (3) whether the TPA met the contract performance guarantees for financial accuracy, processing accuracy, processing time, and telephone response time.

3. The report and the response from the TPA have been provided to the Board under separate cover.

4. Representatives of Watson Wyatt will be present at the Committee's meeting to provide the Committee with an overview of the report and answer any questions from Board members.

Committee Recommendation

Your Committee recommends that the Board receive the Watson Wyatt MPS Health Claims Administration Review.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 4) Action on Recommendations to Modify School Attendance Areas to Implement the Neighborhood Schools Plan

Administration's Analysis

1. At its meeting of August 24, 2000, the Board approved the plan for the Neighborhood Schools Initiative for transmittal to the Wisconsin Legislature's Joint Committee on Finance by September 1, 2000. Contained in the document were recommendations for changes in various school attendance areas. These recommended changes were either the result of proposed capital improvements or independent recommendations designed to encourage neighborhood school participation, such as relocation of existing citywide programs, conversion of existing citywide schools to neighborhood schools, and reduction of attendance-area populations to more closely reflect neighborhood school capacity.

2. The proposed changes in attendance areas were based on input received from various groups regarding school safety and geographical barriers during the creation of the Neighborhood Schools Plan. Whenever possible, the proposed attendance areas have included the following in their development:

a. Boundaries will be located on main traffic arteries and highways wherever possible.

b. Service areas for elementary attendance areas will conform to the approved facilities standard.

c. Attendance-area population will be sufficient to support the school and minimize or eliminate the need for transportation.

d. Attendance-area boundaries at the middle and high school will be structured to eliminate split elementary attendance areas wherever possible and to establish stable feeder patterns for elementary students.

3. The proposed changes were presented to the Finance/Personnel Committee on October 24, 2000, at which time public hearing was given on the proposed changes. The Administration, as part of its report to the Board, indicated that additional input would be solicited from the principals and school governance councils of the affected schools. School input was sought immediately following the Board meeting on October 31, 2000.

4. Thirteen schools commented on the proposed changes. Although most comments were supportive of the changes, several requested additional minor changes. Each change was evaluated upon its overall impact on reducing transportation, the ability of school to support itself from the attendance area, safety of students, and its impact on the adjacent attendance area enrollments. Most of the requested changes were accommodated and are reflected in the revised maps of the attendance area, which are attached.

The major change which has resulted from the comment period involves the former 27th Street School attendance area. It is now proposed that the attendance area be divided among the adjacent attendance areas of Westside Academy, Siefert, 37th Street, and Wisconsin Avenue. This change will result in Urban Waldorf's retaining its status as a neighborhood specialty school.

The Administration has met with the affected principals and incorporated elements of those discussions in the proposed change. The principals will be in attendance to comment and answer any questions the Board may have on this change. The Administration will review the proposal in detail as part of its presentation.

Strategic Plan Compatibility Statement

5. The recommendations are supportive of the MPS Strategic Plan, Goal 3: Family satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rule Statement

6. The creation, modification, and assignment of attendance areas is required by Wisconsin statutes 119.16(2).

Fiscal Impact Statement

7. There is no immediate fiscal impact related to the proposed changes in attendance areas.

Implementation and Assessment Plan

8. Upon approval by the Board, the Administration will make the appropriate changes in the various databases so that the information can be incorporated into materials for use in the school selection process to be conducted for the 2001-2002 school year. These changes will be transmitted to the school principals as soon as possible so that they can incorporate them into their local school efforts.

Committee Recommendation

Your Committee recommends that the Board approve the changes in school attendance areas required to implement the Neighborhood Schools Plan, except for the changes to Grant and the Milwaukee School of Languages.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 5) Action on a Request to Authorize the Administration to Continue Negotiations with Community-Based Agencies to Acquire Classroom Seats as Described in the Neighborhood Schools Plan

Administration's Analysis

1. Through the extensive outreach effort that was a hallmark of the Neighborhood Schools Plan, many community-based organizations have come forward with exciting ideas for collaboration in servicing the needs of our children. The Neighborhood Schools Plan clearly expressed the desire of MPS to expand partnerships with community-based organizations. The Plan identified two types of partnerships — facilities partnerships and program partnerships. *Facility partnerships* were targeted for potential projects to increase space in overcrowded attendance areas, while *program partnerships* were designed to expand the range of services provided to students and their families. At this time, the Administration is seeking authorization to proceed with negotiations for several of the desired *facility* partnerships.

2. MPS has recently pursued several significant facility partnerships with community-based organizations, including the Boys & Girls Clubs of Greater Milwaukee, Journey House, and Community Baptist Church. The Board-approved partnership with the Boys & Girls Clubs has resulted in the new Ralph Metcalfe School and Wehr Community Center, construction of which now nears completion. The Board has also authorized the Administration to pursue the partnerships with Journey House and Community Baptist Church. Though still incomplete, these efforts have progressed to the point where there exist, respectively, two reasonably mature sets of understandings of the cooperative efforts to be undertaken.

During the Administration's efforts to develop the Neighborhood Schools Plan, several community-based groups stepped forward with specific proposals for additional facility partnerships. Members of the Neighborhood Schools project group pursued discussions with these groups throughout the Neighborhood Schools planning process. The *Final Report* of the Neighborhood Schools Plan, approved by the Board on August 24, 2000, contained general reference to a number of these potential facility partnerships, but did not identify the specific community-based groups involved in pertinent discussions.

While the Administration intends to continue to actively cultivate additional partnerships both for facilities and for programs and to issue one or more Requests for Proposal to address these aims, the Administration believes that several of the facility partnerships generally referred to in the *Final Report* now merit further negotiations with their sponsoring agencies. Notwithstanding this belief, however, *the Administration wishes to make abundantly clear that its request for Board authorization to pursue these negotiations does not constitute any promise that these partnerships will be consummated.* In every instance, Board approval of final contracts will be sought when, and if, negotiations are successfully completed.

3. Listed below are the school projects, the references to the projects that are included in the Neighborhood Schools Plan (NSP) dated August 24, 2000, and the proposed partnering agencies. (Pages references are to the *Final Report of the Neighborhood Schools Plan.*)

- Twenty-first Street: "Continue to pursue existing plans for partnership with *Greater New Birth Baptist Church* for two off-site early childhood classrooms (55 seats)" (page 177). The Administration requests authorization to continue negotiations with *Greater New Birth Baptist Church.*
- Garden Homes: "Pursue a partnership with one of the two faith-based congregations noted above to permit the congregation's construction, and the District's leasing, of four early childhood classrooms (110) to be constructed as part of the congregation's proposed renovation efforts" (page 191). The Administration requests authorization to continue negotiations with *Garden Homes Lutheran Church.*
- Thirty-fifth Street: "Continue to develop the desired partnership with an identified faith-based congregation for the cooperative development and shared use of an existing warehouse facility located in the Thirty-fifth Street attendance area, which development will accommodate approximately 550 new seats for students in grades K-8" (page 195). The Administration requests authorization to continue negotiations with *Holy Redeemer Church.*
- Browning: "Working with an identified community-based organization and a municipal authority of the City of Milwaukee, replace the existing Browning Elementary School by

constructing a new, three-section K-5 elementary school (572 seats), to be located in the eastern portion of the existing Kilbourn attendance area" (page 215). The Administration requests authorization to continue negotiations with the *Silver Spring Neighborhood Center and the Housing Authority of the City of Milwaukee.*

- Siefert: "Continue efforts to work with an identified community-based organization to provide approximately 100 new contract seats in grade K-3, which seats should serve students residing in the Siefert attendance area" (page 249). The Administration requests authorization to continue negotiations with the *V. E. Carter Development Center.*

- Westside Academy II: "Continue efforts to acquire space to meet playground and parking needs at Westside II, as provided by recommendations of an existing task force due December 31, 2000; and continue to cultivate the partnership between Westside Academy II and *Lisbon Avenue Neighborhood Development* (LAND) to seek partnership funding and/or program support from other community organizations" (page 253). The Administration requests authorization to continue negotiations with *Lisbon Avenue Neighborhood Development.*

- Allen Field: "Explore a partnership — either a facility partnership or a program partnership, or both — between MPS and an identified community-based organization to create approximately 400 new seats grades K-5" (page 271). The Administration requests authorization to continue negotiations with *La Causa, Inc.*

- Kagel: "Lease space from, or enter into a partnership contract with, a local community-based organization to create a satellite early childhood center with one classroom each (55 seats total) for grades K4-K5" (page 273). The Administration requests authorization to continue negotiations with the *Latino Community Center.*

"Lease space from, or enter into a partnership contract with, a local community-based organization to provide a one-section track (81 seats) of grades 6-8" (page 273). The Administration requests authorization to continue negotiations with the *Latino Community Center.*

- Doerfler: "Continue efforts to secure — either by leasehold or by cooperative development of a new facility with an identified community partner — six additional classrooms, together with supporting spaces as necessary, needed to offer two-section track of grades 6-8 (162 seats), of which one section (81 seats) should be programmed for Spanish-speaking bilingual students" (page 276). The Administration requests authorization to continue negotiations with the *Archdiocese of Milwaukee.*

- Grant-Mitchell: "Working with an identified community-based organization, cooperatively construct a new three-section K-5 elementary school (597 seats), which school should be located to serve the existing Mitchell and Grant attendance areas" (page 277). The Administration requests authorization to continue negotiations with the *Boys and Girls Club Seher Branch.*

4. In addition to the projects listed above, competitive Requests for Proposals (RFPs) will be issued this year for:

- Facility acquisition and/or development;
- Before- and after-school services;
- Innovative educational programs; and
- Support services.

The proposals will be evaluated on a broad array of specified criteria. Among these criteria will be the submitting agency's qualifications, including compliance with the Americans with Disabilities Act; capacity; and current involvement in its communities. Qualified agencies that have consistently been active in their communities will be encouraged to prepare and submit proposals.

5. The Administration is requesting Board authorization to continue negotiations with the agencies highlighted in item number 3, above. The Administration will forward to the Board for approval final contract proposals when negotiations are completed satisfactorily. Approval of these recommendations does not indicate approval of any contracts; indeed, the Administration intends to continue to cultivate new potential partnerships and to develop potential partnerships that have been the topic of past discussions, in every instance, with the aim of continuing to forge partnership arrangements that serve the stated aims of the Neighborhood Schools Plan.

Strategic Plan Compatibility Statement

6. The partnerships proposed support the MPS Strategic Plan, Goal 1, student achievement.

Statute, Board Policy or Rule Statement

7. No Board policy or rule would require modification.

Fiscal Impact Statement

8. Approval of this item does not authorize expenditures. A fiscal impact statement will be provided at the time that final contract proposals are submitted to the Board for approval.

Implementation and Assessment Plan

9. The Administration will forward to the Board for approval final contract proposals when negotiations are complete.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to continue negotiations with the following agencies/organizations for projects that (1) are substantially similar to the projects listed and (2) serve the stated aims of the Neighborhood Schools Plan:

- Twenty-first Street: Continue to pursue existing plans for partnership with *Greater New Birth Baptist Church* for two off-site early childhood classrooms (55 seats).
- Garden Homes: Pursue a partnership with *Garden Homes Lutheran Church* to permit the congregation's construction, and the District's leasing, of four early childhood classrooms (110 seats) to be constructed as part of the congregation's proposed renovation efforts.
- Thirty-fifth Street: Develop the partnership with *Holy Redeemer Church* for the cooperative development and shared use of an existing warehouse facility located in the Thirty-fifth Street attendance area, which development will accommodate approximately 550 new seats for students in grades K-8
- Browning: Work with *Silver Spring Neighborhood Center* and the *Housing Authority of the City of Milwaukee* to replace the existing Browning Elementary School with a new, three-section K-5 elementary school (572 seats) to be located in the eastern portion of the existing Kilbourn attendance area.
- Siefert: Work with *V.E. Carter Development Center* to provide approximately 100 new contract seats in grade K-3, which seats should serve students residing in the Siefert attendance area.
- Westside Academy II: Continue efforts to acquire space to meet playground and parking needs at Westside II, as provided by recommendations of an existing task force due December 31, 2000; and continue to cultivate the partnership between Westside Academy II and *Lisbon Avenue Neighborhood Development* (LAND) to seek partnership funding and/or program support from other community organizations.
- Allen Field: Explore a partnership — either a facility partnership or a program partnership, or both — between MPS and *La Causa, Inc.*, to create approximately 400 new seats grades K-5.

- Kagel: Lease space from, or enter into a partnership contract with, the *Latino Community Center* to create a satellite early childhood center with one classroom each (55 seats total) for grades K4-K5.

  Lease space from, or enter into a partnership contract with, the *Latino Community Center* to provide a one-section track (81 seats) of grades 6-8.

- Doerfler: Continue efforts to secure — either by leasehold or by cooperative development of a new facility with the *Archdiocese of Milwaukee* — six additional classrooms, together with supporting spaces as necessary, needed to offer two-section track of grades 6-8 (162 seats), of which one section (81 seats) should be programmed for Spanish-speaking bilingual students.

- Grant-Mitchell: Work with the *Boys and Girls Club Seher Branch* to cooperatively construct a new three-section K-5 elementary school (597 seats), which school should be located to serve the existing Mitchell and Grant attendance areas.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 6) Action on a Request to Change the Name of the Lincoln Center Middle School of the Arts to Lincoln Center of the Arts

Administration's Analysis

1. At its meeting of August 28, 1979 ,(Proc. pp. 495-97) the Board received a resolution from Director Koneazny related to the creation of a joint arts program between the Milwaukee Public Schools and the University of Wisconsin-Milwaukee, to be housed at Lincoln Downtown Educational Center. The resolution was referred to the Superintendent, the Committee on Instruction, and the Committee on Finance and Facilities.

At its meeting of September 25, 1979, (Proc. pp 526-528, 532) the Board approved the Lincoln Center for the Arts Program as one component of the Lincoln Downtown Educational Center, with the Administration to report back with specific plans in time for implementation for 1980-81 school year.

At its meeting of November 27, 1979, (Proc. pp. 653-654) the Board received a communication from the Superintendent, recommending that the report from the committee developing the program be referred to the appropriate committees for inclusion in the 1980-81 school plans and that federal funds or other sources be sought to finance the program. On January 2, 1980, the Board subsequently recommended that the report be given public hearing as part of the 1980-81 school plans and that the possibility of locating the program at Bay View High School be included as part of the discussion (Proc. p. 731).

At a special meeting on January 10, 1980 (Proc. p 783), the Board approved the Lincoln Center for the Arts Program as one program in the Lincoln Downtown Educational Center, with additional detail to be supplied at a later date as the work of the planning committee progresses.

2. In 1981, the Milwaukee Public Schools and the School of Fine Arts at the University of Wisconsin-Milwaukee applied for and received funding from the U.S. Office of Education to support implementation of the Lincoln Center for the Arts Program.

3. Four aims for the program were developed:

- To provide elementary and middle school students with unique learning-related arts experiences;

- To develop programs in the arts that would serve as many community populations as possible, including both amateur and professional artists, the aging, the handicapped, minorities, and those people of all ages who seek a limited a vocational involvement with the arts;

- To provide a home for selected performing artist groups, visual arts collectives, and individual visual and performing artists;
- To provide studio, rehearsal, office, storage, exhibition, and performance spaces for individual artists, performance groups, and arts agencies in the greater Milwaukee area.

4. The Lincoln Center for the Arts Program represents a unique combining of the resources, personnel, facilities, programs, and artistic accomplishments of a public school system, a major university, local arts agencies, arts organizations, and individual artists to serve the educational and cultural needs of a large urban school district.

5. At its meeting of December 19, 1990, the Board approved the focus of new schools to be opened for the 1991-92 school year. Included was a recommendation of a creative arts program focus at the new middle school to be opened at the former Lincoln Downtown Educational Center.

6. The Lincoln Center Middle School of the Arts currently has ten resident artists or groups in residence, including two visual artists, two dance companies, three theatre companies, the Milwaukee Youth Symphony Orchestra, a landscape artist, and a professional photographer. Last year, the resident artists, who barter time working with Milwaukee Public Schools' students for their rehearsal and performance spaces, participated in the classrooms of 1,243 teachers and served 42,262 MPS students. That figure represents just fewer than 50 percent of the district's total student enrollment. In addition, the "Lincoln Center Presents" performance series reached over 22,000 students from 262 schools. This represents just less than one-fourth of the district's entire student enrollment. Also, over 10,000 members of the metropolitan Milwaukee public also attended 1999-2000 "Lincoln Center Presents" performances.

7. The middle school program operates on an eleven-month basis, with an expanded academic and arts summer school. Resident artists have a twelve-month yearly lease, which includes the barter hours. The Lincoln building is open from 7:00 a.m. to 5:00 p.m. for the school program. In addition to the school hours, resident artists have access from 5:00 p.m. to 10:00 p.m., Monday through Friday, for rehearsals and performances. Artist residents often use the building during the weeks, paying a fee to cover the cost of a building engineer and security service.

8. In the fall of 2000, the Lincoln Center Middle School of the Arts established a Community Learning Center to expand services to parents and the community. The Marcus Center for the Performing Arts is the school's partner in the Community Learning Center program. The Community Learning Center features expanded classes in the arts, as well as academic tutoring for just under 400 of the 767 students who are enrolled in this new and exciting program at Lincoln Center Middle School of the Arts.

9. The Lincoln Center program, which partners resident artists with the Milwaukee Public Schools, is the only program of its kind in the country. For this reason, and upon recommendation of the Wisconsin Alliance for Arts Education, Lincoln Center was included as one of 21 national arts education models in the "Arts Survive" study conducted by Howard Gardner's Project Zero in the Graduate School of Education at Harvard University. The study is to be published and released shortly.

10. On Tuesday, October 10, 2000, the faculty of the Lincoln Center Middle School of the Arts and the School Management Council voted unanimously to recommend to the Board that the name of the school be changed from *Lincoln Center Middle School of the Arts* to *Lincoln Center of the Art*s. The school is requesting the name change to reflect all the arts programs offered to both the middle school students enrolled at the school and the thousands of students from throughout the school district and the entire Milwaukee metropolitan community who are served by the programs.

Strategic Plan Compatibility Statement

11. The recommendation is supportive of the following goals in the MPS Strategic Plan:

Goal 1: Student achievement.

Goal 2: Student success in further education and employment.

Goal 3: Family satisfaction as measured by their choices in the education marketplace.

Fiscal Impact Statement

12. The approximate cost of having the name placed on the exterior of the building is $1,115, which will be funded through donations to the Lincoln Center.

Implementation and Assessment Plan

13. The school's new name, Lincoln Center of the Arts, will be implemented upon the Board's approval.

Committee Recommendation

Your Committee recommends that the Board approve the request to rename the Lincoln Center Middle School of the Arts to the Lincoln Center of the Arts.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 7) Annual Approval of Salary Schedules

Statute, Board Policy or Rules Statement

1. Wisconsin Statutes 119.40 provide as follows:

> **119.40 Salary Schedules.** (1)(a) Annually, the Board shall establish a schedule of salaries for all classroom teachers, not including principals and assistant principals, in the schools of the city. (b) Annually, the Board may establish one or more schedules of salaries for all its employees not covered under par. (a). (2) All schedules of salaries annually fixed by the Board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the Board.

2. The Superintendent is submitting the following specific proposals with the recommendation that they be adopted for the 2000-2001 budget year. Included are the salary schedules affected by the agreements with the employee organizations previously acted upon by the Board, as well as other per-hour, per-diem and per-session schedules for part-time personnel not included in bargaining agreements.

3. The following agreement expired June 30, 1999: Schedule B (Food Service Assistants, Handicapped Children's Assistants).

4. The following agreements expired December 31, 1999: Schedule 4 (Educational Assistants): School Accountants/Bookkeepers.

5. The following agreements expired June 30, 2000: Classified Schedule E (Clerical, Office and Technical), Classified Schedules C and D (Material Handlers, Truck Drivers, and Architectural Designers and Inspectors).

Committee Recommendations

Your Committee recommends that:

1. The following salary schedules be reaffirmed (previously approved by the Board):

   A. Salary Schedules for Certificated, Administrative, and Supportive Personnel

      a. Schedules 1, 1B, 1F, and 1G — Teachers. Schedules 1C and 1D — Employment Training Specialists. Schedule 1H — Teachers Year Round Schools

      b. Schedule 2 — School Social Workers

c. Schedule 3 — Administrative Personnel in Schools and Central Services

d. Schedule 4 — Supportive Personnel — Certificated and Classified: Substitute Teachers, and Educational Assistants. Negotiations are in process with the School Accountants/Bookkeepers; 2000-2001 rates will be submitted for approval upon settlement.

B. Salary Schedules for Classified Personnel

a. Classified Schedule A — Clerical, Office, and Technical.

b. Classified Schedule B — Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel. Negotiations are in process for the Food Service Personnel, Child Care Attendants, Building Service Helpers, and Hourly Rated Personnel; 2000-2001 rates will be submitted for approval upon settlement.

c. Classified Schedule C — Material Handlers and Truck Drivers

d. Classified Schedule D — Architectural Designers and School Construction Inspectors

e. Classified Schedule E — Plant Operations Personnel, Operating Engineers, Building Service Helpers, Service and Maintenance Custodians and Laborers

f. Classified Schedule F — Miscellaneous Facilities and Maintenance Services Classifications

g. Classified Schedule H — Data Processing and Related Personnel

h. Classified Schedule I — Instructional Resource Personnel

i. Recreation Schedule 9 — Playground Laborers

C. Rate Schedule for Per-Diem, Per-Instructional-Hour, Per-Session Personnel

a. Recreation Schedule 7 — Per Session Employees

b. Recreation Schedule 8 — Municipal Recreation Athletic Officials

c. Schedule M — Instrumental Music Teachers and Helpers

d. Schedule O — Interscholastic Athletics

2. That the following customary salary resolution be adopted to comply with Section 2.32, Rules of the Board of School Directors, and Section 119.40, Wisconsin Statutes:

RESOLVED, That all salary schedules and related provisions amended by Board Action this evening be, and they hereby are, adopted for 2000-2001 as amended; that all salary schedules excepting those for prevailing wage rates, in effect for 1999-2000, and which have not been amended be, and they hereby are, readopted for 2000-2001, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 2000-2001 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1999-2000 which are not inconsistent with the foregoing be, and they hereby are, readopted for 2000-2001.

Adopted with the roll call on the balance of the Committee reports.

* * * * *

(Item 8) Quarterly Report of the Compensation Administration Committee

Your Committee received the following report from the Administration:

This report reflects the actions taken by the Compensation Administration Committee (CAC) for July 2000 through October 2000. The CAC met on August 17, August 24, and September 28, 2000.

Position	Old Salary	New Salary	Comments
Supervisor, Head Start Social Work (Department of Educational Services)	N/A	N/A	New position allocated to 8A. ($50,058-$72,738) Had originally been allocated to 8B.
Network Support Specialist (Department of Technology)	N/A	N/A	New position allocated to 6A. ($45,404-$65,978)
Project Manager – Technology (Department of Technology)	N/A	N/A	New position allocated to 11A. ($57,947-$84,201)
Technology Support Supervisor (Department of Technology)	$63,200	$68,256	Upgrade from 6A to 8A. ($50,058-$72,738)
Coordinator of Parent Services Center (Department of Leadership Services)	N/A	N/A	Downgrade of vacant position to 6A. ($45,404-$65,978)
Senior Pension Specialist (Department of Human Resources)	$57,721	$63,494	Upgrade from 7A to 10A ($55,188-$80,194)
Coordinator: Advanced Placement and Youth Apprenticeship (Department of Educational Services)	N/A	N/A	New position allocated to 8A. ($50,058-$72,738)
Instructional Technology Specialist (Department of Technology)	N/A	N/A	No change recommended. Maintained at 10A ($55,188-$80,194).
Instructional Technology Supervisor (Department of Technology)	N/A	N/A	New position allocated to 8A. ($50,058-$72,738)
Payroll Coordinator (Department of Finance)	$42,359	$46,793	Upgrade to 6A ($45,404-$65,975) from H9 (Local 1616).
Head Start Health Coordinator (Department of Educational Services)	$32,776	$36,054	Upgrade to 3C ($29,527-$42,904).

* * * * *

(Item 9) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

5(r)	Kristi Cole	Principal Humboldt Park School	Schedule III, Range 13Z $61,989.47
5(r)	Christine Pitroski	Principal Neeskara School	Schedule III, Range 13Z $75,160.29

5(r)	Marion Reiter	Principal Thirty-seventh Street School	Schedule III, Range 13Z $65,438.07
2(r)	Denise Pitchford	Assistant Principal Douglas Community Academy	Schedule III, Range 11Z $49,377.00
2(r)	Keona Jones	Assistant Principal Congress School	Schedule III, Range 10X $44,423.42
5(r)	Karen Salzbrenner	Director Public Affairs and Communications	Schedule IIIE, Range 14A $86,328.80
5(r)	Thomas Bolton	Manager, Compensation Services Department of Human Resources	Schedule III, Range 11A $73,110.14
5(r)	Carol Von Kaenel	Student Services Coordinator Division of Student Services	Schedule III, Range 9A $76,375.00
5(r)	Terry Harvey	Network Support Specialist Fritsche Middle School	Schedule III, Range 6C $38,889.00

Codes:

2	African American
5	White
r	Resident who must remain resident
nr	Non-resident who must become resident

Adopted with the roll call on the balance of the Committee reports.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk presented 28 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Johnson moved to accept the reports of the Independent Hearing Panel of October 30, October 31, November 1, November 2, November 3, November 7, November 8, November 9, November 10, November 13, November 14, November 16, November 17, and November 21, 2000.

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

Ayes— Directors Dannecker, Gardner, Johnson, O'Neil, Werra, and President Thompson—6.

Noes—Director Hardin—1.

* * * * *

RESOLUTIONS

Resolution 0001R-005

By Director O'Neil:

WHEREAS, The Title I Program is designed to provide educational assistance to poor children; and

WHEREAS, The current MPS formula for allocating Title I funds requires schools to have a certain concentration of poor children before they receive funding; and

WHEREAS, This funding formula results in a number of schools with poor children not receiving Title I funds; and

WHEREAS, If Title I funds were allocated on a "follow the child" basis, with funding provided for every qualifying child, regardless of MPS school attended, all poor children in the district would receive the benefits of the program; now, therefore, be it

RESOLVED, That the Board direct the administration to consider allocating Title I funds on a "follow the child" basis, with funding provided for every qualifying child, regardless of MPS school attended, and to report to the Board on the pros and cons of adopting such an allocation method.

Referred to the Strategic Planning and Budget Committee.

The Board adjourned at 7:46 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 28, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 7:47 PM.

Present—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Spence—2.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

November 27, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held on Tuesday, November 28, 2000, immediately upon adjournment of the regular November Board meeting, scheduled to begin at 6:30 PM, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: the Milwaukee Teachers Education Association (Educational Assistants, School Accountants/ Bookkeepers), Local 150 (Building Service Helpers), Local 950, Local 1053 and Local 1616.

The Board, pursuant to Wisconsin Statutes Section 19.85(1)(e), may retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

SUZANNE M. LUNDIN
Board Clerk

It was moved that the Board, pursuant to Wisconsin Statutes Section 19.85(1)(e), retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra, and President Thompson—7.

Noes—None.

The Board retired to executive session at 7:49 PM.

The Board adjourned from executive session at 8:02 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 2, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 1:11 PM.

Present—Directors Gardner (1:21 PM), Johnson (1:12 PM), Spence, Werra and President Thompson—5.

Absent and excused—Directors Braun, Dannecker, Hardin and O'Neil—4.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

November 30, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 1:00 PM on Saturday, December 2, 2000, in Room 220 of the MPS facility located at 6620 West Capitol Drive, Milwaukee, WI, for the purpose of considering and taking action on the following matters:

1) Selecting a Third-party Administrator for the District's PPO Health Plan.

2) Ratifying a Negotiated Labor Agreement with the Milwaukee Teachers Education Association Regarding Health Insurance.

3) Conducting a Retreat on the District's Long-Range Financial Outlook.

With respect to Item 1) above, pursuant to Wisconsin Statutes 19.85(1)(e), which provides that a governmental body may convene in executive session "whenever competitive or bargaining reasons require a closed session," the Board may retire to executive session to review, assess and negotiate proposals from firms that may be engaged serve as a third party administrator for the district's PPO health plan. The Board may then reconvene in open session to take action on matters discussed in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85(1)(e), to review, assess and negotiate proposals from firms that may be engaged serve as a third party administrator for the district's PPO health plan.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, Spence, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 1:23 PM.

The Board reconvened in open session at 2:16 PM, and proceeded to conduct a retreat on the district's long-range financial outlook.

The Board adjourned at 4:12 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 12, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:04 PM.

Present—Directors Braun, Dannecker, Hardin, Johnson (6:07 PM), O'Neil (6:07 PM), Spence (6:15 PM), Werra, and President Thompson—8.

Absent and excused—Director Gardner—1.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

December 8, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, December 12, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on the following matters:

1) Considering litigation the Board is involved in with respect to a personnel matter.

2) Selecting a Third-party Administrator for the District's PPO Health Plan.

3) Ratifying a Negotiated Labor Agreement with the Milwaukee Teachers Education Association Regarding Health Insurance.

With respect to Item 1) above, pursuant to Wisconsin Statutes Section 19.85(1)(g), the Board may retire to executive session to confer with its legal counsel who is rendering legal advice concerning litigation the Board is involved in with respect to a personnel matter. The Board may reconvene in open session to take action on matters considered in executive session and to allocate funds for a possible settlement agreement.

With respect to Item 2) above, pursuant to Wisconsin Statutes 19.85(1)(e), which provides that a governmental body may convene in executive session "whenever competitive or bargaining reasons require a closed session," the Board may retire to executive session to review, assess and negotiate proposals from firms that may be engaged serve as a third party administrator for the district's PPO health plan. The Board may then reconvene in open session to take action on matters discussed in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Hardin moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85(1)(g), to confer with its legal counsel who is rendering legal advice concerning litigation the Board is involved in with respect to a personnel matter and pursuant to Wisconsin Statutes 19.85(1)(e), to review, assess and negotiate proposals from firms that may be engaged serve as a third party administrator for the district's PPO health plan.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 6:06 PM.

The Board reconvened in open session at 6:50 PM.

Director Hardin moved that the Board select Aetna as the Third-party Administrator for the District's PPO Health Plan.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

Director Hardin moved that the Board ratify the negotiated labor agreement with the Milwaukee Teachers Education Association regarding health insurance.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

The Board adjourned at 6:53 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:02 PM.

Present—Directors Braun, Dannecker, Hardin (6:07 PM), Johnson (6:16 PM), O'Neil, Werra, and President Thompson—7.

Absent and excused—Directors Gardner and Spence—2.

The Assistant Board Clerk read the following call of the meeting:

December 15, 2000

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, December 19, 2000, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures.

Pursuant to Wisconsin Statutes Section 19.85(1)(g), which provides that a governmental body may convene in executive session for the purpose of "conferring with legal counsel which 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 retire to executive session to confer with its legal counsel who is rendering legal advice regarding litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures.

SUZANNE M. LUNDIN
Board Clerk

Director Werra moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85(1)(g), to confer with its legal counsel regarding litigation in the matter of the Wisconsin Department of Public Instruction's decision not to grant a revenue waiver with respect to early childhood education expenditures.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, O'Neil, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 6:03 PM.

The Board adjourned from executive session at 6:42 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2001

Regular meeting of the Board of School Directors called to order by President Thompson at 6:47 PM.

Present—Directors Braun, Dannecker, Hardin, Johnson, O'Neil, Werra, and President Thompson—7.

Absent and excused—Directors Gardner and Spence—2.

AWARDS AND COMMENDATIONS

Excellence in Education Award

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Deborah Arnold
Teacher, Elm Creative Arts School

Ms. Deborah Arnold is being recognized for her outstanding work as a teacher at Elm Creative Arts School. Having devoted the last 20 years to developing the dance program at Elm, Ms. Arnold was recommended for recognition by Mr. Darrel Jacobs, principal of the school. Mr. Jacobs provided an impressive list of reasons why Ms. Arnold deserves recognition.

Ms. Arnold is:

- A teacher who can set up materials and creative situations for students so their talents shine;
- A high-energy person whose excitement about learning is contagious around students and staff;
- A visionary who plans ahead and prepares her work;
- An innovator who tries new ideas;
- An excellent integrator of subject matter. For example, she connects dance program lessons with social studies, science, and other subjects;
- A teacher who has been interested and active in pursuing community outreach over the past 20 years. Her students have performed at numerous school and districtwide festivals, at other school districts, and throughout the community;
- The recipient of leadership service awards and commendations as a member of the Wisconsin Association of Health Physical Education, Recreation, and Dance. She has held leadership roles in this state professional association, including serving on the association's representative assembly as well as president;
- A presenter at area, state, and national conventions, including the International Magnet Schools Conference;

- A teacher at UW-Milwaukee, a performer, and a choreographer;
- A recipient of the Career Recognition Award from the Wisconsin Dance Council in 2000; and
- A mother who accomplished all of this while bringing up two boys.

The Milwaukee Board of School Directors and the entire school community recognize Ms. Deborah Arnold for her outstanding service, enthusiasm, and energy, and for her dedication to the students of the Milwaukee Public Schools and the entire Milwaukee community.

Other Awards and Commendations

STUDENTS

Cameron Jackson, a second-grade student at Phillis Wheatley Elementary School, won the grand prize in the Fire Prevention Contest. His artwork is now a billboard located at 16th Street and North Avenue.

Benjamin Stein, Charles Dombeck, Gabe Johnson-Karp, Hannah Nolan-Spohn, Katie Shanovich and Nora Trinidad-Scholle, students at Riverside University High School, have been named 1999-2000 AP Scholars by the College Board in recognition of their exceptional achievements on the college-level Advanced Placement (AP) Examinations. Approximately 18 percent of America's juniors and seniors took one or more AP Examinations. Approximately 14 percent of the more than 740,922 students who took the exam received this recognition.

Bryson Green, a fifth-grade student at Grantosa Drive School, is the winner of a $5,000 Evans Newton Scholarship Award. He was awarded this college scholarship for his TARGET TEACH scores and his 500-word written essay indicating his interest in attending college after graduation. The contest was open to students in fifth or sixth grade in a currently active TARGET TEACH school.

Also, Ravia Robinson, a fifth-grade student at Thirty-eighth Street School, received a $1,000 Evans Newton Scholarship Award.

Ripal Parikh, a senior at Rufus King High School, was presented with this year's Bright Future Award for community service by the YWCA of Greater Milwaukee at a luncheon at the Hyatt Regency.

Corey Roos, an eighth-grade student at Alexander Graham Bell Middle School, was named the winner in the Milwaukee Brewers' Holiday Card poetry contest. Corey wrote a poem that was selected and featured as the Milwaukee Brewers' holiday message in this year's card. He received an autographed baseball and baseball bat as his prize for his outstanding work.

Garry L. Armstrong, a 1996 graduate of Milwaukee Trade and Technical High School, has been named an Eminent Scholar at Tuskegee University. As an Eminent Scholar, he is one of 15 students at the university with a perfect "A" academic average. He will receive his bachelor's degree in electrical engineering in May 2001 and enroll in the graduate program in engineering at the University of Michigan.

SCHOOLS

Thirty-seventh Street School received a grant from the Artists Working in Education Program that allows Jill Erickson, a local Milwaukee artist, to come to the school once a week. Lisa Balistreri-Geib, art teacher at Thirty-seventh Street School, and Ms. Erickson are creating a mural with Thirty-seventh Street School students which depicts the school community and emphasizes the importance of each individual as part of the whole group.

Garfield Elementary School students, with the help of five Marquette University High School students, built a schoolyard garden. The Marquette students are fulfilling a service-learning project with Garfield students and are working together to beautify the school.

Edison Middle School held the grand opening of the Edison Knights' Savings Bank on Monday, December 18th. Tri-City National Bank has trained Edison's students to be customer service representatives. The mutual goal of this venture is to bring real-life experiences to students and to introduce them to lifetime skills.

Pulaski High School was awarded a grant from the Charles D. Jacobus Family Foundation to sponsor Women's Day 2001. The grant will support women mentors for female students relative to lowering the glass ceiling in careers requiring strong math, science, and technology skills. This year's program will convene at Alverno College.

Rufus King High School hosted the annual Great Lakes International Baccalaureate Schools (GLIBS) meeting on November 17 and 18. The GLIBS organization is a group of International Baccalaureate schools from six states — Wisconsin, Illinois, Indiana, Michigan, Ohio, and Kentucky. The purpose of the meeting, which involved about 130 educators from the six states, was to discuss and exchange ideas concerning curriculum and instruction, college/university recognition, and legislative initiatives.

STAFF

Wendy Rowley, an art teacher at Hawthorne Elementary School, has received certification from the National Board for Professional Teaching Standards. This certification, which is a very important component of the teacher quality agenda, is achieved through a rigorous performance-based assessment process that takes nearly a year to complete.

Janie Hatton, principal of Pulaski High School, has been named to serve as a member of the Old World Wisconsin Education Board. Old World Wisconsin–State Historical Society of Wisconsin will provide services to schools via a new initiative, Project Innovation.

Robert Hirschi, a second-grade teacher at Elm Creative Arts School, has completed a successful run performing in the *March of the Falsettos* at the Brumner Mansion Theatre.

Doreen Harris and Melissa Menge, teachers at Pulaski High School, were featured presenters at the National School Boards Association Convention in Denver Colorado in October. They presented an array of instructional methodologies that infused technology in the classroom.

Marilyn White, a music teacher at Elm Creative Arts School, starred in the Circle Stage production of *Putting It Together*.

Natasha Kupka, Gary Rice, Earlee Dove, and Jade Tremarello, teachers at Elm Creative Arts School, developed and taught a summer science curriculum for the Milwaukee Public Museum.

Gary Rice, a third-grade teacher at Elm Creative Arts School, conducted a workshop for the Wisconsin Department of Public Instruction about the state reading test.

Jean Kovac, an art teacher at Elm Creative Arts School, was elected vice president of the Southeastern Region Wisconsin Chapter of the National Art Education Association.

The teachers listed below were honored at a reception on November 9th for their Blue Ribbon Instructional Plan contributions to the MPS Curriculum Design Assistant. These are the first teachers to be acknowledged by their peers through an online review process scored with a peer-created rubric.

Mary Widen, Cooper Elementary
Patricia Crerar, Fairview Elementary
Darice Lindsey, Fairview Elementary
Hope Walker, Fairview Elementary
Floyd Williams, Malcolm X
Leann Clark, Neeskara Elementary
Scott Robertson, Neeskara Elementary
Paul Hanson, Professional Development Center
Sandra Petricek, Pulaski High School
Marge Skare, Pulaski High School
John Welk, Pulaski High School
Joy Schuster, South Division High School
Mary Delgado, Technology
Jane Borden, Tippecanoe Elementary School

Abigail Plummer, Tippecanoe Elementary School
Carol Orlandi, Vincent High School
Rene Sonnemann, Walker Middle School
Helen Kalili, Webster Middle School
Mary Jakubiak, Whitman Elementary School

Michael Lawrence, educational assistant at Elm Creative Arts School, had his artwork chosen for the Wisconsin Education Association Council's Human Relations Committee's Fourth Grade Poster Contest flyer. He sketched a head of a Native American male in front of the map of Wisconsin.

Donelle Johnson, a fifth-grade teacher at Elm Creative Arts School, was elected to the Milwaukee Chapter Board of the American Civil Liberties Union.

Jeanne Kahn, harp teacher at Elm Creative Arts School, has performed with the MPS Harp Ensemble at the Lutheran Home for the Aged, St. Mary's Hospital "Sunday in the Park," Irish Fest 2000, the Mayor's Northwest Beautification Awards Ceremony, Jewish Home for the Aged, and the Milwaukee Symphony Orchestra Women's League Luncheon.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of November 28, 2000, were approved as printed

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REPORTS OF STANDING COMMITTEES

No items were set aside for separate consideration.

On the motion of Director Braun, the Committee report was adopted, the vote being as follows:

Ayes—Directors Braun, Hardin, Johnson, O'Neil, Werra and President Thompson—6.

Noes—None.

Temporarily absent—Director Dannecker—1.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(ITEM 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; and Acceptance of Donations

Award of Contracts

Below are contract award recommendations for the December 2000 Finance and Personnel Committee. Adequate funding is available in various accounts as noted below.

WINDOW REPLACEMENT

Lee School

Prime Contractor
J. F. Cook, Inc.
1177 West Northbranch Drive
Oak Creek, WI 53154

Low Bidder, Base Bid of.....$339,700.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	0%	100% WBE	42	7	5	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-244-324-254340.

MASONRY RESTORATION

Story School

Prime Contractor
Pukall Co., Inc.
W63 N173 Washington Avenue
Cedarburg, WI 53012

Low Bidder, Base Bid of.....$307,000.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	25	2	1	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-343-324-254330.

ADA REMODELING

Pulaski High School

Prime Contractor
T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007

Low Bidder, Base Bid of $683,700.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	25%	25% MBE	16	0	2	Corporation	8

MPS Facilities and Maintenance will set aside funds from account code 2-41-4-976-026-327-255000.

Andrew Douglas Community Academy

Prime Contractor
T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007

Second Low Bidder, Base Bid of $363,700.00

Note: Low bid contained a mathematical error.

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	25%	25% MBE 1% WBE	16	0	2	Corporation	9

MPS Facilities and Maintenance will set aside funds from account code 2-41-4-976-055-327-255000.

Total construction contract dollars awarded.....$1,694,100.00
Total dollars HUB participation.....$635,887.00
% of MBE participation.....17.27
% of WBE participation.....20.27
% of M/WBE participation.....0.00
% Minority employees within company.....4.86
% Women employees within company.....11.17

Authorization to Make Purchases

SS-495 Authorization to Extend the Contract with Milliman and Robertson, Inc., for Actuarial and Health Care Evaluations

At its June 1999 meeting, the Board authorized the Administration to enter into a contract with Milliman and Robertson for actuarial and health network evaluations. At its June 27, 2000, meeting, the Board authorized the Administration to extend the contract with Milliman and Robertson to cover changes in the scope and term of the contract. To date, the total cost of the contract is $104,500. The Administration is requesting an extension through June 2001, at an additional cost of $25,000. The additional funds will cover all expenses associated with the negotiations over health care benefits.

Fiscal Information: Funds for the extension are included in the district's FY2001 health insurance budget. BC: 1-10-4-870-600-241-50000.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Alcott	Dodgeland	$100	Books for students from book fair
Alcott	Target	$515	Take Charge of Education
Bell	Mayfair Mall	$50	Cash back Program
Browning	Tricom Funding	$2,600	College scholarship fund
Burdick	Nestle USA	$2,500	Academic Excellence Awards
Cass Street	M. & J. Garvey	$10	Timothy Howard Student Fund
Cass Street	J. & J. Boyle	$10	Timothy Howard Student Fund
Cass Street	P. & J. Vanderweg	$10	Timothy Howard Student Fund
Cass Street	Catherine Lively	$10	Timothy Howard Student Fund
Cass Street	D. & D. Ernest	$20	Timothy Howard Student Fund
Cass Street	J. & P. Byrne	$10	Timothy Howard Student Fund
Cass Street	R. & D. Aquirre	$20	Timothy Howard Student Fund
Cass Street	J. & O. Lockwood	$20	Timothy Howard Student Fund

School	Donor	Value	Gift or Purpose
Cass Street	J. & C. Miner	$25	Timothy Howard Student Fund
Cass Street	D. & D. Pfeffer	$25	Timothy Howard Student Fund
Cass Street	M. & C. Moyer	$25	Timothy Howard Student Fund
Cass Street	N. & C. Kovach	$25	Timothy Howard Student Fund
Cass Street	R. & J. Niesen	$25	Timothy Howard Student Fund
Cass Street	K. & S. Graber	$50	Timothy Howard Student Fund
Cass Street	C. & M. Christian	$25	Timothy Howard Student Fund
Cass Street	Mary Wasielewski	$15	Timothy Howard Student Fund
Cass Street	Linda Heiderer	$50	Timothy Howard Student Fund
Cass Street	Mary Dunnwald	$100	Timothy Howard Student Fund
Cass Street	Rosalie Greco	$25	Timothy Howard Student Fund
Cass Street	Claudette St. Clair	$50	Timothy Howard Student Fund
Cass Street	Carolyn Manning	$20	Timothy Howard Student Fund
Cass Street	W. & B. White	$100	Timothy Howard Student Fund
Cass Street	Franklin Pierce School	$100	Timothy Howard Student Fund
Cass Street	Milwaukee Educ. Ctr.	$50	Timothy Howard Student Fund
Cass Street	Whirlpool Adm. Center	$40	Timothy Howard Student Fund
Cass Street	Marquette University	$100	Timothy Howard Student Fund
Cass Street	Dover Street School	$25	Timothy Howard Student Fund
Cass Street	John Barmore	$50	Timothy Howard Student Fund
Cass Street	McNair Academy	$150	Timothy Howard Student Fund
Cass Street	Katherine Banzhaf	$25	Timothy Howard Student Fund
Cass Street	Siefert School	$75	Timothy Howard Student Fund
Cass Street	Richard Howard	$500	Timothy Howard Student Fund
Cass Street	Michael Dooley	$500	Timothy Howard Student Fund
Cass Street	R. & R. Beiler	$75	Timothy Howard Student Fund
Cass Street	R. & K. Helminiak	$50	Timothy Howard Student Fund
Cass Street	Fritsche Middle School	$50	Timothy Howard Student Fund
Cass Street	T. Bauldry, J. Cigliana	$40	Timothy Howard Student Fund
Cass Street	J. Dishaw, T. Sharp	$35	Timothy Howard Student Fund
Cass Street	Laura Biesteveld	$10	Timothy Howard Student Fund
Cass Street	P. & J. Stoltz	$10	Timothy Howard Student Fund
Cass Street	Marjorie Shadd	$20	Timothy Howard Student Fund
Cass Street	S. Summerville & D. Johnson	$25	Timothy Howard Student Fund
Cass Street	T. & M. McGinnity	$25	Timothy Howard Student Fund
Cass Street	Muriel Boeck	$25	Timothy Howard Student Fund
Cass Street	Barbara Challender	$25	Timothy Howard Student Fund
Cass Street	D. & E. Fadeski	$25	Timothy Howard Student Fund
Cass Street	Thomas Huwiler	$25	Timothy Howard Student Fund
Cass Street	Colleen Moore	$25	Timothy Howard Student Fund
Cass Street	Jeffrey Luckow	$25	Timothy Howard Student Fund
Cass Street	Marilyn Schrader	$25	Timothy Howard Student Fund
Cass Street	L. & B. Deltgen	$25	Timothy Howard Student Fund
Cass Street	Veronica Howard	$500	Timothy Howard Student fund
Cass Street	Veronica Howard	$15	Timothy Howard Student Fund
Cass Street	Cass Street School Staff	$245	Timothy Howard Student Fund
Cass Street	D. & R. Szydlowski	$20	Timothy Howard Student Fund
Cass Street	S. & J. Grulke	$20	Timothy Howard Student Fund

School	Donor	Value	Gift or Purpose
Cass Street	E. & M. Szudlowski	$25	Timothy Howard Student Fund
Cass Street	Catherine Szudlowski	$50	Timothy Howard Student Fund
Cass Street	L. & P. Mullins	$30	Timothy Howard Student Fund
Cass Street	Stevens and Hayes	$50	Timothy Howard Student Fund
Cass Street	Corvette Club	$50	Timothy Howard Student Fund
Cass Street	M. & T. Howard	$200	Timothy Howard Student Fund
Cass Street	M. & D. Kendall	$25	Timothy Howard Student Fund
Cass Street	Margaret Levitt	$25	Timothy Howard Student Fund
Cass Street	Mildred Lepgold	$100	Timothy Howard Student Fund
Cass Street	F. & H. Perrotta	$50	Timothy Howard Student Fund
Cass Street	J. & B. Gilbert	$500	Timothy Howard Student Fund
Cass Street	C. & L. Konett	$25	Timothy Howard Student Fund
Cass Street	Nancy Haynes	$100	Timothy Howard Student Fund
Cass Street	W. & M. Murphy	$30	Timothy Howard Student Fund
Cass Street	J. & K. Brussee	$100	Timothy Howard Student Fund
Cass Street	Frankie Zanetti	$100	Timothy Howard Student Fund
Cass Street	A. & J. Worniak	$30	Timothy Howard Student Fund
Cass Street	R & K Segerdahl	$50	Cass Street Student Fund
Cass Street	Mark Tenorio	$1,000	Cass Street Student Fund
Cass Street	T. Cyra, P. Brown	$20	Cass Street Student Fund
Cass Street	Mary McConville	$30	Cass Street Student Fund
Clarke	Evelyn Mayer	$200	World Book Encyclopedia set
Clarke Street	Rotary Club	$65	Student treats
Craig	Ameritech	$1,000	Educational supplies
Curtin	Target	$115	Take Charge of Education
Dover	Employee Fund Drive	$210	CD Class
Edison	Target	$47	Take Charge of Education
Grantosa	Judy Pingel	$800	Three Macintosh, 1 Compaq
Granville	“Family to Family”	?	100 food baskets
Granville	Tax Air	?	Pick up 100 food baskets
Granville	Parent Group	$2,000	Field trips
Granville	Parent Group	$500	Merit program
Granville	Needle Crafters	$600	T-shirt awards
Greenfield	Diane Haman	$250	Hammond Piper organ
Hartford	Pamela Stokke-Ceci	$250	Classrooms
Hartford Avenue	Badger Meter	$250	Educational supplies
Hawthorne	Angela Kornacki	$850	Computer
Hawthorne	Coca-Cola Bottling	$69	Ten cases of soda – school social
Hawthorne	Target	$56	School funds
Hayes	PTO	$2,800	Student field trips
Holmes	Box Tops for Education	$630	RIF books
Kilbourn	Fred Landis	$100	Books for students
King, Jr.	Lamlight Farms Co.	$100	K5 class field trips
King, Jr.	I.R.S. – Sherri Watson	$200	Ten book bags plus supplies
Lloyd Street	PTA	$2,870	Educational supplies
Lloyd Street	Knights of Columbus	$150	Field trips
Lloyd Street	United Commercial	$100	Field trips
Lloyd Street	Mortgage Guaranty	$698	School scholarship
Lowell	McDonald’s	$150	RIF books

School	Donor	Value	Gift or Purpose
Manitoba	Joan Fecteau	$300	Digital camera
MHSA	Milwaukee Foundation	$2,000	Trip to Scotland
MHSA	Lutheran Association	$300	Jazz studies activities
MHSA	Ronald McDonald House Charities	$300	Jazz studies activities
MHSA	Kohl Charities, Inc.	$250	Trip to Scotland
MHSA	Nike, Inc.	$2,500	Education Fundamentals Grant
MHSA	Bader Foundation	$300	Jazz studies activities
MHSA	Herzfeld Foundation	$1,000	Jazz studies activities
MHSA	Nike Grant	$2,500	Trip to Scotland
MHSA	Youth Foundation	$500	Trip to Scotland
Milwaukee Spanish Immersion	Shopforschool.com	$26	Cash back program — for student educational supplies
Milwaukee Spanish Immersion	Target	$378	Take Charge of Education program
Milwaukee Tech	Joseph Kruzez	$3,125	1988 Mercury Sable — Auto Shop
Pierce	K.T. Nu-Tech	$25	School funds
Pierce	Target	$75	School funds
Sixty-fifth Street	George H. Daute	$25	School library
Twenty-first Street	Gertrude Prochep	$200	Field trips
Twenty-first Street	Cindi Broyderick	$200	Field trips
Twenty-first Street	Mary Dobbs	$500	Mentoring group
Vincent	Coca-Cola Bottling Co.	$8,000	Student incentives, scholarships
Walker	United Seniors of Wis.	$300	Attendance awards
WCLL	Roseann Lococo	$350	Clothing for students
Wheatley	Christine Riddiough	$100	Educational supplies
Whittier	PTO	$1,300	Classroom supplies
Wisconsin Avenue	Sylvia Chantler	$300	Electric piano, keyboard, stand

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above; and
3. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call vote on the Committee report.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Reappointment of Probationary Personnel; Approval of Leaves of Absence; and Report on Resignations

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Patricia Burnett Grand Avenue	School Secretary I $17,358.67/yr.	11-13-00
Christina Fox Dr. King Elementary	School Secretary I $17,358.67/yr.	11-13-00
Cynthia Roberson Douglas Community Acad	School Secretary I $21,816.08/yr.	11-20-00
Harry Willis Warehouse & Dist Svcs	Material Handler I $30,857.32/yr.	11-13-00
	PROMOTIONS	
Kenneth Rodgers Hamilton	Building Service Helper II $23,926.76/yr.	11-12-00

Approval of Certificated Appointments

	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r,a	Anne E. Arnold Bilingual/Reading	BB	$34,164	4	8/22/00
nr	Tracie A. Balcerzak Special Education	B	$27,948	0	10/9/00
nr	Ned A. Buchbinder L.D.	B	$27,948	0	10/25/00
r	Lakesha M. Carpenter Elementary Education	C	$31,473	0	10/26/00
r	Tina Garcia Bilingual/Grades 1-8	B	$27,948	0	8/22/00
r	Jayme A. Krevs L.D./K-9	B	$27,948	0	11/13/00
r	Angelia Lalich PreK-3	B	$27,948	0	11/7/00
r	Jennifer C. Lein Math	B	$27,948	0	11/13/00
nr	Marie A. Reith L.D.	B	$36,545	7	10/26/00
r	Martha E. Rogers Speech Pathologist	B	$27,948	0	11/6/00
r,a	Caryl M. Schmidlin Bilingual Education	D	$44,533	8	8/22/00
r	Timothy A. Shousha Social Studies	B	$27,948	0	10/30/00
r	Carolyn M. Thomas PreK-3	B	$27,948	0	11/6/00
r	Scott R. Uehing PreK-3	B	$27,948	0	10/30/00

Approval of Certificated Appointments — School Social Workers

School Soc Workers — Sched 02	Salary	Yrs. Exp. Credit	Start Date
Michael J. Vega	$39,382		10/30/00

CODES

(a) Reappointment without tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Reappointment of Probationary Personnel

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Aavang,Glenn
Adams, Gregory B.
Adkins, Ansleun
Aguilar, Michael C.
Albrecht, Terese C.
Allen, Glen A.
Amadi, Leona N.
Analla, Christina E.
Anderson, Amy L.
Anderson, Aretta Y.
Anderson, Ricardo A.
Antholine, Michael E.
Apuy-Conrad, Patricia
Aranda, Alejandro A.
Arnold, Anne E.
Baker, Brandi S.
Balcerzak, Tracie A.
Baltutis, Tracy
Baltz, Rebecca A.
Barbeau, Maria T.
Barrett, Gail M.
Barry, Amy S.
Barth, Angela M.
Bast, Stacey A.
Bastian, Nicole R.
Baur-Thompson, Audrey A.
Bean, Robin J.
Beese, Lorie A.
Bell, Mary J.
Benedon, Sue E.
Benkoski, Amy L.
Bent, Patricia V.
Bero, Marlyn D.
Biel, Thomas F.
Bishop, Jenna L.
Blair, Gretchian R.
Blakely, Julie A.
Bloedorn, Janice F.
Boesch, Katherine A.
Bowersock, Robin A.
Boyd, Marlon J.
Boyle James F.
Boyle, Tina M.
Brennan, Andrew C.
Brigham, Julie A.
Brown, Delois
Brown, Sara M.
Brugger, Andrea J.
Buchholz, Cindy L.
Buettner, Sandra C.
Bull, Jason R.
Burton, Deanna S.
Bush, Patricia G.
Cain, Joanne L.
Carlton, Jewel
Carnes, Kevin B.
Carrington, Pilar A.
Carter-McGhee, Andrea
Castaneda, Maria I.
Causey, Deborah A.
Cavanaugh, Margaret M.
Chatman, Lisa D.
Chirchirillo, Tracy L.
Christianson, Tim O.
Clark, Ricky
Clark, Virginia
Cleary, Blair
Collins, Vanetta L.
Collyard, Kari M.
Conradt, Joelle M.
Cook, Amy M.
Coppinger, Cyle K.
Cordero, Elsie
Cordova, Sonia
Corn, Heather A.
Correll-Hufnal, Amy L.
Cotton, Zuwena Y.
Cox, Vicki L.
Crawford, Lena M.
Crawford, Jennifer C.
Cruz, Maria V.
Currie, Blondell E.
Dalpaos, Margaret
Daniels, Audrey L.
Dawson, Kelley A.
DeJesus, Eva
DeKeyser, Betty J.
DeLeon, Kathleen M.
Delgadillo, Linda L
DePerry, Dona K.
Doepke, Wendy E.
Dolphin, Kim M.
Donohue, Maura R.
Dougherty, Michelle K.
Dow, Bryan R.
Downs, Verinique D.
Drobac, Nadine
Ducat, Holly E.
Duhacek, Heather
Dunham, James A.
Durler, Kristina L.
Durski, Misty Ellen
Dzurak, Jon J.
Eckford, Heidi L.
Effinger, Tracy L.
Enslin, Thomas W.
Erbe, Theresa A.
Escobar, Iris V.
Espinoza, Itza L.
Farley, Margaret A.
Fayne, Sereena L.
Fayne, Shunita E.
Felder, Sarita
Fialkowski, Amy M.

Fiene, Heidi J.
Fink, Toni M.
Firle, Anthony C.
Fischer, Tryphena M.
Flanagan, Julene A.
Flessert, David A.
Flores, Rosa Maria
Fons, Christopher A.
Freeman-Clarke, Lori A.
Friedmann, Catherine A.
Froehlich, Joanne M.
Futrell, Jamilah A.
Games, Emanuel R.
Garay, Elmer A.
Garcia, Tina
Gebhardt, Sarah A.
Geiser, Kristin M.
Genske, Margaret A.
Gilson, Angela L.
Gladney, Lisa D.
Gleesing, Shawn D.
Goedel, Jean M.
Goodman, Robert E.
Graham, Ruth A.
Gran, Eric J.
Gray, Charles L.
Gribble, Stephan
Grob-Polewski, Meredith L.
Groh, Anne M.
Gruehn, Jean A.
Grueneberg, Joyce A.
Guerrero, Fernando
Guevara, Mirna C.
Guillen, Mariella
Gutierrez, Laura E.
Hagen, John M.
Halaska, Lisa
Hall, Monique L.
Hall, Ursula M.
Hall, Vickie Y.
Hallman, Colleen V.
Hammernik, Anna J.
Hands, Jessica C.
Hansen, Kathleen M.
Harris, Alandra J.
Harris Jr., Curley
Harris, Mateba K.
Harris, Natosha D.
Harris, Tonesha N.
Hayes, Anesia L.
Heigl, Kelly D.
Henderson, Karolyn T.
Hepp, Joanne M.
Hoenisch, Aaron
Hofstede, Lesley K.
Holthaus, Jean M.
Holton, Deborah M.
Holton-Ringhand, Mary E.
Homar, Jaime L.
Hopgood, Andrew J.
Hron, Jill A.
Huck, Linda R.
Huegel, Ellen E.
Hughes, Anna M.
Humphreys, Kimberly A.
Hurst, Shirley S.
Irvine, Kerry L.
Jacobson, Nicole E.
Jamieson, Tanya M.
Janes, Ralph T.
Jenkins, Toya L.
Johnson, Yvonne M.
Jolly, Jacqueline L.
Jones, Angilique L.
Jones, Mulunda S.
Jones, Stephanie J.
Jones-Goodwin, Rhoda
Jorgensen, Pamela J.
Jude, Shantee O.
Kaebisch, Jodi L.
Kaemmerer, Lisa K.
Kampschroer, Daniel M.
Karan, Aixa M.
Keeran, Jennifer
Kelly, James T.
Kempowski, Christopher A.
Kennedy, Megan M.
Ketelboeter, Kia M.
Keys, Michele C.
King, Julie A.
King, LaTonya C.
Kirwan, Brian R.
Klapatauskas, Shelli A.
Klecker, Jennifer
Klover, Craig G.
Klumb, Craig S.
Kodet, Sarah R.
Konchan, Martina C.
Korothkaya, Ruslana Y.
Kouchick, Rick
Kovatovich, Jennifer J.
Kubenik, April
Kuhn, Amy E.
Kunkel, Jennifer K.
Kuxhause, Mary Beth
LaCosse, Alida L.
LaGrant, Syneathia L.
Lambrecht, Mark J.
Landre, Linda C.
Lathan, Angel R.
Latorraca, Ellen L.
Lawrence, Mark A.
Lea Jr., Lewis C.
Lee, Helen
Lee, Kha
Lee, Mayker
Lee, Willa V.
Lefebvre, Margaret R.
Lehman-Yaros, Jean J.
Lerche, Therese M.
Libby, Deborah A.
Lidwin, Christopher J.
Liezen, Angela S.
Lindstrom, Lisa M.
Lloyd, Erin M.
Lockhart, Trina D.
Long, Dustin L.
Long, Jeannie C.
Loomis, Thomas E.
Lopez, Luis A.
Lor, May Vu
Lorenz, Maggie R.
Lucas, Sueann R.
Lupo, Joan M.
Luz, Lisa J.
Lynch, Tracy M.
MacLaughlin, Lorraine E.
Mahuta, Dawn M.
Malison, Terri L.
Mark, Toilisa
Martinson, Jamie M.
Martysz, Sarah
Marx, Daniel E.
Mason, Carla M.
Mata, Adam E.
May, Jamie L.
Mayfield, Lisa M.
McAdory, Bobbie
McCarty, Bronson D.
McConville, David P.
McCrary, Michael W.
McKay, Carol A.
McKillip, Rebecca M.
McKnight, Brian T.
McLean, Lisa R.
McMurtrey, William S.
Means, Antionette
Mercado-Betancourt, Nayra I.
Meyers, Deborah L.
Michals, Teresa A.
Mickelson, Chad J.
Mikula, Gregory C.
Miller, Karie S.
Miner, Megan B.

Miotke, Cheri L.
Miotke, Michael J.
Moore, Tarsha M.
Moore-Hazelwood, Sonja
Morgan, Stephanie A.
Mortonson, Deborah S.
Mundt, Cathleen S.
Murray, Paul
Nalls, Karen E.
Nathan, Jeanette
Ndaw, Elhadji
Nedobeck, Maria T.
Nelson, Alisa A.
Nieminski, Autumn J.
Nigaglioni, Ingrid P.
O'Brien, Jason M.
O'Connell, Jill A.
O'Hear, Jennifer M.
Oliva, Jacalyn J.
Omdahl, Keith V.
Osorio, Janett D.
Owens, Denise D.
Paar, Anthony J.
Parkinson, Craig J.
Patterson, Pamala R.
Paulsberg, Marcy L.
Pavlik, Andrew J.
Pellicier, Tamara
Peltier, Melissa J.
Peterson, Jessica M.
Pieper, Nancy J.
Plant, Joan M.
Platten, Meghan M.
Pleyte, Kay A.
Portalatin, Derrick S.
Portis-Jackson, Harriett V.
Powers, Danyel
Pozorski, Amanda J.
Purney, Daniel C.
Qattawona, Elsie M.
Rada, Angela C.
Rafferty, Michele
Ramsfield, Amy J.
Reid, Jennifer M.
Rivera, Lucy
Rivera, Luis A.
Rock, Christopher J.
Rodda, Sandra M.
Rodriguez, Leonardo
Rodriguez, Rhonda K.
Rodriguez, Veneranda
Roethle, Ann M.
Rogo, Elizabeth A.
Royster, Frances M.
Rummage, James A.
Ryan, James R.
Saffold, Billijo L.
Saidat, Eric A.
Salva, Lisa L.
Sanchez, Miguel M.
Sandoval-Gil, Blanca N.
Sanford, Christopher L.
Schierl, Talene R.
Schlei, Amy B.
Schmideler, Bethan D.
Schmidlin, Caryl M.
Schuler, Amanda L.
Schultz, Douglas R.
Schwenk, Sandra M.
Scott, Jessica L.
Searls, Jodi M.
Seehawer, Monica G.
Seymer-Mudek, Kay L.
Shaffer,Erin P.
Shannon, Kelly A.
Shebesta, Jill A.
Shumway, Margaret K.
Simcakowski, Daniel
Simmons, Dawn M.
Simmons-Watson, Karen J.
Skinner, Jason F.
Slavens, Robert M.
Smith, Raymond E.
Smith, Sharilyn E.
Snowden, Ida
Sobie, Carrie D.
Soldavini, Marianne
Sutton, Lydia M.
Swenson, Leah R.
Taborn, Albert L.
Tamburello, John
Tate, Craig R.
Taylor, Herman
Tchakidjan, Leslie R.
Terry, Bryan S.
Thimke, Brenda
Thomas, Christine M.
Thompson, Cheryl A.
Thompson, Mara T.
Spoerri, Theodora M.
Sprague, Jennifer P.
Stanke, Cal
Staszewski, Tina
Steavens, Wanda B.
Stein, Judith
Stepaniak, Amy L.
Stevens, Lauren M.
Steward, Claudia D.
Stewart, Monique
Stillman, Sara A.
Stingley, Regina L.
Stocker, Jacqueline L.
Straughter, Toni L.
Strong, Beth A.
Sukup, Linda A.
Thomas, Beverly K.
Toney, Melissa M.
Torrence, Tammi M.
Torres, Maria T.
Trapp, Stephanie E.
Treuden, Jennifer L.
Turckes, Thomas P.
Turner, Jodi A.
Turner, Laurel G.
Tynes, Yolanda Y.
Unrein, Tammy
Vacek, Elizabeth
E.VanDyke, Patrick W.
Vang, Blia
Vang, Kou M.
Walker, Ingrid E.
Walker, Joella
Walker, Juliette
Walker, Phillip C.
Wallace, Margaret A.
Walton, Cynthia L.
Ware, Ernestine
Washington, Theopa C.
Watford, Tracey A.
Watkins Jr., Richard W.
Watts, Shelly J.
Weatherall, Takisha Q.
Weinman, George S.
Weiser, Tracy
Wellenstein, Robert J.
Wellhausen, Kari A.
Wendland, Jane
Wensel, Jason L.
Wensel, Jennifer
Wettstein, Phillip J.
Whalen, MaryBeth
White, Umenia M.
Wickersham, Amy L.
Wieczorek, Judy C.
Wiemer, Diana M.
Wilder, Cynthia L.
Willacker, Kari L.
Williams, Alaura B.
Williams, Bianca V.
Williams, Cindy
Williams, Garland D.
Wills, Chris Ann
Winograd, Gail S.
Winter, Patricia J.
Witczak, Yvonne

Wojnar, Amanda J.
Wright, Carson F.
Wysocki, Beth A.
Yanez, Marisa A.
Yang, Nada
Yang, Yeng
Young, Michelle A.
Zabor, Ben C.
Zahn, Richard A.
Zakian, Nadine N.
Zeidler, Michael E.
Zimmer, April A.
Zimmerman, Mark A.
Zolper, Molly A.
Zurawski, Elizabeth

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Anderson, Danielle L.
Andrews, Kathleen M.
Barrett, Julie L.
Bell, Shawntell R.
Bergschnieder, Daniel L.
Birdeau, Paula M.
Borenstein, Irene R.
Borgen, Susan M.
Brusda, Wendy L.
Camuy, Prudence M.
Chambers, Jacquede A.
Cinto, Margaret M.
Cole, LaKendra D.
Corley, Nicole C.
Curry III, Raymond E.
Feiter, Todd L.
Fulbright, Danielle
Gehweiler, Grant J.
Gilliard, Vernay
Grass, Consuelo
Grochowski, Clint J.
Haar, Lisa M.
Hall, Lindsay J.
Hancock, Dorothy D.
Hedges, Janine L.
Hendricks, Amy L.
Higgins, Renee L.
Hughes, Michael H.
Hull, Sarah C.
James, Sondra L.
Jennik, Jill I.
Kaminski, Clare D.
Kolb, Patricia L.
Kornilowicz, Krystyna
Kosanke, Ann M.
Kubiak, Mary G.
Mane, Angelic M.
Marczewski, Jessica A.
Meeth, Sam L.
Menard, David A.
Ocasio, Jacqueline
Perry, Lacee L.
Plaire, Tiffanie B.
Quesada, Mary E.
Reading, Barbara J.
Rico, Norma L.
Rodriguez, Elizabeth
Salvat-Montoto, Sabrina M.
Serafin, Robert L.
Sibinski, Caroline M.
Soto, Dawn E.
Thoummavong, Kongsone
Todd, Minnie A.
Vanetten, Kristin K.
VanStechleman, Jon
Verdin, Brian M.
Watson, Roy C.
Wigen, Deogracia E.
Wilder, Inger F.
Wojcinski, Jason M.
Wood, Dorothy
Wozniak, Thomas E.
Zastrow, Matthew M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Abbott, Jewel L.
Acevedo, David
Adams, Christopher
Allen, Albert
Ames, Edward
Anderson, Phyllis
Arnold, Cheryl
Aspenson, Marla R.
Averbeck, Kristi J.
Avila, Refugio
Badillo, Doreen A.
Baker, Deborah
Baranek, Beth C.
Barron, Dorothy
Barton, Andria
Bauman, Alice
Bean, Janet L.
Beaudoin, Tiffanie A.
Beaudry-Ray, Rachel
Beck, Rebecca M.
Belvoir, Mary E.
Benavides, Phyllis M.
Bencriscutto, Kathryn
Benko, Karen C.
Beringer, Michael C.
Bertram, Heather
Bina, Carrie
Blankenheim, Stephanie A.
Bolden, Pamela L.
Bolstad, Anne M.
Bond, Jennifer L.
Bonin, Julie A.
Bost, Sheila
Bourassa, Donna J.
Brahm, Carrie
Braver, Meredith L.
Breden, Scott A.
Brewer, Teresa
Broderick, Patricia A.
Bruce, Amy
Bruce, Deborah C.
Buboltz, Chad T.
Buck, Nuntianta
Budney, Julie A.
Bullock, Jay A.
Burrage, Paul Busch, Daniel L.
Busse-DePerez, Mary K.
Caban, Angela C.
Caldwell, Tayotis L.
Carthen, Valencia T.
Carver, Amy Jo
Cergol, Cynthia
Chemlick, Mary A.
Chisholm, Gloria D.
Chukka, Mary S.
Cirillo, Ann Marie
Claas, Alan J.
Collins, Natalie M.
Colon, Nancy
Comp, Robert
Cooks, Brenadette
Coppola, Audrey
Cordova, Jacalyn J.
Craney, Margaret M.
Crystal, Wendy
Cuomo, Matthew
Currie, Jon F.

Dabols, Carl V.
Danek, Joseph A.
Danielson, Michelle L.
Davis, Carrie A.
Davis, Danielle
Davis, Gregory
Davis, Kara V.
DeNomie, Delrae M.
Dewing, Elizabeth A.
DiCarlo, Joseph P.
Dillman, Peggy E.
Dolata, Dori L.
Domask, Jennifer M.
Donalson-Gamble, Marny
Donarski, Jennifer A.
Donohue, Leah D.
Dresen, Dawn M.
Dright, Qiana A.
Duffy, Joylyn M.
Dumas, Ceciel
Duval-Drame, Elizabeth R.
Eads, Carrie M.
Eastern, Llewellyn
Eddy, William Edwards, Rashonda
Ellingsen, Jennifer A.
Emanuele, Dawn
Esterle, Colleen M.
Fahl, Sarah L.
Favorite, Edward J.
Ferber, Rachel
Ferger, Christy L.
Filut, Jodi A.
Firle, RoseMarie
Fisher, Matthew
Formolo, Megan S.
Fossum, Astrid
Friedel, Melissa
Fuentes, Leticia
Funk, Janelle L.
Gandy, Trina
Ganswindt, Scott
Garcia-Rodrigues, Maria A.
Gatzow, Angela
Gibbs, Kimberly S.
Gielow, Michael
Golden, Cathy
Gonzales, Gena
Gonzalez, Lisa
Green, Colleen
Green, Kimberly A.
Green, Sharon
Grihalva, Maryann
Grosch, Amy C.
Groser, Kathleen
Groskopf, Carol A.
Gross, Jason R.
Guthrie, Jennifer E.
Guyant, Lori A.
Haar, Jaime L.
Hagemeyer, Dawn M.
Harrigan, Linda L.
Hartwig, Todd S.
Harvey, Honore A.
Hatfield, Jodi
Hayes, Carol
Heinzelman, Holly A.
Henry, Saron
Hettig, Kelly
Hines, Denetric L.
Hodge, Latasha D.
Hoerl, Paul D.
Hoffer-Johnson, Jennifer A.
Holloway, Monique S.
Hollowell, Tiffaney
Hooker, Anthony
Hoppe, Carrie
Howland, Dennis W.
Hron, James
Hubbard, Carlos
Hubbell, Monica
Hughes, Jeanette
Ingram, Lynn M.
Jackson, Leroy
Jacobs, Regina
Jankowski, Elizabeth
Jensen, Jody
Jetzer, Michelle E.
Jewell, Francis J.
Johnson, Deanna
Johnson, Diane
Johnson, Tina M.
Jones, Carlos
Jones, Joyce
Jones, Rakia
Jones, Tyrone A.
Jorgensen, Gina M.
Kasdorf, Anne
Kellogg, David R.
Kendricks, Kelly B.
Kiel, Kelly J.
King, Tamesia
Kirby, Patricia
Kochan, Deborah A.
Koepke, Kristin B.
Koepp, James
Kokalis-Cook, Tinamarie S.
Koneazny, Koryn
Koneazny, Sarah
Kovochich, Theresa
Kramer, Sara L.
Kranich, Kelly
Kroll, Doris
Kruger, Karen
Kuehnau, Jennifer L.
Kuepper, Douglas T.
Kujath, Jeffrey G.
Kuningas, Kulliki
Kusak, Stephanie J.
Kutynia-Kunath, Malgorzata
Kuzba, Tadeusz
Lafford, Deirdre A.
Lamb, Todd A.
Larson, Curtiss O.
Lee, Lenore
Lefer, Precious E.
Lehn, Jody M.
Liederbach, Vanessa R.
LoDuca, Angie L.
London, Ingrig
Long, Timothy A.
Lowe, Monique
Lund, Amy M.
Lyon, Barbara A.
Machi, Nina F.
Mallegni, Jeffrey
Mane, Michael A., Jr.
Mansur, Andrea C.
Markowski, Thomas W.
Marks, Jessica
Martin, Jessica L.
Martin, Rand A.
Martinez, Luz
Martinez, Nancy E.
Mayer, Keith E.
Mayer, Susan E.
Mazurek, Jennifer
McArthur, Tracy M.
McClendon, Sarah L.
McConnell, Sharon
McCormack, MaryEllen J.
McNulty, Erin A.
Medema, Lisa M.
Melbye, Kristal
Michaelchuck, Melissa
Miller, Sheila
Misun, Maggie T.
Moeller, Susan E.
Mohorko, Rachel M.
Monty, Tammi
Moore, Mary A.
Morales, Edgardo
Mosby II, Avis
Mudlaff, Amy A.
Muhammad-Collins, JaDawn

Nailen, Alexandra D.
Narloch, Katherine
Naton, Andrea R.
Negron, Mayra S.
Newell, Sherry
Nichols, Barbara L.
Nogueron, Maria I.
O'Donnell, Maureen M.
Okoro, Edmund A.
Olson, Maura
Orr, Stacey
Ortega, Emily
Ortiz, Madelyn
Ortiz, Maria
Owen, Antoinette K.
Paniagua, Brook
Parsons, Heidi O.
Patterson, Carmen
Pena, Regina A.
Perkins, Frank T.
Petropoulos, William
Pfaffenroth, MaryBeth
Phillips, Connie
Pickard, Laurel J.
Pierce, Annie P.
Pike, Sharyl A.
Piwek, Sigurd
Pleister, Christian
Plennes, Shannon
Podolski, Jacqueline
Poznanski, Kathryn J.
Prach, Jeremy C.
Prendergast, Barbara
Purdy-Wilder, Carlis
Purtell, Maureen
Quarino, Tracy
Quillin, Nina C.
Radtke, Holly J.
Rajkovic, Maria G.
Ratkowski, Gloria D.
Reimer, Kimberly
Reiter, Jane
Restivo, Maria
Rezash, Ron
Richardson, Demond
Richman, Kelly
Rickert, Heather
Rintelman, Peter
Riojas, Ann
Roback, Susan J.
Robinson, Annie
Robinson, Antonio
Robinson, Renee
Robles, Walter
Rodgers, Trina L.
Rogers, Janeen
Rogers, Regina
Rohner, Lyn
Roman, Elyse M.
Rosas, Guadalupe
Roy-Sequeira, Mabel
Ruege, Tammy
Ruiz, Angelo
Rydlewicz, Shannon M.
Salaty, Gerald J.
Sallis, Antonia
Schaefer, Tiffany M.
Scherbarth, Angela E.
Schimel, Cory L.
Schinabeck, Jason L.
Schneider, Brian R.
Schuler, Margaret M.
Schulhauser, James M.
Schulz, Heather
Schweinert, Siegrid M.
Sebald, Miriam
Sellers, Eleanor
Seppanen, Renee A.
Sharrock, Gabrielle
Shelton, Jill
Siepert, Andrew
Simons, Rebecca L.
Simpson, Sarika S.
Skeeter, Rebecca
Skwierawski, Margret
Slawny, Dennyse R.
Socha, Alicia A.
Sokolowski, Marie L.
Sondag, Seth
Sonnenberg, Patrice K.
Spates, Richard
Spersrud, Kristie J.
Spidell, Michael G.
Spraggins, Sheila
Staum, Sarah
Steidtmann, Sara
Stoltz, Jennifer A.
Stratman, Joan E.
Streiff-Stuessy, Carrie
Stuller, Leah J.
Sturn, Susan
Sturycz, Donna D.
Suggs, Diamond
Szucs, Debra A.
Taniguchi, Wanda
Tate, Debbie
Termaat, Jason
Thomas, Melvin J.
Thomas, Tiffany
Toffler, Kami M.
Torres-Galan, Magda
Totsky, AnnMary
Trachliev, Julie A.
Travelute, Theresa
Tucker, Sharon
Turrentine Jr., Ellis
Vannoy, Katherine
Vincent, Jennifer J.
Vitale, Steven R.
Waclawski, Christine
Waldner, Christel
Walfoort, Jill D.
Walker, Jennifer R.
Wall, Michael K.
Wallack, Jeffrey
Walsh, Zeeland Y.
Warn, Jodi
Washington, Thalia
Watkins, Nicole
Wavrunek, Linda M.
Welch, Tracy
Wells, Ebbie L.
Welsh, Susan
Werner, Megan K.
White, Debra
Widmann, Linda M.
Williams, Almalee M.
Williams, Caroline
Williams, Deanitta
Williams, Paula J.
Williams, Ruby I.
Williams, Yolanda
Williams-France, Patricia
Winding, Patricia
Wisniewski, Daniel G.
Wong-Woessner, Nancy
Wood, Christiane L.
Woods, Demetria
Worthy, Lushone D.
Yang, Nhia
Yates, Junius Q.
Young, Dashal
Zabala, Aracelio
Zandrews, Tierra
Zarnowski, Mary
Zeise, Keith W.
Ziech, Lynda J.
Zuehlke, Karla E.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Abundis, Amalia
Anderson, Martha E.
Austrup, Karen R.
Bayens, Amanda L.
Beckmann, Robert P.
Bergholz, Jennifer L.
Boelkow, Donna K.
Brown, Shelley S.
Cameron, Jenny R.
Capelle, Angela M.
Cardoza, Lauri A.
Crocker, Susan E.
Dalessio-Lenczner, Lisa M.
Dorau, Carol A.
Downing, Tanya N.
Duncan, Mary K.
Dunn, Kimberly J.
Ekstein, Jennie M.
Ewing, Kendalyn
Fredricks, Paul C.
Fritz, Jane M.
Gaatz, Michael D.
Garlieb, Malisa G.
Gauger, Elizabeth G.
Gauss, Lena
Graettinger, Ricki Jo
Grutzmacher, Gayle A.
Gutchewsky, Lynn J.
Halsey, Jeffrey J.
Handley-Beck, Cheryll A.
Harris, Rozalia P.
Heffelfinger, Sharon L.
Hendricks, Aaron J.
Hendricks, Gregory A.
Hochstein, Sally C.
Ivy, Reginald D.
Janasiak, Cheryle A.
Johnson, Delores
Jordan, Gwendolyn
Jung, Mark J.
Kamenick, Theresa A.
Kassees, Kay E.
Katsekes, Rosanna G.
Killips, Kristen M.
Klemp, Carrie A.
Koek, Heather J.
Krieger, Karen L.
Lama, Elizabeth A.
Larsen, Alana K.
LeFevre, Heather M.
Lipek, Sarah E.
Lorbeck, Jennifer M.
Maass, Andrea J.
McWilliams, Cassandra D.
Miller, Mary L.
Moeller, Cindy M.
Moga, Jacquelyn
Moore, Colleen H.
Ninham, JoAnn E.
Nowlen, Nancianne T.
Pelzek, Kimberly L.
Petrovic, Justina E.
Pintens, Jill A.
Pluta, Julie A.
Purdy, Cynthia A.
Reid, Amy C.
Reitman-Katzer, Rebecca T.
Rodahl, Suzanne M.
Rogers, Derrick D.
Ruditys, Nancy B.
Schmidt, Jason E.
Schnelle, Lisa L.
Sims, Tiffany T.
Sinclair, Stephen L.R.
Sockett, Laura A.
Stampley, Carolyn R.
Stewart, Alysia A.
Strancke, Anthony J.
Szper, Margaret M.
Taheri, Laura
Tamm, Robin L.
Toman-Patrick, Laurie A.
Tomes, Benjamin M.
Urness, Erin S.
Vincent, Eric D.
Voi, Bethany L.
Vomacka, Mark
Wade, Adrian L.
Walker, Dorothy M.
Wesselink, Karen M.
Wiedenhoeft, Laura J.
Wiest, Kelli M.
Winter, Lisa M.
Wortham, Victoria E.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Abelew, Briton
Agostinelli, Isabella
Alba, Andres J.
Ali-Masai, Tahirih
Amrani, Terry S.
Anderson, Nelly P.
Andrews, Terrance P.
Andrezejewski, Jeffery
Anton, Naomi
Apitz, Jessica J.
Arensdorf, Sonya L.
Aviles, Iris M.
Bannier, Susan Z.
Bast, Renee E.
Basting, Jennifer A.
Becker, Candace A.
Bedford, Pandora D.
Bell, Marvin M.
Benson, Shamell S.
Benz, Kim A.
Bitter, Joseph
Blacks, Bettye C.
Blackwell, Mingyon L.
Boeding, Lindy M.
Boswell, Matthew
Bourrage, Reginald
Braovac, Carolann
Bredeson, Melanie R.
Brickhouse, Cassandra R.
Brimmer, Julie J.
Brock, Kimberly
Brombeck, Michael J.
Browne, Alan P.
Bruesewitz, Kathleen T.
Bruton, James P.
Buckholt, Paul
Buda, Jennifer L.
Bukosky, Melony A.
Bukosky, Richard J.
Burgos, Robinson
Burks, Kirsten L.
Byrd, Margaret A.
Byrne, Donald J.
Cannon, Mary
Capriolo, Christine M.
Carmody, David J.
Carrington, Tanzanique C.
Cassini, Andrew
Chambers, Paulette K.
Champagne, Robert A.
Chandler, Benjamin
Chawla, Gitanjali
Cherner, Aree M.
Chuchman, Valerie S.
Ciszewski, Tracey
Clark, Leann
Cline, Candace C.
Coleman, Gregory
Cole-Stewart, Delorse M.
Conhartoski, Susan J.

Connor, Kelly
Constant, Nancy A.
Cornelius, Derick C.
Cox, Carolyn
Cram, Rebecca
Crosby, Cassandra D.
Crosby, Cheryl N.
Cunningham, Alina M.
Czarnecki, Patricia M.
Daneau, Helene I.
Danielewski, Jill M.
Davis, Elizabeth R.
Davis, Wendi C
Del Portillo, Johanna
Dempsey, Pamela
Dent, Renee
DeShong, Charles W.
Dessereau, Dawn
DeToro, Antoinette M.
Dietze, Carolyn G.
Dolata, Darlyne K.
Dominguez, Rebecca A.
Douglas, Ora D.
Draeger, Bridget
Dretzka, Molly
Droster, Rebecca K.
Drury, Janet L.
Dye, Angela Y.
Edmond, Tracey C.
Effertz, Julie M.
Emmling, Sarah J.
Erich, David J. Erich, Margaret M.
Ertenberg, Jill
Estrada, Dean R.
Farmer, Yolanda
Fenelon, Jean
Ferrito, Paulanne J.
Fethiere, Mathilde V.
Figueroa, Maria A.
Filipiak, Marcia R.
Fineran, Thomas G.
Fischer, Carmen L.
Fleischmann, Laura A.
Foeckler, Sarah
Frayer, Jessica
Fritz, Alan
Gabriel, Gayle
Gagnier, Carrie A.
Gaitan, Peggy M.
Galarza, Radames
Garcia, Monica M.
Garcia, Sharie A.
Gardiner, Lisa
Gee, Steven R.
Geier, Kristine K.
Germanotta, John
Gielow, Jenny
Glinberg, Cortney A.
Gobeli, Scott
Gordon, Kimberly K.
Gorski, Cathy A.
Goutoufas, Elias C.
Green, Erma J.
Green, Gary P.
Groce, Leon
Guarnero, Elissa
Hager, Katharine L.
Haldemann, Luise M.
Halsey, Katrina K.
Halverson, Jeannette L.
Hancock, Bryon
Hanel, Lisa Rose
Hansen, Jessica
Hanten, Rebecca L.
Harris, Michael C.
Harris-Day, Erica N.
Harrison, John
Hass, James
Hassman, Danielle
Hazelwood, Mary A.
Heisdorf, William
Hellenbrand, JoAnn R
Hepp, Kristi L..
Hernandez, Roselia
Herrera, Mirian I.
Herring, Nebritt L.
Hibben, Phyllis K.
Hill, Maren I.
Hodkiewicz, Denise L.
Hojnacki, Lori
Homstad, Bridget L.
Hortman, Elston D.
Hoye, Dawn
Huber, Elizabeth J.
Hughes, Sharon L.
Jackson, Mary
Jaekels, Juliana M.
James, Kelly
Jeson, Sooz
Jimenez, Donna M.
Johnson, Jeffery W.
Johnson-Ragland, Kimberly R.
Johnson, Martha L.
Johnson, Meredith
Johnson, Nicole M.
Johnson, Roderick C.
Johnson-Phillips, Denise L.
Jones Jr., Eddie L.
Kabaka, Lydia M.
Kahn-Pettigrew, David D.
Kanning, Elise M.
Kasdorf, Kelly
Kassulke, Adam
Kazel, Charles
Keshvala, Seelpa
Khanthichit, Euanechith
King, Julie
Kinis, Hrysanthi
Kirby, Horce M.
Kloiber, Holly H.
Koch, Christine A.
Koch, Kerry L.
Koehler, Katherine A.
Kozlowski, Kimberly A.
Kranich, Kurt
Kranstover, Mary C.
Krecak, Dana
Krochalk, Maggie
Kulas, Carrie J.
Kulikowski, Lisa
Kupka, Natasha L.
Kurtz, Beth-Marie L.
Laha, Marie R.
Langford, Jennifer
Lanphier, Alice M.
Lantz, Erin
Larrea-Garcia, Jose
Laurila, Jill M.
Leffler, Nicole A.
Leopold, Rama P.
Lesperance, Judith A.
Liedtke, Wendy A.
Liggett, Katherine
Liston, Melinda A.
Loeffler, Sheila L.
Loiacano, Cheri L.
Lopez-Morales, Carmen L.
Lovas, Sara
Loveland, Katharine D.
Lynner, Mechelle M.
Mabon, Katrese
Madigan, Cathy L.
Malone, Crystal
Martin, Carletta M.
Martinez, Brenda
Martinez, Elizabeth
Mattson, Theresa J.
Mays, Sheba C.
Mazola, Valerie J.
McClone, Michelle A.
McCoy, Christine
McElrath, Dawn M.
McGreehin, Terry
McKenney, Rob

McKinley, Nicole G.
McMahon, Erin E.
Mejia, Ronald
Melk, Timothy
Meyer, Chad A.
Michels, Jessica
Miller, Michelle
Miller, Rachel
Mlachnik, Daniel A.
Mnichowicz, Kimberly A.
Moga, Paul E.
Mohan, Melissa
Mohr, Jennifer
Molina, Ulisses
Montney, Christy L.
Moroney, Yovira
Morrow, Bertha Y.
Morrow, Brenda J.
Mudd, Nancy
Muellenbach, Carol J.
Mueller, Teresa M.
Mueller, Valerie
Mulkerrins, Claudia A.
Nagel, April
Nagel, Judy M.
Neitzel, Michaela D.
Nelsen, James K.
Nelson, Kathleen
Neuman, Charlie R.
Newlun, Tracy
Nichols, Kelly A.
Nichols, Vincent L.
Noll, Kerry J.
Obrien, Kim M.
Oneby, Jennifer
Oneil, Jennifer
Orkowski, Sarah J.
Owen, Tina
Pakalski, Andrew
Patterson, Trinette
Pearson, Bruce
Peldo, Carolyn R.
Pelzek, Anne R.
Persin, Jennifer L.
Peterson, Janis
Phillips, Kristin L.
Pickering-Mlaker, Jacqueline G.
Piontek, Duane E.
Pitchford III, Eugene
Plach, Sara A.
Pleas-Carnie, Carol M.
Pleas, Annette
Ploch, Coreen C.
Principe Jr., William
Pruske, LeeAnn
Pusich, Laurie
Rahming, Bernard
Ramirez, Ana
Ramlow, Sarah
Randolph, Kevin
Rank, Carl B.
Rath, Jennifer A.
Reid, Regina L.
Reinders, Lynn
Resto, Madeline
Rhodes, Vera
Richardson, Jacqueline K.
Rios, Nydia
Ritchie, Lisa
Rivard, Brandi A.
Robinson, Deborah J.
Rodgers, Jacqueline C.
Rozier, Henri L.
Rudolph, Brian W.
Ruid, Karen
Rutowski, Theodore
Salazar, Helina Y.
Saleem, Sara D.
Salinsky, Lori Z.
Saller, Susan C.
Sanchez-Pierola, Carlos V.
Sandino, Gladys B.
Sandretti, Janet
Santiago, Pauline M.
Santiago-Norat, Solymar
Sather, Denise
Scaglione, Corrine
Scarano, Maribeth
Schaefer, Kathleen
Schaefer, Sharon B.
Schmeling, Robert C.
Schmidt, Karen
Schneider, Penelope
Schroeder, Cathleen L.
Schroeder, Christopher J.
Schuettpelz, Jan A.
Schwarzenberger, Eric A.
Schwenke, Denise
Scott, Regina
Scrutchions, Patricia
Sears, Maureen
Shadis, Eden
Shaw, Hortense
Shay, Patrick
Sheasley, Donna L.
Sido, Yasmine
Simos, Gina M.
Simpson, Robin K.
Skarie, Kristi
Skipper, Selestine
Skurulsky, Rebecca J.
Smith, Derek S.
Smith, Jutiki A.
Smith, Roger A.
Smith, Steven L.
Smith, Tiffany N.
Sokolowski, Jeff G.
Solsrud, Rebecca L.
Soucie, Magda
Stagg, Lois C.
Steele, Lonnie
Steger, Jennifer K.
Steib, Diane
Steinhoff, Samuel J.
Stepherson, Relious E.
Stock, Mary K.
Stocke, Kim
Stott, Kim A.
Strahan, Peggy
Stratman, Alicia
Sullivan, Eric
Swartz, Charles V.
Syme, Douglas W.
Tarkowski, Jerome
Terry, Jennifer
Thiede, Carese
Tienor, Kristina S.
Timmerman, Amy L.
Tormey-Scott, Maria
Traylor, Sylvia S.
Tucker-Stewart, Kendra
Tulley, Dagmar
Upchurch, Kina D
Vanden-Elzen, Sarah L.
Vang, Chineng L.
Varick-Cooper, Linda J.
Varner, Chinella
Velazquez, Evelyn
Vermillion, Cheryl L.
Voboril, Daniel R.
Vosberg, Suzanne
Wagner, Patricia A.
Walls, Leon
Walsh, Patrick
Walters, Letitia
Walters, Stephanie L.
Weeks, Cynthia M.
Wehausen, Jodi
Wery, Susan
Wesolowski, Kelley
Wheelock, Amy
White, Amy
White, Cherigale
Wilde, Renee
Wilkinson, DeVona Y.

Williams, Elizabeth A.
Williams, Evelyn L
Williams, Jerry L.
Williams, Russ E.
Wilson, Cynthia C.
Wilson, Laural B.
Wilson, Tirshatha
Winkle, Andrea L.
Wisniewski Jr., James A.
Woodis, Edward
Xiong, Mai S.
Yang, Chueneng L.
Yang, Ge
Yang, Kou
Yarney, Richmond A.
Yopps, Joy
Zaffiro, John S.
Zellmer, Elizabeth

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Alvarez, Leonardo A.
Anderson, Natalie D.
Badura, Beth Ann
Barber, Yolanda D.
Beekman, Demetri A.
Bevilacqua, Craig A.
Blackburn, James K.
Bosi, Lee Ann
Brooks, Erika S.
Calloway, Lois M.
Coffin, Paul R.
Colon, Iris M.
Corrao, Suzzette M.
Dames, Robert B.
Dargin, Stephanie M.
Donohue, Timothy M.
Ederesinghe, Esther
Ehlinger, Scott M.
Ehren, Jeffrey
Eibl, Nora E.
Ellis, Larry
Farris, Larry D.
Franco, Gloria
Frank, Holly L.
Fruendt, Melissa A.
Galien, Jason A.
Gaynor, William J.
Gilbert, Shirley A.
Gill, Claydia N.
Glazewski, Kimberly A.
Glowacki, Leon P.
Golden, Jennifer R.
Graef, Pauline A.
Gull, Peter
Haggerty, Mary S.
Hart, Erin C.
Haslett, Thomas G.
Hauser, Michael J.
Hill, Joseph J.
Hines, Carol A.
Hoelscher, Matthew T.
Houlihan, Daniel E.
Hyden, John B.
Idzikowski, Lisa A.
James, Michelle R.
Jelenchick, Paul L.
Jenkins, Michelle A.
Jones, Debra M.
Jones, Keona
Jorvig, Daniel A.
Karol, Monica L.
Kartz, Daniel A.
Kass, Maddalena A.
Kehl, Heather R.
Kittredge, Eugene T.
Klug, James M.
Kocovsky, Jennifer L.
Kostuck Jr., Richard A.
Kuula, Jeffrey W.
Larson, Laura L.
Lea, Angela M.
Little, Daphne D.
Lopez, Mariadelina
Lyday, Bryan M.
Mallegni, Todd J.
Marshall, Anne M.
McGinnity, Susie M.
McTrusty, Lynda R.
Medrano, Dale S.
Michel, John D.
Miles, Martha S.
Millan, Alma
Mudgett, Diane M.
Neal, Michelle A.
Nichols, Charles E.
Obernberger, Ann Marie
Offord, Lynne C.
O'Keefe, Kelly A.
Ortiz, Hilda I.
Pajot, John J.
Pezanoski-Browne, Susan
Pocquette, Carrie A.
Prince, Amy Jo
Quiles, Norma I.
Reiser, Andrew C.
Richard, Hazel L.
Rill, Christina R.
Robrahn, Jennifer K.
Rodriguez, Luis
Rodriguez, Pascual A.
Rodriguez-Reed, Lisette
Ross, Janice L.
Ruditys, Nancy B.
Rupcich, Maria S.
Schwantes, Theresa
Searl-Wnorowski, Jodena M.
Seitz, Terri L.
Sevedge, John W.
Shields, Patrick J.
Shungu, Wembo L.
Sims, Geraldine
Smith, Jerome T.
Song, Pua
St. John, Tammy A.
Staples, Lynn M.
Suggs, Leona Y.
Thome-Mata, Dana K.
Toruno, Marina C.
Tremarello, Jodi L.
Vang, Choua Cha
Vila, Julie A.
Wagner, David G.
Wagoner, Rachel L.
Weiss, Kathy E.
Wilson, Jennifer C.
Wodajo, Kifle Y.
Womack, Belinda Y.
Xiong, Daniel N.
Zarob, Kristen A.
Zeise, Mary B.
Zinke, Deborah J.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

Carolyn A. Armour
Bridget J. Hartney
Terry D. McKissick
Carey A. Rehm

PRINCIPALS
(Completing Two Semesters)

Florence Beauchamp Harris
Deborah A. Bell
Edith M. Bivens
Hughes B. George
Jacquelyn M. Humphrey
William B. Johnson
Doris F. Kennedy
Hillary R. Mayes
Sharon A. Munson
Keith P. Posley
Darrell L. Williams

PRINCIPALS
(Completing 3 Semesters)

Celin A. Arce
James H. Crain
Lori J. Komas
Carrie L. Odom

PRINCIPALS
(Completing Four Semesters)

Jeffrey W. Krupar
Marybeth Sandvig
Elisabeth Words

PRINCIPALS
(Completing Five Semesters)

Lonnie J. Anderson
Lorraine Applewhite
Cynthia M. Ellwood
Troney Hutchins
Sharon L. McKinney
Cynthia Y. Miller
Milford F. Moffett Jr.
Melanie A. Moore Steen
Ada I. Rivera
Gail R. Sanders

PRINCIPALS
(Completing Six Semesters)

Jane K. Bogart
Murray A. Jackson
Mondell V. Mayfield

Patsy Parker Safford
Edward T. Szopinski

ASSISTANT PRINCIPALS
(Completing One Semester)

Karen M. Bradley
Lisa D. Carter
Keith O. Finley
Zannetta R. Luckett
Stephanie R. Maney
Carletta M. Noland
Kelvin J. Robinson
Jacquelyn J. Scudder
April M. Swick
Moshe Werdesheim

ASSISTANT PRINCIPALS
(Completing Two Semesters)

Linda A. Altmayer
Pamela K. Bell
Mark A. Carter
Portia D. Ewing
Kathleen M. Giebel Puck
Janel L. Howard
Christine A. Kadow
Timothy D. Kavanagh
Joel J. Koeper
James E. Lindsey
Darlene D. Liston
Daniel D. Murray
Gregory Y. Ogunbowale
Vonnie Orr
Debra A. Ortiz
Jose C. Pequeno
Frances M. Newby Randle
Dawn Rice
Sandra J. Schroeder

ASSISTANT PRINCIPALS
(Completing 3 Semesters)

Eddie C. Allen
Patricia L. Cifax
Elve K. Coleman
Ali M. Hatab
John Roch

ASSISTANT PRINCIPALS
(Completing Four Semesters)

Eric C. Coleman
Christine A. Pitroski
Shiron A. Posley
Leea N. Power
Stephanie Y. Zollicoffer

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Beverly A. Bell
Betty J. Blue
Aaron Clark
Cheryl D. Colbert
Kristi Y. Cole
Vaughn M. Cummings
Allen J. Gobert
Barbara G. Goss
Janine F. Graber
Erica A. Hendricks
Linda G. Hoganson
Mary J. Kohl
Janice G. Love
Barbara J. Luepke
Andrea C. McClinton
Raymond G. Moore

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Tammy L. Porter
Diane M. Price
Linda C. Robinson
Jeff S. Rosen
James B. Sayavong
Frederick E. Schroedl
Charles R. Siebert Jr.
Lottie J. Smith
Christlyn A. Stanley
Susie M. Thompson
Grace A. Thomsen
Walter E. Washington
Donald E. Wojczulis

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Katrice Cotton
Thomas E. Matthews
Maria Sanchez

SUPPORT STAFF
(Completing One Semester)

Kristi M. Cooley
Anthony J. Elskamp

(Completing Two Semesters)

Randal J. Kohl

(Completing Three Semesters)

Dare M. Boling

(Completing Four Semesters)

James J. Bloom
Antonia Rodriguez Lopez

(Completing Five Semesters)

(None)

(Completing Six Semesters)

JoAnn C. Buhr

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 11, 2001		
Mary Hayes	Trowbridge	November 27, 2000
Suzanne Kroupa	Morse	October 30, 2000
Maternity Leave, to June 11, 2001		
Kara Pickerell	North	December 15, 2000

Report on Resignations

Name	Position	Effective Date
Jo Ella Adams	Teacher	06/11/01
Bernadette L. Barto	Teacher	01/19/01
Rhondell Berry-Bennett	Psychologist	11/17/00
Julie D. Copps	Teacher	12/01/00
Lou Dengler	Teacher	02/09/01
Kathy Dreist	Teacher	11/22/00
Antonio Fischer	Teacher	11/22/00
Susan Grosse	Teacher	01/22/01
Mark Gullickson	Teacher	12/19/00
Carrie Heaphy	Teacher	06/12/00

Cecilia Kloster	Teacher	06/11/01
Heather Lawnicki	Teacher	10/26/00
Gordon L. Leonard	Supervisor	02/16/01
Michael Miota	Teacher	08/20/00
Tamairo A. Moutry	Teacher	11/22/00
Christian A. Nagy	Teacher	01/31/01
Susan J. Naimon	Teacher	06/11/01
Thomas J. O'Connell	Teacher	01/19/01
John R. Penn	Teacher	01/02/01
Jacqueline Perlewitz	Teacher	01/26/01
Cherie L. Reitman	Teacher	01/20/01
Colette Ruzinski	Teacher	06/11/01
Thomas Smith	Teacher	01/23/01
Thomas V. Walsh	Teacher	01/01/01
Annie Watkins	Teacher	12/08/00
Wendy Welch	Teacher	11/10/00
Janice Whiten	Teacher	11/15/00
Walter F. Williams	Teacher	12/15/00
Sandra A. Zahn	Teacher	09/25/00

Resignation Rescinded

James N. Shawlin	Teacher	12/19/00

Committee Recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, reappointment of probationary personnel, and leaves of absence as listed above.

Adopted with the roll call vote on the Committee report.

* * * * *

(Item 3) Receipt of the Fiscal Year-end 2000 Audit Reports: General Purpose Financial Statements; Early Retirement Supplement and Benefit Improvement Plan; Supplemental Early Retirement Plan for Teachers; and Comprehensive Annual Financial Report

Background

1. State Statute 120.14 requires school boards to provide for the audit of school district accounts and certification of the audit.

2. On February 29, 2000, the Milwaukee Board of School Directors authorized the Office of Board Governance to retain the services of KPMG, LLP, (KPMG) to perform audit services for the years ending June 30, 2000, 2001, and 2002. The contract requires KPMG to audit and express an opinion on the following year-end reports:

- General Purpose Financial Statements
- Early Retirement Supplement and Benefit Improvement Plan
- Supplemental Early Retirement Plan for Teachers
- Federal and State Single Audit Report

The contract also requires KPMG to issue a commentary report on various district management and internal control issues, as well as a status update of the prior year's commentary report.

3. The contractor has completed its audit of (a) the general purpose financial statements for the year end June 30, 2000, and (b) the defined benefit pension plans' financial statements for the year end June 30, 2000. The objectives of the audit are (a) the expression of the auditor's opinion concerning whether financial statements present fairly, in all material respects, the financial position, results of operations, and cash flows of the district in conformity with generally accepted accounting principles; (b) reporting on the internal controls relevant to an audit of the financial statements; and (c) reporting on MPS's compliance with laws and regulations which could have a material effect on the financial statements.

4. The Federal and State Single Audit Report, the auditor's Commentary Report, and the auditor's Summary Report on the Status of the Prior Year's Commentary Report Recommendations have not been completed. It is anticipated that these reports will be completed within the next three weeks and presented to the Board in January 2001.

5. The Department of Finance has also completed the district's Comprehensive Annual Financial Report (CAFR). The CAFR includes the general purpose financial statements, the auditor's opinion on the general purpose financial statements, and other statistical and general information about the district and its operations.

6. The KPMG reports and the district's financial reports have been transmitted to the Board under separate cover.

7. Representatives of KPMG will be present at the Committee's meeting to provide the Committee with an overview of the audit and answer any questions from Board members.

Committee Recommendation

Your Committee recommends that the Board receive:

(a) General Purpose Financial Statements for the Year Ended June 30, 2000

(b) Early Retirement Supplement and Benefit Improvement Plan for the Year Ended June 30, 2000

(c) Supplemental Early Retirement Plan for Teachers for the Year Ended June 30, 2000

(d) Comprehensive Annual Financial Report for the Year Ended June 30, 2000

Adopted with the roll call vote on the Committee report.

* * * * *

(Item 4) Action on a Request to Modify the Grant Elementary School Attendance Area to Implement the Neighborhood Schools Plan

Administration’s Analysis

1. At its meeting of August 24, 2000, the Board approved the plan for Neighborhood Schools Initiative (NSI) for transmittal to the Wisconsin Legislature’s Joint Committee on Finance by September 1, 2000. Contained in the document were recommendations for changes in various school attendance areas. These recommended changes were either a result of proposed capital improvements or independent recommendations designed to encourage neighborhood school participation, such as relocation of existing citywide programs, conversion of existing citywide schools to neighborhood schools, and reduction of attendance-area populations to more closely reflect neighborhood school capacity.

2. At its meeting of November 28, 2000, the Board approved changes to school attendance areas to implement the Neighborhood Schools Plan, except those for the Milwaukee School of Languages and Grant School. These changes were held as a result of concerns raised by the respective principals at the public hearing given at the November 21, 2000, meeting of the Finance and Personnel Committee.

3. The changes to the Grant School attendance area are a result of the need to create attendance areas for Greenfield School and the new school to be built at the Seher Boys and Girls Club. These proposed changes are detailed in the attached map. The concern raised by the principal involves a four-block area bounded by South 35th Street, West Rogers Street, South 33rd Street, and West Grant Street. These four blocks have been included in the proposed new attendance area for Greenfield School. The principal will be present to discuss her concerns and answer any questions the Board may have on this change.

4. In creating the attendance area for Greenfield School, the Administration attempted to delineate an area which would not only support the school, but would permit students to attend the school closest to their homes. The proposed Greenfield attendance area, which represents the boundaries as they existed prior to the school becoming a Montessori school in 1993, meets both these criteria. Relocation of this area to Grant School will result in students who live one block from Greenfield having to walk up to eight blocks to Grant School. The Administration will review the ramifications of this change in greater detail as part of its presentation.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan, Goal 3, Family satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rule Statement

6. The creation, modification, and assignment of attendance areas are required by Wisconsin statutes 119.16(2).

Fiscal Impact Statement

7. There is no immediate fiscal impact related to the proposed attendance-area changes.

Implementation and Assessment Plan

8. Upon approval by the Board, the Administration will make the appropriate changes in the various databases so that the information can be incorporated into materials for use in the student assignment process to be conducted for FY02. This is especially important for the Greenfield School, since it is part of the early Three-Choice Process, and, as such, final definition of its attendance area is critical. Upon approval of final boundaries by the Board, these changes will be transmitted to the appropriate school principals as soon as possible so that they can incorporate them into their local school efforts.

Committee Recommendation

Your Committee recommends that the Board approve the changes to the Grant School attendance area, with crossing guards to be assigned to the intersections on 35th Street.

Adopted with the roll call vote on the Committee report.

* * * * *

(Item 5) Acceptance of a Donation from the Elmer and Nannette Winter Foundation and Action on a Request to Authorize the Administration to Enter into a Contract with the Milwaukee Center for Independence to Refurbish Donated Computers

Administration's Analysis

1. The Elmer and Nannette Winter Foundation, in cooperation with the Milwaukee Center for Independence, a non-profit organization, has generously agreed to provide 1,000 refurbished Pentium computers to the Milwaukee Public Schools for distribution to schools. The computers will be donated by local area businesses under the direction of the Elmer and Nannette Winter Foundation. The total cost to refurbish each computer will be $150. The Foundation will provide funding of $75 per computer, while the Department of Technology will provide an additional $75 per computer.

2. The Milwaukee Center for Independence has been retained by the Winter Foundation to ensure that all donated computers will comply with the minimum standards for computers to be used in MPS schools as determined by the Department of Technology.

3. As the use of computers increases throughout the Milwaukee Public Schools, it is appropriate to take advantage of programs such as the one being offered by the Elmer and Nannette Winter Foundation. This initiative will enable schools to acquire usable computers at no cost to individual schools.

4. The Administration is recommending that the Board approve a sole-source contract with the Milwaukee Center for Independence for an amount not to exceed $75,000 to cover half the cost of refurbishing 1,000 donated computers to the Milwaukee Public Schools at a cost of $75 per computer.

5. The Milwaukee Center for Independence will provide all refurbishing of donated computers, including, but not limited to, the following:

- cleaning of all donated equipment;
- testing of operating systems;
- ensuring that all hardware and software is in good operating order;
- packing, boxing, and labeling all systems for distribution to schools;
- providing directions and detailed information about all computers for each school's use; and
- providing transportation of the donated equipment to schools.

In addition, staff at the Center for Independence will provide setup technical support for the donated computers.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute Board Policy or Rules Statement

7. The recommendation is consistent with state statutes and MPS policies.

Fiscal Impact Statement

8. The cost of the contract will be funded by the Department of Technology (budget code: 1-10-814-518-312-266000).

Committee Recommendation

Your Committee recommends that the Board:

a. Accept the donation of computers from local area businesses and funding from the Elmer and Nannette Winter Foundation of up to $75,000 to cover half of the cost to refurbish the computers, with appropriate acknowledgement to be made on behalf of the Board; and

b. Authorize the Administration to enter into a sole-source contract with the Milwaukee Center for Independence, a non-profit organization, to refurbish donated Pentium computers for an amount not to exceed $75,000.

Adopted with the roll call vote on the Committee report.

* * * * *

(Item 6) Progress Report on the Purchase of Diagnostic Literacy Assessments

Your Committee received the following report from the Administration:

Background

On October 31, 2000, the Board adopted, with amendments, the Administration's recommendation on a Balanced Assessment System. The Administration included a timeline on the implementation of the proposed Balanced Assessment System which indicated that a recommendation would be made in December 2000 to the Finance/Personnel Committee on a vendor for the diagnostic literacy assessments in K5 and grade one. Further, staff development was planned for the spring semester of 2001, with full implementation of the diagnostic literacy assessments in the fall of 2001.

A group of teachers, administrators, and community members have been meeting since July 2000 to discuss early childhood assessment issues. The group also reviewed products offered by a few vendors.

Request for Proposal

Based on a review of the products available, the Administration does not believe that the purchase of an early childhood diagnostic literacy assessment qualifies as a sole-source contract. Therefore, a Request For Proposal (RFP) process will be required.

The RFP process has been initiated and will take approximately two months. The Administration will be able to make a recommendation to the Finance/Personnel Committee in January of 2001. This change will still allow us to meet the timeline for staff development in the spring of 2001 and full implementation in the fall of 2001.

The RFP process for the diagnostic literacy assessments will follow the six general principles for assessment of young children (birth through age eight) provided by the Goal 1 Early Childhood Assessments Resource Group (Shepard, Kagan, & Wurtz, 1998), the advisors to the National Goals Panel:

1. Assessments should bring about benefits for children.
2. Assessments should be tailored to specific purposes and should be reliable, valid, and fair for those purposes.
3. Assessment policies should recognize that reliability and validity of assessments increase with children's age.
4. Assessments should be age-appropriate in both content and the method of data collection.
5. Assessments should be linguistically appropriate, recognizing that, to some extent, all assessments are measures of language.
6. Parents should be a valued source of assessment information, as well as an audience for assessment results.

The RFP process will seek assessment proposals that are developmentally appropriate and elaborate on the following:

1. Stand-alone assessment complements all reading programs and is not tied to a particular reading program or philosophy.
2. Assessment will be aligned with the MPS K-12 Academic Standards and Grade Level Expectations (copies available on request), adopted by the Board in November 1998.
3. Assessment will guide instruction and provide valuable feedback to teachers and parents.
4. Assessment will be available in Spanish.
5. Assessment will be appropriate for a wide range of learners, including students with disabilities and students considered gifted and talented.
6. Assessment will effectively measure students’ growth in reading and writing.
7. Assessment will be linked to state and other MPS standardized assessments.

8. Assessment will demonstrate validity and reliability.

9. Assessment will provide ease of administration by classroom teachers and school administrators.

10. Assessment will delineate professional development components and costs.

11. Assessment will provide clear and concise information for teachers, administrators, and parents/guardians.

12. Assessment will clearly state initial, replacement, and on-going costs.

The RFP process will establish a review team consisting of early childhood teachers, school-site administrators, Central Service administrators, community members, and parents. The review team will independently read and rate proposals from potential vendors of the diagnostic literacy assessment.

The RFP process will follow this timeline:

November 30, 2000	RFP Release
December 14, 2000 at 2:00 PM	Vendor Conference
January 4, 2001 at 11:00 AM	Proposals Due
January 18, 2001	Vendor Selected
January 23, 2001	Recommendation to Board's Finance/Personnel Committee
January 30, 2001	Recommendation to School Board

* * * * *

(Item 7) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Victor Nwagbaraocha	Assistant Principal Malcolm X Academy	Schedule III, Range 11Z $55,356.16
2(r)	Latish Reed	Assistant Principal Malcolm X Academy	Schedule III. Range 11Z $49,377.00
2(r)	Floyd Williams Jr.	Assistant Principal Malcolm X Academy	Schedule III, Range 11Z $49,377.00
5(r)	Connie Govani	Assistant Principal Walker Middle School/S.W.E.L.L.	Schedule III, Range 11Z $67,606.55
2(r)	Cynthia Eastern	Assistant Principal Kluge School	Schedule III, Range 10Z $57,230.85
2(nr)	James Davis	Manager of Technical Services Department of Technology	Schedule III, Range 13A $92,833.00
5(nr)	Joseph Chiusolo	Labor Relations Representative Division of Labor Relations	Schedule III, Range 9A $62,000.00

5(nr)	Raymond Yankus	Supervisor, Trade & Ind Ed Office of Technical and Trade Education	Schedule III, Range 8A $72,738.00
5(r)	Nancy Becker	Network Support Specialist Fairview School	Schedule III, Range 6C $43,000.00

Codes:
2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

Adopted with the roll call vote on the Committee report.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Assistant Board Clerk, presented 19 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Werra moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85 (1) (f), for the purpose of considering disciplinary data of specific persons.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, Johnson, O'Neil, Werra and President Thompson—6.

Noes—None.

Temporarily absent—Director Dannecker—1.

The Board retired to executive session at 6:54 PM.

The Board reconvened in open session at 7:10 PM.

Director Braun moved to accept the reports of the Independent Hearing Panel of November 22, November 28, November 29, November 30, December 01, December 04, December 05, December 06, December 08, December 11, and December 13, 2000.

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

Ayes— Directors Braun, Dannecker, Johnson, O'Neil, Werra, and President Thompson—6.

Noes—Director Hardin—1.

* * * * *

UNFINISHED BUSINESS

(Item A) Action on Recommendations Regarding the Report of the Special Committee on Board Compensation: Amendment of Board Rule 1.27, Board Member Health Insurance, and Rescission of Board Action of February 26, 1986, Regarding Board Health Insurance

At its meeting on November 28, 2000, the Board held over the following items for consideration at the regular December Board meeting. The Legislation, Rules and Policies Committee had reported them out of Committee without recommendation.

1. Recommendation of the Special Committee on Board Compensation:

That health insurance for Board members leaving office be eliminated and that Board Rule 1.27(2) be deleted, effective with the 2001 organizational meeting, except that current Board members who have already qualified for this benefit as of September 1, 1999, be allowed to retain it.

2. Recommendation of the Office of Board Governance to amend Board Rule 1.27 to implement the above recommendation of the Special Committee:

1.27 Board Member Health Insurance

(1) During their terms of office, Board members are eligible to participate in the district's group health and dental plans, subject to their paying any required premium contributions. Board members are subject to the same premium contribution requirement as the Superintendent, Director of the Office of Board Governance, and cabinet members.

(2) Board members are eligible to continue in the district's group health insurance plans upon leaving the Board, provided they are at least age 55 years of age and have served a minimum of eight full years on the Board. In such case, the Board member will be considered to have retired and be covered by the policies governing retiree health that are applicable to cabinet members. These policies include. but are not limited to. the policies regarding continuous coverage, membership, premium contributions, enrollment in Medicare, and coverage of the surviving spouse of a retired employee.

(3) Paragraph (2) above shall terminate on the date of the 2001 Board organizational meeting, except that previous Board members who have already qualified for this benefit and Board members in office as of January 25, 2000, who have already qualified for this benefit as of September 1, 1999, shall be allowed to retain it.

3. Recommendation of the Office of Board Governance to rescind the Board Action of February 26, 1986, which was not included in Board Rule 1.27:

That the Board rescind its action of February 26, 1986, that Board members who serve a minimum of 8 full years on the Board be eligible to continue in the Milwaukee Public Schools group health insurance plan on a self-paid basis, with spouses being allowed to continue on the plan upon the death of the member on a self-paid basis, except that previous Board members who have already qualified for this benefit and Board members in office as of January 25, 2000, who have already qualified for this benefit as of September 1, 1999, shall be allowed to retain it.

Director Braun moved to amend Board Rule 1.27 to implement the recommendation of the Special Committee and to rescind the Board action of February 26, 1986.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Johnson, O'Neil, Werra and President Thompson—6.

Noes—Director Hardin—1.

* * * * *

RESOLUTIONS

Resolution 0001R-006

By President Thompson:

WHEREAS, The ability to read effectively is a major factor determining a student's academic success; and

WHEREAS, MPS has recently undertaken a number of initiatives impacting reading; and

WHEREAS, There has not been a comprehensive evaluation of the initiatives and how they fit together; now, therefore, be it

RESOLVED, That the Administration prepare a comprehensive evaluation and status report of reading in MPS, along with recommendations to include:

1. The status of the reading guarantee;
2. A status report and information on the effectiveness of programs aimed at students having difficulty with reading, including but not limited to:

   Pure Phonics;

   Direct Instruction;

   Target Teach;
3. The activities and effectiveness of the Reading Council; and
4. Assessment instruments and intervention strategies for students identified by these instruments as needing additional help.

Referred to the Innovation/School Reform Committee.

Resolution 0001R-007

By President Thompson:

WHEREAS, MPS has approved the relocation of Greenfield Montessori School and the start of the conversion of Maryland Avenue School to a Montessori school; and

WHEREAS, Craig Montessori School has established a walk zone preference policy; and

WHEREAS, MPS has adopted policies to reduce bus usage and encourage neighborhood attendance; now, therefore, be it

RESOLVED, That the Administration work with the school councils and communities at the future Maryland Avenue Montessori and future Fernwood Montessori Schools to examine the feasibility and desirability of establishing a walk zone preference policy for each school; and be it

FURTHER RESOLVED, That the Administration report back with its recommendations by the March Committee meetings.

Referred to the Finance/Personnel Committee.

Resolution 0001R-008

By President Thompson :

WHEREAS, MPS established a process to obtain school and community input during the development of the Neighborhood Schools Plan; and

WHEREAS, Redrawing attendance area boundaries is an integral part of the implementation of that plan; and

WHEREAS, Acceptance of the plan's elements depends on an effective process for community and school input; now, therefore, be it

RESOLVED, That the Administration develop a process to gather school and community input with regards to attendance area boundary changes prior to bringing them to the Board; and be it

FURTHER RESOLVED, That the Administration implement that process with regards to the changes adopted at the November Board meeting and report to the Board with its recommendations for either modifying the boundaries or leaving them unchanged.

Referred to the Finance/Personnel Committee.

The Board adjourned at 7:15 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 9, 2001

Special meeting of the Board of School Directors called to order by President Thompson at 6:24 PM.

Present—Directors Dannecker, Johnson, O'Neil, Spence, Werra, and President Thompson—6.

Absent and excused—Directors Braun, Gardner and Hardin—3.

The Board Information Officer read the following call of the meeting:

January 4, 2001

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:20 PM on Tuesday, January 9, 2001, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, considering and taking action on various Reports of the Independent Hearing Panel of the Board of School Directors.

Pursuant to Wisconsin Statutes Section 19.85 (1) (f), the Board may retire to executive session for the purpose of considering disciplinary data of specific persons, and may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

The Board Information Officer presented seven expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Spence moved to accept the reports of the Independent Hearing Panel of December 14, December 15, December 18 and December 19, 2000.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Johnson, O'Neil, Spence, Werra and President Thompson—6.

Noes—None.

The Board adjourned at 6:29 PM

LYNNE A. SOBCZAK
Board Information Officer

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 17, 2001

Special meeting of the Board of School Directors called to order by President Thompson at 6:05 PM.

Present—Directors Braun, Dannecker, Gardner (6:27 PM), Hardin (6:11 PM), Johnson, O'Neil, Spence (6:06 PM), and President Thompson—8.

Absent and excused—Director Werra—1.

The Assistant Board Clerk read the following call of the meeting:

January 15, 2001

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bruce Thompson, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, January 17, 2001, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the Milwaukee Teachers Education Association-Teachers.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (e), may retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining unit mentioned above.

SUZANNE M. LUNDIN
Board Clerk

Director Spence moved that the Board, pursuant to Wisconsin Statutes Section 19.85(1)(e), retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with the Milwaukee Teachers Education Association-Teachers.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Johnson, O'Neil, Spence, and President Thompson—6.

Noes—None.

The Board retired to executive session at 6:07 PM.

The Board adjourned from executive session at 6:40 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 30, 2001

Special meeting of the Board of School Directors called to order by President Thompson at 6:13 PM.

Present—Directors Braun, Dannecker, Gardner (6:42 PM), Hardin (6:21 PM), Johnson, O'Neil, Spence, and President Thompson—9.

Absent—None.

The Director, Office of Board Governance/ Board Clerk read the following call of the meeting:

January 25, 2001

At the request of President Bruce Thompson a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, January 30, 2001, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, discussing, and possibly taking action on the district's 1999-2000 Accountability Report to the Community.

The report includes student achievement results highlighting the district's progress and challenges, an overview of MPS' goals and initiatives, a demographic profile of the school system and examples of outstanding schools, students and staff.

SUZANNE M. LUNDIN
Director/Board Clerk

The Superintendent presented the following report:

Office of the
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

Re: Transmittal of the 1999-2000 District Accountability Report

The Milwaukee Public Schools' 1999-2000 accountability report is being transmitted to the Board. The information is provided in three documents: 1) The Report to the Community, the district's annual report; 2) The 1999-2000 Accountability Report, which provides student achievement and other information by school; 3) a reference document entitled, Multi-Year School and District Data Summary, which details comparable statistics over five years.

The report reveals a third consecutive year of improvement in the performance of fourth, eighth, and tenth grade students in the Wisconsin Knowledge and Concepts Exam (WKCE) tests in reading, mathematics, science, and social studies. Also, for the fourth consecutive year, the high school dropout rate has declined.

The following are highlights of accomplishments:

- On the Wisconsin Reading Comprehension Test for third graders, 89% of MPS third graders scored proficient or above, up from 82% in 1998-99.

- On the WKCE tests for **fourth graders**, scores improved in all four academic subject areas from 1998-99.
    - In reading, scores increased from 57% of students scoring proficient or better in 1998-99 to 58% in 1999-2000.
    - Math scores improved from 49% of students scoring proficient or better in 1998-99 to 51% in 1999-2000.
    - Science scores increased from 66% to 69%.
    - Scores in social studies rose from 66% to 67%.

- On the WKCE tests for **eighth graders**, scores improved in reading, language arts, and science, remained the same in math, and decreased slightly in social studies.
    - In reading, scores increased from 45% of eighth graders scoring proficient or above in 1998-99 to 48% in 1999-2000.
    - In language arts, scores improved from 43% to 45% proficient.
    - Science scores rose from 28% to 31% proficient.
    - In math, scores remained the same at 13%, and dipped in social studies from 55% to 52% proficient.

- **Tenth graders** increased their scores on the WKCE tests for the third consecutive year as well.
    3. In reading, scores increased from 43% of tenth graders scoring proficient or above in 1998-99 to 45% in 1999-2000.
    4. In language arts, scores went from 36% to 38% proficient.
    5. In social studies, scores increased from 52% to 53% proficient.
    6. Scores in math and science remained the same from last year, at 13% proficient in math and 20% proficient in science.

- The high school dropout rate declined for the fourth straight year, going from 13.9% in 1996-97 to 12.5% in 1997-98, 11.9% in 1998-99, and 10.4% in 1999-2000.

MPS has a number of schools with high concentrations of minority students from low-income families that perform at very high levels. These schools have been coined our “90-90-90” schools They are defined as follows: 90% or more of their students are minority, 90% are eligible for free or reduced lunch, and 90% of their students are performing at or above the state standard on the grade three Wisconsin Reading Comprehension Test. Fourteen MPS schools with these demographic conditions met or exceeded the 90% achievement level in 1999-2000. The schools are: Green Bay Avenue, Allen-Field, Keefe Avenue, Westside Academy, Story, Lee, Pierce, Thirty-seventh Street, Clark Street, Hayes Bilingual, Dr. Martin Luther King, Jr., Holmes, Longfellow, and Franklin.

While a number of schools have made remarkable gains on the state Wisconsin Knowledge and Concepts examination over the last three years, improvements are needed in a number of areas. The following are continued challenges:

- Scores in math and science for grades eight and ten on the WKCE tests are still well below state averages and Board goals. The middle school proficiency requirements are helping to address these challenges by better preparing eighth graders to successfully transition to high school.

- Other challenges include continuing to reduce the high school dropout rate, and finding ways to replicate effective and successful teaching practices so improvements can be realized among more schools.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

After discussion, the Board adjourned at 6:58 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 30, 2001

Regular meeting of the Board of School Directors called to order by President Thompson at 6:58 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

President Thompson asked for a minute of silence to commemorate the passing of two students of the Milwaukee Public Schools: Nijel E. Martin, an eighth-grader at Malcolm X Academy, who died in an accident on December 22, and Miguel Aguilar, a 12th-grader at South Division High School, who died as a result of a sports injury on January 4.

AWARDS AND COMMENDATIONS

Excellence In education Award

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Wendy Rowley,
Teacher, Hawthorne Elementary School,
And
Mary Staten,
Teacher Quality Project Manager, UW-Milwaukee

Ms Wendy Rowley and Ms Mary Staten are being recognized for earning the prestigious national certification through the National Board for Professional Teaching Standards. The national board certification is a voluntary process that includes rigorous performance-based assessment. Teachers must document their subject-matter knowledge, provide evidence that they know how to teach their subjects to students most effectively, and demonstrate their ability to manage and measure student learning. Ms Rowley and Ms State are among 23 Wisconsin teachers and 4,694 teachers nationwide who have earned this national teacher certification this year.

Ms Rowley is the first MPS teacher to earn this distinction. In her tenth year of teaching in MPS, she is currently an art teacher at Hawthorne Elementary School.

Ms Staten worked in MPS for more than five years as a teacher and a science teacher educator, working with first-year MPS teachers through the Compton Fellowship Program. This year Ms Staten

began working at the University of Wisconsin-Milwaukee as project manager for the U.S. Department of Education's Title II Teacher Quality Enhancement grant program. The program is a partnership among UWM, MPS, MATC, and the MTEA that is designed to better recruit and prepare K-8 teachers for urban schools.

According to the "Accomplished Teaching Validation Study" conducted by a team of researchers based at the University of North Carolina at Greensboro, teachers who earn national certification achieve impressive results in their classrooms. This is the first comprehensive study to compare the teacher practices of National Board-certified teachers with other teachers, and to compare samples of student work from classrooms of the two groups of teachers. According to the study, nationally certified teachers have extensive knowledge of subject matter, as well as the ability to adapt and improvise instruction to fit the needs of their students, to formulate lessons that are challenging and engaging, and to promote academic achievement by emphasizing both personal accomplishment and intellectual engagement.

It is noteworthy that, in addition to their demanding responsibilities, Ms Rowley and Ms Staten are working on plans to develop a pre-candidacy course for other teachers who might be interested in earning national certification. Their emphasis will be to encourage and support more MPS teachers to pursue this process.

The Milwaukee Board of School Directors and the entire school community recognize Ms Wendy Rowley and Ms Mary Staten for their exemplary work, for their outstanding service, and for their tremendous efforts in meeting the high professional standards required to earn national certification through the National Board for Professional Teaching Standards.

Other Awards and Commendations

The Wisconsin Association of School Boards has recognized Lawrence O'Neil, a member of the Milwaukee Board of School Directors, for his exemplary efforts on behalf of the children in MPS during his more than 20 years' service on the Board. Director O'Neil was presented with this commendation on January 17th at the Joint State Education Convention of the American Association of School Administrators, Wisconsin Association of School District Administrators, and the Wisconsin Association of School Boards.

STUDENTS

The following students from Story Elementary School received awards from the Milwaukee Metropolitan Sewerage District for participating in this year's Clean Water Poster Contest. The contest was designed to give the students the opportunity to think about water and what it means to them.

Octavia Milsap	1st Place	4th Grade
Jeremiah J. Dauer	2nd Place	4th Grade
Shao Thao	3rd Place	4th Grade
Lynette T. Carter	Honorable Mention	4th Grade
SaSharae Hines	Honorable Mention	4th Grade
Zayikia Hill	2nd Place	5th Grade
Theolia Childs	Honorable Mention	5th Grade

SCHOOLS

The Milwaukee High School of the Arts' Concert Choir will be performing with the Milwaukee Symphony Orchestra and Chorus on Tuesday, February 27, in a concert entitled *Circa 1848*. The choir won this performance opportunity through a challenging statewide competition. The MHSA choir is directed by Raymond Roberts.

Hartford University School was awarded a $120,000 grant from the Helen Bader Foundation. The grant, which the school will receive over three years, will be used to fund a special project called *School Safety and Discipline: A Social Justice Strategy.*

Story Elementary School received a $10,000 grant from the Harley Davidson Foundation to help support the renovation of its Library/Media and Technology Center, which will provide internet access,

research stations, and a video production booth. In addition to the $10,000, the school also received $800 to be used to purchase new books for the center.

STAFF

Jannine Sanders, guidance counselor at Burroughs Middle School; Ouida Williams, guidance counselor at Robinson Middle School; and Diane C. Hardy, school secretary II with the Milwaukee Urban Systemic Institute and EQUITY 2000 programs, are to be recognized for their outstanding service in the MUSI/EQUITY 2000 Saturday Academy Program. This is an academic enrichment program in which more than 5,000 MPS sixth- through ninth-grade students, along with parents, worked together in small groups on problem-solving activities that involved mathematics, science, guidance, and communication skills. The academy would not have been successful without the outstanding efforts, perseverance, and dedication of these remarkable MPS employees over the past 7-1/2 years.

Kathy Onarheim, project manager, Division of School Technology Support, developed an MPS website that was featured in Lightspan's StudyWebÆ as one of the best educational resources on the Web. StudyWebÆ is one of the Internet's premier sites for educational resources for students and teachers.

Don Hoffman, communications specialist, Department of Communications and Public Affairs, was one of several people featured in the February edition of *Milwaukee Magazine* for his involvement in Milwaukee's theater scene. Don was recognized for launching *Circlestage* in 1995. This is a theater-in-the-round enterprise which has a focus on musical reviews.

DISTRICT

The Milwaukee Public Schools recently received a Certificate of Accreditation from the National Association of Secondary School Principals for meeting the standards of quality in establishing and maintaining an Assessment Center to build strong leadership for our schools. MPS is doing groundbreaking work in the Assessment Center, which has received national recognition as a model for other school districts. A number of individuals deserve recognition for their leadership roles in implementing the process and ensuring its success:

- Anita Pietrykowski, principal of Allen-Field Elementary School, who serves as the Director of the Assessment Center, deserves recognition for her outstanding leadership.
- Doreen Briton-Lange, Therese Campos, Steven Huffman, Dorothy St. Charles, Arlene Sershon, Michael Sonnenberg, and Brenda Wood, who work in the Department of Leadership Services, continue to ensure that the process works smoothly and effectively and also volunteer as assessors.
- Rebecca Abraham, Human Resources
  Jane Bogart, Trowbridge Elementary School
  Cheryl Clancy, MacDowell Elementary School
  Jane Empey-Theep, Retired Principal
  Chuck Gobel, Retired ASC Director
  Kathleen Code Goméz, Human Resources
  Rosalie Greco, Thirty-eighth Street Elementary School
  Helen Harris, Lloyd Street Elementary School
  Robert Helminiak, Hawley Elementary
  Eugene Humphrey, Milwaukee High School of the Arts
  Catherine LaFond, Retired Principal
  Kay Mantilla, Retired Principal
  Nancy McLure, Grant Elementary School
  Susan Miller, Academy of Accelerated Learning
  Rogers Onick, Morse Middle School
  Andrew Patterson, Hayes Elementary School
  Anthony Pedriana, Twenty-first Street Elementary School

Minnie Pulliam-Novy, Webster Middle School
Margaret Rogers, Franklin Elementary School
Carol Schmuhl, Retired Principal
Theadoll Taylor, Retired Principal
Patricia Walia, Zablocki Elementary School
Bettye Washington, Hawthorne Elementary School
John Weigelt, Administrators and Supervisors Council Executive Director

- In addition, the district has about 30 principals who serve as assessors at the center and who devote a great deal of effort to the process.

The Milwaukee Public Schools has received a $500,000 grant from TEACH Wisconsin to train teachers to effectively integrate technology in the classroom. It will enable the district to expand current, and develop new, programs like the Curriculum Design Assistant software. Each of the plans are certified as "Blue Ribbon" or "Quality" curriculum.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of December 2, 12, and 19, 2000, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Approval of a Negotiated Labor Contract with Local 1053 AFSCME

Office of the
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the following bargaining unit:

Local 1053 (Clerical-Technical) —
Two-year contract (July 1, 2000, through June 30, 2002)

It is the recommendation of the Superintendent that the Board approve and adopt the above contract as highlighted on the following summary document.

It is also recommended that changes in salaries and benefits as reflected in the following document be extended to clerical-technical personnel excluded from membership in Local 1053.

Sincerely,

SPENCE D. KORTE, PH.D
Superintendent of Schools

HIGHLIGHTS OF CONTRACT RESOLUTION BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS AND LOCAL 1053

JULY 1, 2000, THROUGH JUNE 30, 2002

1. Two- (2-) year contract (July 1, 2000, through June 30, 2002).

2. Salaries: 7/01/00 ..... 3.0%
7/01/01 ..... 3.0%

3. Limited flextime

4. New appendix for part-time employees

A complete package including all tentative agreements is available upon request.

HIGHLIGHTS
CLERICAL-TECHNICAL PERSONNEL EXEMPT FROM LOCAL 1053

JULY 1, 2000, THROUGH JUNE 30, 2002

1. Salaries: 7/01/00 ..... 3.0%
7/01/01 ..... 3.0%

2. Modification of tuition reimbursement

3. Flextime

Director Spence moved that the Board approve and adopt the contract and that changes in salaries and benefits be extended to clerical-technical personnel excluded from membership in Local 1053.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

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(Item B) Status Report on Fund Raising for the Lynde and Harry Bradley Technology and Trade School

TO THE BOARD OF SCHOOL DIRECTORS

At its meeting on November 28, 2000, the Board approved a Fourth Amendment to the Intergovernmental Cooperation Agreement among the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and the Milwaukee Public Schools to Develop and Operate the Lynde and Harry Bradley Technology and Trade School. The amendment extends the date for the provision of firm commitments for funding the development, construction, and equipping of the school to June 30, 2001.

At the time the Board approved the amendment, it requested monthly reports on the progress made in obtaining firm commitments for funding.

At least $50 million is needed for the new Lynde and Harry Bradley Technology and Trade School, and about 90% of that goal has thus far been reached. The following is a summary of the funding commitments to date:

Public Funds	$ 23,700,000
Jane B. Pettit Foundation	20,000,000
Rockwell International	1,000,000
Wisconsin Energy Corporation	500,000
Milwaukee Foundation	300,000
Fleck Foundation	100,000
Fay McBeath Foundation	100,000

Journal Communications	50,000
Joseph Johnson Charitable Trust	15,000
Payne & Dolan	10,000
Associates for Health Care	5,000
Total to date	$ 45,780,000

The $23.7 million in public funds to support the project includes a commitment from the City of Milwaukee for $15 million from the sale of bonds, and $8.7 million from the sale of bonds through a federal program. The Greater Milwaukee Committee made a commitment to raise about $6.3 million from the private sector. Thus far, funding commitments totaling $2,080,000 have been received from the private sector, leaving a balance of about $4.2 million.

At a recent meeting of the Tech Commission, there was discussion about the need for the establishment of an endowment fund to help fund ongoing costs for the school. Once funding commitments for the $50 million in project costs are in place, it is anticipated that fundraising efforts will continue to support an endowment fund for the school.

Groundbreaking is expected to take place on the new school in late March.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

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COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Suspension of Board Rule 1.02(1) and Rescheduling of the Regular February 2001 Board Meeting

TO THE BOARD OF SCHOOL DIRECTORS:

Board Rule 1.02(1) provides that the regular meetings of the Board shall be held on the last Tuesday of each month.

The Board President has requested that the Board consider a possible change in date of the regular February Board meeting, currently scheduled for Tuesday, February 27, 2001.

SUZANNE M. LUNDIN
Director/Board Clerk

Director Braun moved to suspend board Rule 2.01 (2) and change the regular February Board meeting to Monday, February 26, 2001.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

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(Item B) Election of a Representative to the MATC Appointment Committee

TO THE BOARD OF SCHOOL DIRECTORS:

The Board has five representatives on the MATC Appointment Committee: the Board President and four others elected by the Board. The current representatives are President Thompson, Directors Gardner and Johnson, Ms. Sherry Street, and Ms. Trina DeLeone-Simpson.

Director Gardner has asked to be replaced on the Committee. It is therefore necessary for the Board to elect a new representative to replace him.

Suzanne M. Lundin
Director, Office of Board Governance/Board Clerk

Director Johnson moved to appoint Director Spence to the MATC Appointment committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Innovation/School Reform Committee, Item 5 (assessment ethics policy);
Legislation, Rules and Policies Committee, Item 1 (legislative positions);
Legislation, Rules and Policies Committee, Item 2 (opposition to erosion of financial support for the Chapter 220 program);
Strategic Planning and Budget Committee Committee, Item 3 (budget allocation formula);
Finance/Personnel Committee, Item 6 (easement at Zablocki Elementary School).

On the motion of Director Braun, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Hearing and Action on a Charter School Petition from Audubon Middle School — Technology and Communication Center

On Friday, January 5, 2001, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by Audubon Technology and Communication Center. Audubon school community representatives demonstrated their passion, commitment, and support for Audubon Technology and Communication Center's petition.

Following the demonstration, panel members decided to support the concept of Audubon Technology and Communication Center's petition to become an MPS Charter School. Panel members believe that the concept of Audubon Technology and Communication Center's petition has the necessary components to establish a successful charter school. Some of the factors contributing to the panel's endorsement are that Audubon Technology and Communication Center:

A. Has a enthusiastic staff willing to take ownership in the Audubon Technology and Communication Center concept;

B. Has requested the authority to make decisions locally to better serve its community population's needs;

C. Has outlined a unique intervention program aimed at increasing student achievement;

D. Has developed a curriculum and assessments which utilize technology to enhance student achievement and promote effective communication skills;

E. Has proposed a program that would fill a gap in MPS, as there are currently no other schools which offer the unique intervention, communication, and integrated technology programs in an inclusive setting within MPS;

F. Has empowered staff and school community to develop and "own" their curriculum;

G. Has recognized a need to have the independence to set curriculum, goals, and standards for its own students.

Charter School Review Panel Recommendation

For the reasons listed above, the MPS Charter School Review Panel gives its positive support for the concept of Audubon Technology and Communication Center's petition to become an MPS Charter School.

Mr. Al Kaczmarek, Chair	Director Joe Dannecker
Ms. Hope DeVougas	Sister Mary Diez
Mr. Alex Hardy	Ms. Elise Riepenhoff
Mr. Francisco Urbina	Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the proposal..

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 2) Hearing and Action on a Charter School Proposal from the Learning Enterprise Vocational and Training Institute

On Wednesday, November 29, 2000, members of the MPS Charter School Review Panel met to review the MPS charter school proposal submitted by Learning Enterprise Vocational and Training Institute (LEVTI). . At that time, members of the LEVTI staff demonstrated their passion, commitment, and support for the proposal. Following the demonstration, panel members decided to support the concept of Learning Enterprise Vocational and Training Institute's proposal to become an MPS Charter School.

Panel members believe that the concept of LEVTI's proposal has the necessary components to establish a successful charter school. Some of the factors contributing to the panel's endorsement are LEVTI's:

A. Dedicated staff, who are willing to take ownership in the LEVTI concept;

B. Innovative plan that provides job-skills training and entrepreneurial skills; training

C. Request for the authority to make decisions locally to better serve its community population's needs;

D. Establishment of the supportive infrastructure of students, staff, and community stakeholders necessary to achieve its goals;

F. Proposal of a program that would fill a gap in MPS, as there are currently no other vocational high schools on the northwest side of the city within MPS;

H. Recognition of the need for, and value of, the independence to set curriculum, goals, and standards for its own students; and

I. Demonstrated passion for education and a true desire to become a job-training center for the community.

Although the MPS Charter School Review Panel recommends that the concept of the proposal be approved at this time, the Panel also advises that all parties recognize that further clarifications and/or modifications must be made, particularly in the following areas:

A. Facility — That the facility for this program be inspected by MPS staff

B. Leadership/Administration — That the proposal be clarified to make a clear distinction between the operations of the private (partnership) school and the public (charter) school.

C. Finance and Audit — That a more detailed financial plan be developed and that a plan to provide for annual programmatic audits be identified.

D. Curriculum — That the proposal be revised to provide a refinement of the academic and vocational connections.

E. Staff — Add more specification regarding the qualifications of the teaching staff

F. Discipline — Develop a more detailed discipline plan.

Charter School Review Panel Recommendation

For the reasons listed, and with the modifications recommended above, the MPS Charter School Review Panel gives its positive support for Learning Enterprise Vocational and Training Institute's proposal to become an MPS Charter School.

Mr. Al Kaczmarek, Chair	Director Joe Dannecker
Ms. Hope DeVougas	Sister Mary Diez
Mr. Alex Hardy	Ms. Elise Riepenhoff
Mr. Francisco Urbina	Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the proposal.

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 3) Hearing and Action on a Charter School Proposal from Spotted Eagle High School

On Friday, December 15, 2000, members of the MPS Charter School Review Panel met to review the MPS charter school proposal submitted by Spotted Eagle High School. At that time, parents, students, community representatives, and staff members overwhelmingly demonstrated their passion, commitment, and support for Spotted Eagle High School.

Following the demonstration, panel members decided to support the concept of Spotted Eagle High School's proposal to become an MPS Charter School. Panel members believe that the concept of Spotted Eagle High School's proposal has the necessary components to establish a successful charter school. Some of the factors contributing to the panel's endorsement are that Spotted Eagle High School:

A. Has a dedicated learning community made of a strong partnership between families, community, and staff members who are all willing to take ownership in the for the Spotted Eagle High School concept;

B. Has an innovative plan that provides academic instruction that is individually tailored to each student;

C. Instills a sense of purpose and self-determination for each student's future;

D. Provides strong incentive and community support for students to pursue higher education or advanced job training;

E. Implements a behavior-shaping program that emphasizes personal and community responsibility for individual actions;

F. Has requested the authority to make decisions locally to better serve its community population's needs;

F. Has proposed a program that would fill a gap in MPS because of the small size of the program and the strong supportive partnership with the community;

H. Has recognized the need for, and value of, the independence to set curriculum, goals, and standards for its own students; and

I. Has demonstrated a passion for education and a true desire to become a cultural and educational center for the community.

Charter School Review Panel Recommendation

The MPS Charter School Review Panel recommends the concepts of this proposal. The Charter School Review Panel gives its whole-hearted positive support for Spotted Eagle High School's proposal to become an MPS Charter School.

Mr. Al Kaczmarek, Chair
Ms. Hope DeVougas
Mr. Alex Hardy
Mr. Francisco Urbina
Director Joe Dannecker
Sister Mary Diez
Ms. Elise Riepenhoff
Director Jeff Spence

Committee Recommendation

Your Committee recommends that the Board approve the proposal.

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 4) Action on a Request to Approve 2001-2002 Implementation of a 180-Day Year-Round School Calendar and Program at Granville and Metcalfe Elementary Schools

Administration's Analysis

1. Beginning with the 2001-2002 school year, Granville Elementary School and Ralph H. Metcalfe School propose to implement a 180-day year-round school calendar and program. Staff and parents have been involved in the development of this proposal. Surveys have been conducted to document their support. The respective school councils have also endorsed the plan.

2. Granville and Metcalfe's calendars will coincide with the schedule of all schools on the 180-day year-round calendar. The number and the length of the school days will be consistent with those of schools using the traditional calendar; however, the 180 days would be more evenly distributed throughout the year. Three intersessions would be scheduled, during which extended-year remedial and enrichment programs could be offered. The schools would have the option of participating in the district banking-time program. Summer vacation would occur in July and early August.

3. A proposed 2001-2002 year-round school calendar will be agreed upon by all the schools on the 180-day year-round calendar. The calendar will be coordinated with the approved traditional school calendar. Necessary negotiations will have to take place with the Milwaukee Teachers Education Association and, where required, with other bargaining units.

4. Year-round education is a reorganization of the school calendar into several instructional blocks, interspersed with shorter and more frequent vacation breaks than is true of the traditional calendar. Advocates of year-round education believe it fosters continuous learning and is a desirable option for many families. Research findings relative to year-round education are:

- In academic achievement, students do as well as, or better than, those learning in traditional schedules.
- Teachers report greater stress, but less burnout, over the course of the year.
- A strong majority of parents supports a well implemented program, but only half or slightly less support a poorly implemented program.
- Single-tract programs cost about the same or more than traditional programs.

5. Three specific advantages that are evident in successful year-round education programs are:

- Given the shorter summer break, less time is needed for review following vacations, thereby allowing more time to cover new material.
- There are more intervention opportunities throughout the year for students requiring remedial assistance.
- Students achieve higher test scores, engage in lower absenteeism, commit fewer acts of vandalism, and experience better self-esteem.

6. Granville is in an overcrowded neighborhood. Neighborhood parents are in support of the year-round school. It is also believed this program will attract more students living in the Granville area and thus reduce transportation costs.

7. No supplemental operating funds are necessary for Granville or for Metcalfe to become year-round schools. No capital improvements are necessary at either school.

8. Granville and Metcalfe will welcome and recruit students who are diverse in special education, race, linguistics, and economics. Granville and Metcalfe's school crisis plans address safety concerns. The before- and after-school programs at the schools offer safe environments for any student interested in participating.

9. Planning meetings will be held with district representatives regarding database record keeping, transportation, school nutrition service, facilities, finance, human resources, labor relations, and special services. Ongoing planning meetings to resolve specific concerns will be held.

Strategic Plan Compatibility Statement

10. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, and Goal 3, Family Satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rule Statement

11. This proposal is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

12. Any additional costs associated with the year-round calendar must be absorbed within the schools' current allocations. The schools will use local school funding to support any costs associated with the intersessions. Some nominal additional costs in the area of food services may occur. The Administration is in the process of determining what those costs would be and will work with the schools to ensure that any additional costs are covered within the schools' budgets.

Implementation and Assessment Plan

13. Implementation is scheduled for August 2001. The district accountability measures, in addition to parent surveys, will be used to monitor the effectiveness of the year-round calendar and program.

Committee Recommendation

Your Committee recommends that the Board approve the development and implementation of a 180-day year-round school calendar and educational program at Granville Elementary School and at Ralph H. Metcalfe School, beginning with the 2001-2002 school year and pending necessary negotiations with appropriate bargaining units.

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 5) Report and Action to Develop an MPS Assessment Ethics Policy

Background

1. In May 2000 the Board received Audit 2000-11, titled Review of MPS Assessment Plan. Recommendation #10 of Audit 2000-11 stated:

> In order to establish clear and professional guidelines for teachers and school administrators regarding appropriate methods of test preparation and administration and to provide a basis for evaluating conduct related to assessment, district administration should develop administrative policy regarding ethics in assessment.

2. On October 31, 2000, the Board adopted, with amendments, the Administration's recommendation for a new Balanced Assessment System. That recommendation included a timeline of January 2001 for consideration by the Board of an assessment ethics policy.

3. The Administration's report will be based in part on the following:

- *Standards For Educational and Psychological Testing*, American Educational Research Association (AERA), American Psychological Association (APA), and National Council on Measurement in Education (NCME)
- *Code of Fair Testing Practices in Education*, Joint Committee on Testing Practices which is sponsored by the American Educational Research Association (AERA), American Psychological Association (APA), and the National Council on Measurement in Education (NCME)
- *A Guide for Developing Assessment Programs in Illinois Schools,* State of Illinois
- *Districtwide Testing Handbook,* Broward County Public Schools, State of Florida
- *Testing Code of Ethics*, State of North Carolina
- *Criteria For Evaluation of Student Assessment Systems*, FairTest
- *Assessing Student Performance,* Grant P. Wiggins
- "Assessments and Accountability," Robert L. Linn, *Educational Researcher*, Vol., No. 2, pp. 4-16
- *Educational Assessment: Four Principles to Consider*, Michael H. Kean, Ph.D., Vice President of Public and Government Affairs, CTB McGraw-Hill
- *The Test of Testing: Making Appropriate and Ethical Choices in Assessment,* North Central Regional Educational Laboratory (NCREL)
- *Assessment Position Paper*, Linda A. Bond, Ph.D., National Assessment Consultant, CTB McGraw-Hill
- *Making Appropriate & Ethical Choices in Large-Scale Assessments; A Model Policy Code*, Gregory Bell, North Central Regional Educational Laboratory
- *DPI Guidelines For Appropriate Testing Procedures*, Wisconsin Department of Public Instruction

Administration's Report

4. Inappropriate and unethical test preparation and administration practices can have a severe impact on test results for informing instruction and policy making. Such "test pollution" must be minimized in order to preserve the integrity of the assessment process and the validity of the decisions that are to be made from those assessments.

5. The Administration has reviewed literature on assessment practices and various policies on assessment ethics and administrative procedures from others states and school districts. The basic assessment principles that emerged from this review revolved around the issues of:

- Equity and Fairness
- Opportunity to learn
- Adequate notification
- Inclusion
- Assurances regarding test security
- Application to school improvement

- Professional development
- Scoring and analysis
- Use of data for individual student, school, and district accountability

Regardless of their roles, all that are involved in the assessment process should strive to maintain their focus on the fundamental reason for assessments — the welfare of the students being assessed.

6. Frame of Reference for District Assessments

The district will be using as a detailed reference *Standards For Educational and Psychological Testing*, which is co-authored by the American Educational Research Association (AERA), American Psychological Association (APA), and National Council on Measurement in Education (NCME). This resource is fairly detailed, listing over 100 standards for assessment. It is perhaps the best resource available to ensure the development of an assessment system that is both ethical and of high quality. The district will be using these standards as a frame of reference for the Balanced Assessment System.

7. The Administration recommends that the Board adopt an MPS Assessment Ethics Policy that includes guiding principles for all involved in assessment. The guiding principles are derived mostly from the Code of Ethical Assessment Practices in Education, developed by the Council on Measurement in Education's Ad Hoc Committee on the Development of a Code of Ethics.

Guiding Principles for MPS Assessment Ethics Policy

Assessment — the process of collecting, synthesizing. And interpreting information for use in decision making — is an essential tool for anyone making educational decisions about students and schools. All involved in assessment should:

a. Maintain a focus on the fundamental reason for an assessment — promoting the education of students through accurate measurement of their learning;

b. Ensure that choices made in assessment practice are consistent with one's obligation to act with honesty, integrity, due care, and fundamental fairness to all involved in the assessment or affected by its results;

c. Ensure that the assessments used are reliable and that no practice used in selecting, preparing for, or administering an assessment detracts from its validity;

d. Ensure that decisions made about students are based on assessment results that are accurate indicators of the students' levels of achievement.;

e. Acquire the knowledge and skills necessary to fulfill their roles in the assessment process;

f. Help others (including other educators, administrators, parents, the media, and the general public) to understand appropriate assessment practices;

g. Promote appropriate and ethical assessment practices and encourage "ownership" of an assessment by placing value on its producing accurate and reliable results; and

h. Advance the district assessment policy and assessment procedures and understand that consequences are based on Administrative Policy #6.07, Employee Rules of Conduct, a copy of which is attached to the minutes of your Committee's meeting.

8. District Assessment Procedures Manual

The Administration will develop an assessment procedures manual that is based on the Wisconsin Department of Instruction's guidelines for appropriate assessment procedures. The district assessment procedure manual will be developed in conjunction with school site administrators, teachers, and school governance councils. The district manual on assessments would include the following procedural areas:

- Prudent and reasonable test security
- Alignment of academic standards and assessments

- Opportunity to learn and assessment content
- Staff development for administration of assessments and the use of data
- Appropriate student preparation for assessments
- Adequate notice and full participation
- Adherence to assessment policy and consequences

9. Timeline

January 2001	The Committee gives public hearing on the recommended Guiding Principles of MPS Assessment Ethics Policy.
	The Board provides the Administration with input and/or direction relative to the Guiding Principles in preparation for the development of a MPS Assessment Ethics Policy for approval.
January 2001-June 2001	The Administration will develop in conjunction with school site administrators, teachers, and School Governance Councils a district assessment procedures manual for distribution to all schools.
February 2001	The Administration submits a recommended MPS Assessment Ethics Policy for approval by the Board.

Committee Recommendation

Your Committee recommends that the Administration structure a formal policy for Committee consideration based on the information presented in the item.

Director Dannecker moved to adopt the Committee recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Directors Hardin and O'Neil—2.

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(Item 6) Report Regarding an Operational Definition of MPS Assessments of Student Growth

Your Committee received the following report from the Administration:

Background

1. On October 31, 2000, the Board adopted, with amendments, the Administration's recommendation on a Balanced Assessment System. The Balanced Assessment System includes diagnostic literacy assessments, standards-based classroom assessments, and longitudinal assessments of student growth. The Board action adopted the following conceptual definition in policy 7.38, Balanced Assessment System.

Longitudinal Assessments of Student Growth — The district longitudinal assessment process will use standardized assessments to measure growth in student achievement. These assessments of student growth will be aligned with district-adopted standards and yield scale scores similar to those of the state-required Wisconsin Knowledge and Concepts Exam (WKCE). The longitudinal assessments will be administered once a year.

2. Although these assessments are primarily summative in nature, data from the assessments will be used in ongoing conversations regarding curriculum evaluation and instructional planning for individual

students and for classrooms. Specialized, value-added data analyses will inform students, parents, school sites, the district, and the general public about learning gains over a given period of time. Gains data from these assessments will also be used for individual student accountability as per promotion/graduation requirements outlined in Policy 7.37, adopted by the Board in May 2000.

3. These longitudinal assessments of student growth will be in the following subjects and grade levels:

Reading	Grades 2-10 (includes WKCE in grades 4, 8, & 10)
English/Language Arts	Grades 2-10 (includes WKCE in grades 4, 8, & 10)
Mathematics	Grades 2-10 (includes WKCE in grades 4, 8, & 10)

4. On October 31, 2000, the Board approved CTB McGraw-Hill as a sole-source contract (TerraNova Multiple Assessments) for the assessments in reading, English/language arts, and mathematics at grades 2, 3, 5, 6, 7, and 9. Also, the Supera M/A (a Spanish achievement test) will be used according to MPS guidelines. The first administration of these assessments is scheduled from February 3, 2001 through March 2, 2001 and will establish a baseline for the longitudinal data.

Administration's Report

5. The Office of Research and Assessment has an ongoing collegial and consulting relationship on assessment and accountability issues with the Wisconsin Center for Educational Research (WCER). There has been a great deal of dialogue recently with WCER on the basic principles to guide the development of measures of longitudinal growth based on the annual assessments of student achievement.

6. Preliminary discussions with staff from MPS, WCER, and CTB McGraw-Hill have been useful in identifying some basic principles on which to build a more comprehensive operational definition of assessments of student growth. There is an early consensus that:

- There must be more discussion with the major stakeholders;
- The standards of sufficient longitudinal growth for students and schools may differ from each other; and
- Measures of achievement growth should be reflected in a new accountability plan.

7. Focus of Current Discussions. The following basic principles have been part of the current discussions:

- Underlying Purpose

  The underlying purpose is to accurately measure achievement growth over time for all students.

- Continuous Quality Improvement of the District and Its Programs

  — The long-term goal of the measures of achievement growth is the continuous improvement in the quality of learning of students and the performance of the Milwaukee Public Schools.

  — The use of achievement growth measures with curriculum development, professional development, school finance, and accountability are likely to enhance continuous quality improvement.

- Use of Achievement Growth Data

  Measures of growth in student achievement:

  — Will be used as one of three criteria for 4th- and 8th-grade promotion and graduation from high school;

— Can be reported to students and their families;

— Can be reported to each school and reported to parents and the public in an accountability report.

- Technology Support System

  — A centralized electronic database tracking system must be used to maintain the assessment data and to facilitate data-driven decision making.

  — It is absolutely crucial that both school sites and Central Services have access to a central electronic database.

- Definition of "Gain"

  The calculation of "gain" for both individual achievement growth and school achievement growth should be calculated from a baseline score to a latter score for the same student.

- Distribution and Adjustments for Student Characteristics in School Gain Scores

  Gain scores for schools can be reported:

  — In terms of both average gains and gains for students in selected bands of achievement (e.g., quartiles).

  — Both in a simple form and in a form adjusted for characteristics of students that are deemed necessary to ensure fairness of comparisons.

- Additional Gain Scores for Equity Comparisons across Schools

  In addition to simple and adjusted gain scores for all students in schools, additional gain scores can be developed and reported on performance for sub-groups of students deemed important for equity purposes (e.g., low-achieving students, ethnic/racial groups, limited language proficiency, special needs).

- Benchmarking and/or How Much "Gain" Is Enough?

  — The measures of both individual and school gain could be benchmarked (compared) and reported differently:

    > average gain in the district as a whole;

    > average gain in the district for groups defined by prior achievement;

    > attainment of a projected proficiency level on the WKCE or the High School Graduation Test (HSGT)

  — Four possible "rules" measuring "how much gain is enough" for promotion and graduation:

    > Above-average gain for groups defined by prior achievement — Measure based on the district average gain for groups defined by prior achievement: “Enough gain” would be individual gain greater than the district average for each group.

    > Projected gain — Measure based on individual past gain rate which is used to project scale score on a future WKCE or HSGT: “Enough gain” would be individual gain that is on track to hit a desired target on a future assessment.

    > Pure gain — Measure based on a district expectation of an amount of gain for a specific period of time: “Enough gain” would be an individual gain greater than the prescribed district expectation.

> Pure gain plus minimum — Measure based on a district expectation of an amount of gain for a specific period of time and a scale score greater than an established minimum score: "Enough gain" would be an individual gain greater than the prescribed district expectation and an individual score higher than the established minimum score.

- Simulations of the Promotion and Graduation "Rules"

  — The 5th- and 9th-grade data from the TerraNova February/March 2001 assessments could be used with the 4th- and 8th-grade WKCE February 2000 assessments to run simulated scenarios of promotion and graduation "rules."

  — The simulations would give us a basis to make decisions using actual MPS data.

8. Next Steps

- Reconvene the Assessment Advisory Committee (January 2001)

  The members of this committee are school-site administrators and teachers and Central Services administrators. In November 2000, the committee established some parameters for the administration and reporting of the longitudinal assessments.

- Continue Dialogue with CTB McGraw-Hill and WCER (Ongoing)

  The Office of Research and Assessment will continue the dialogue with the consultants at WCER and the vendor CTB McGraw-Hill. This initiative is breaking new ground in the use of achievement gains data, and we are constantly exploring different ways of analyzing and reporting the data.

- Consultations with Council of the Great City Schools (Ongoing)

  The Office of Research and Assessment has had ongoing discussions on assessment issues with the Council's professional staff and with fellow school district members of the Council of the Great City Schools. The experience of the Council's professional staff with other urban districts may be especially helpful as MPS defines rules measuring how much gain is enough for promotion and graduation.

- Broaden the Discussion (March/April 2001)

  Recommendations from the Assessment Advisory Committee will be reviewed and discussed by principals and their school staffs as well as by the school governance councils.

- Recommendation to the Innovation/School Reform Committee (May 2001)

  The Administration currently plans to make a recommendation in May 2001 on an operational definition of assessments of student growth and how they could be reflected in a new accountability plan.

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(Item 7) Report Regarding Incorporating Limited-English-Speaking Students into the MPS Longitudinal Assessment System

Your Committee received the following report from the Administration:

Background

1. On October 31, 2000 the Board adopted, with amendments, the Administration's recommendation on a Balanced Assessment System. The System combines classroom-based assessments, early childhood diagnostic literacy assessments, and a series of standardized longitudinal assessments to inform the teaching and learning process and to provide reliable information for curricular and program evaluation.

One of the adopted amendments was

> That the Administration report back to the Board by January 2001 on a plan for incorporating limited-English proficiency students into the MPS longitudinal assessment system.

The Administration's report follows.

Administration's Report

2. Inclusion of Students with Limited-English Proficiency (LEP)

All students referred to the Bilingual/Multicultural Education Division are evaluated on admission to MPS to determine their English language proficiency. The Administration proposes the following plan to address inclusion of students in the longitudinal assessment process:

3. LEP Students Enrolled in the Developmental Spanish Bilingual Program

- Spanish-speaking students with proficiency levels 1-4 will take the Supera, a standardized achievement test in Spanish with subtests in reading/language arts and mathematics. Gains on this assessment will be reported longitudinally.

- English proficiency levels 1-3 will be reclassified annually by English-as-a-Second-Language (ESL) and classroom teachers.

- Level 4 students are assessed using the Language Assessment Scales (LAS), a standardized measure of English language proficiency, at least every other year, depending on teacher recommendation, until a total passing score is obtained.

- Spanish-speaking students who have reached level 5 will participate in the Terra Nova, the district's longitudinal assessment in English.

4. LEP Students NOT Enrolled in the Developmental Spanish Bilingual Program

- English proficiency levels of these students will be assessed annually using the Language Assessment Scales (LAS), a standardized measure of English language proficiency. Gains on this assessment will be reported longitudinally.

- Academic achievement of students with LEP levels of 1-3 will be evaluated using the Measuring Essential Communication in the Content Areas (MECCA) rubric. This rubric is an alternate assessment developed by the State Department of Public Instruction to measure English-language knowledge in areas of reading, language arts, mathematics, social studies, and science. This rubric will be an adapted form of the DPI rubric to measure the content knowledge in the subject areas assessed in the longitudinal assessments — reading, language arts and math. The results from this alternate assessment will be submitted to DPI each year.

- Students who have reached a level 4 will participate in the TerraNova, the district's longitudinal assessment in English.

The following table illustrates the plan to include students with limited- English proficiency in the longitudinal assessment process.

Supera	=	a standardized achievement test in Spanish, with subtests in Reading/Language Arts/Mathematics
MECCA	=	Measuring Essential Communication in the Content area Rubric (alternate assessment)
LAS	=	Language Assessment Scale (test by CTB McGraw-Hill); a standardized measure of English language proficiency

	LEP Students Enrolled in Developmental Spanish Program	LEP Students Not Enrolled in Developmental Spanish Program
1	Supera/Language Reclassification*	MECCA/LAS
2	Supera/Language Reclassification*	MECCA/LAS
3	Supera/LAS **	MECCA/LAS
4	Supera/LAS ***	TerraNova
5	TerraNova	TerraNova
6	TerraNova	TerraNova

* Annual language level reclassification by teacher recommendation for levels 1-3.

** Students reclassified to a level 3 are assessed with the Oral LAS; level-3 students are required to take the LAS for a level-4 reclassification.

*** Level-4 students are assessed with the LAS at least every other year, depending on teacher recommendation, until a total passing score is obtained.

5. Longitudinal Evaluation of English Language Acquisition

In order to evaluate the programs serving students with limited English proficiency in the district, the Administration proposes to develop a database of students entering the programs, along with various indicators of program success (LAS scale scores, achievement test scores, history of retention, and other information). Progress toward these outcomes will then be analyzed as the annual report to the DPI is completed each summer.

Fiscal Impact Statement

6. Funding to implement the Supera Assessments is included in the budget for the Department of Research and Assessment. It is anticipated that the costs for the additional Language Assessment Scales (LAS) tests will be between $5,000 and $6,000 per year and will also be funded through the budget in the Department of Research and Assessment.

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(Item 8) Report on Staff Development with Respect to the Balanced Assessment System

Your Committee received the following report from the Administration:

Background

1. On October 31, 2000, the Board adopted, with amendments, the Administration's recommendation on a Balanced Assessment System. Amendment #5a stated, "That the Administration report back to the Board by January 2001 on staff development, including the scope and nature of training provided to all teachers for both classroom assessments and longitudinal assessments, as well as a description of the opportunity for every affected teacher to describe what training they think should be involved."

2. The Balanced Assessment System adopted by the Board has three primary components: Diagnostic literacy assessments, longitudinal assessments of student growth, and classroom assessments. Each assessment component will have a corresponding staff-development component.

Administration’s Report

3. Diagnostic Literacy Assessments. The district assessment for early childhood literacy will be a standardized assessment measure throughout the district. The two purposes of this diagnostic literacy assessment will be to improve teaching and learning and to inform parents and educators of students’

literacy status. The assessment tool will be developmentally appropriate and the data generated will not be used in a high-stakes manner. Assessments will be scheduled in reading and writing for students in K5 through grade 1. The Administration plans to make a recommendation in January 2001 regarding a specific assessment and vendor.

Professional Development for Diagnostic Literacy Assessment, The Administration has initiated a Request For Proposal (RFP) process to select a vendor for the diagnostic literacy assessments. The Administration will be able to make a recommendation to the Finance/Personnel Committee in January of 2001. This will still allow us to meet the timeline for staff development in the spring of 2001 and full implementation in the fall of 2001.

The content and cost of staff development for the diagnostic literacy assessment will be part of the Administration's vendor recommendation to the Finance/Personnel Committee in January 2001.

4. Longitudinal Assessments of Student Growth. The district's longitudinal assessment process will measure growth in student achievement with standardized assessments. These assessments of student growth, which will be aligned with district-adopted standards, will yield scale scores similar to those of the state-required Wisconsin Knowledge and Concepts Exam (WKCE). The longitudinal assessments will be administered once a year in reading, English language arts, and mathematics for grades 2, 3, 5, 6, 7, and 9.

Although these assessments are primarily summative in nature, data from the assessments will be used in ongoing conversations regarding curriculum evaluation and instructional planning for individual students and for classrooms. Specialized, value-added data analyses will inform students, parents, school sites, the district, and the general public about learning gains over a given period of time.

Professional Development for Longitudinal Assessments of Student Growth. On October 31, 2000, the Board approved CTB McGraw-Hill as the vendor for the longitudinal assessments. The CTB staff development assessment components for the TerraNova Multiple Assessments and the Supera M/A (a Spanish achievement test) are a pre-test orientation, post-test orientation, and Central Services evaluation-and-planning orientation. The pre-test and post-test staff development will use the train-the-trainer model: it will develop assessment expertise with a school core team consisting of the principal and the school assessment coordinator that will, in turn, educate the school staff (chairpersons from school governance councils will also be invited)

Professional Development Annual Timeline:

Pre-test Orientation ..... Once per year

- Review Test Coordinators Manuals
- Introduce Concept of Action Plan Development
- A sample half-day pre-test orientation session would include:
  - Overview of TerraNova/Supera
    - What makes TN different?
    - Content review
    - Norming process/information
    - Summary
  - Review of Test Materials
    - Test Booklets
    - Teacher Directions
    - Group Information Sheets
    - School Group Lists
    - Packaging
  - Test Administration
    - Regular Education
    - Special Education
    - Special Codes
    - Accommodations

Post-test Orientation.....Once per year
Review test results
Develop Action Plans

A sample post-test orientation session would include:

TerraNova/Supera Reporting System
How to read reports
How to interpret reports
How to use reports to improve curriculum and instruction

Central Services Evaluation and Planning.....As needed
Review District-wide results (bimonthly)
Develop Action Plans
Help to prepare summary reports

5. Classroom Assessments. The school-site classroom assessments, which will be ongoing, will be conducted by the teacher under the guidance of the district. These assessments, which will be primarily formative in nature, will be especially useful as teaching and learning tools, assisting teachers to make classroom-level decisions. These assessments are a variety of school-site assessments, a centrally scored performance assessment in writing at grades 3, 5, 6, and 7, and the diagnostic literacy assessment at K5 and grade 1.

Professional Development for Classroom Assessments. The school-site classroom assessments — which include assessments in reading, English language arts, mathematics, science, and social studies — are based on the *MPS K-12 Academic Standards and Grade Level Expectations* and align with the *Wisconsin Model Academic Standards.* While the professional-development sessions on classroom assessments will include a focus on specific assessments, they will also provide a review of the purpose of the balanced assessment system, its components, and the unique purpose of the classroom assessments.

Staff development which is needed to support the elementary reading curriculum and assessments will include Word Study (phonemic awareness, phonics instruction, and the effective use of Word Walls); Components of a Balanced Reading Program; Guided and Shared Reading; Effective Strategy Instruction for Differentiated Learning Styles; Intervention Strategies; and curriculum alignment and assessment. At the secondary level, workshops related to specific grade-level reading behaviors and strategies will be provided. The secondary reading program focuses on processes necessary for reading success in content-area classes.

For the professional development in English language arts, full-day inservices are planned for the classroom assessments in writing for teachers of grades three, five, six, and seven, as well as high school teachers. The substance of the workshops will include best practices, exemplary models, and student work protocols.

In mathematics and science, the classroom assessments correspond to modules being taught at the elementary and middle school levels. The modules, in turn, correspond to Board-adopted standards-based curriculum materials. Professional development sessions have been planned for each of the assessments. Each session will cover the assessments, the rubrics (scoring guides), and methods for determining proficiency. At the ninth-grade level, the professional development sessions will focus on the administration and scoring of assessments. In addition, there will be an emphasis on the connection of the assessments to teaching and learning.

The social studies assessments involve a student-growth portfolio that is a collection of work samples and assessments that, gathered over time, demonstrate continuing student growth and change.

The professional development at the elementary level includes teacher examination of each type of assessment, the rubrics (scoring guides), and the application to student work. Teachers will also examine instructional strategies designed to provide additional practice and review to help students achieve proficiency (e.g., how to align instruction with assessments such as the end-of-unit test and how to review, administer, evaluate, and use results to inform instruction).

At the secondary level, teachers will participate in professional development sessions that include the refinement of assessment questions, the application of rubrics to student work, and the development of instructional strategies to help students achieve proficiency.

6. Opportunity for Teacher Input. During the spring semester of 2000-2001, the Office of Research and Assessment will conduct a survey of all teachers on what professional development opportunities are needed on the Balanced Assessment System. The survey will be designed to discern whether professional development has been made available, whether the teacher has accessed it, whether it was helpful, and whether it could be improved.

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(Item 9) Report on the Eighth-Grade Transitional Program

Your Committee received the following report from the Administration. The follow-up report in March is to include information regarding what happened to 8th-grade students who were retained in the middle schools.

Administration's Report

At its February 1996 meeting, the Board directed the Administration to develop learning proficiencies in mathematics, science, and communication for the eighth-grade class of 2000. The Board approved the middle-grades proficiencies in June 1997 and mandated that students who are in the eighth-grade class of 2000, and those who come after, must meet the middle-grades proficiency requirements in order to be promoted to ninth grade.

In December 1999, the Board adopted two educational programs for eighth-grade students who do not meet proficiency requirements:

- Remain at current location — Students who are retained would be in eighth grade for another year and receive focused support to help them achieve proficiency.
- Enter a transitional program — MPS high schools will provide of specific services for transitional students, with the high school per-pupil allocation adjusted on services provided and funding allocated through the annual adopted budget.

June-July2000

In June 2000, 1,834 eighth-graders (29% of all eighth-grade students) had not yet achieved proficiency. Middle schools notified the parents of these students by letter that their children should attend summer school and enroll in Adopt-A-City, an abbreviated curriculum designed to cover the proficiencies. A total of 566 students enrolled.

For any remaining non-proficient eighth-grade transitional students, high schools were requested to submit educational plans that were to include using Plato Educational Software. This software is designed to provide individualized, self-paced instruction targeted to the special needs of each student.

August 2000

Seventy-three percent (413) of the children attending the Adopt-A-City summer school program succeeded in reaching proficiency. In addition, 481 students met the proficiency requirements through a variety of other summer educational programs offered in MPS middle schools. Following the completion of summer school in August, 940 students still did not meet the proficiency requirements. High schools began collecting proficiency data for their assigned students and sent representatives to be trained in the usage and monitoring of the Plato Educational Software.

September/October/November 2000

The third-Friday count of eighth-grade transitional students totaled 833. Twelve schools, having technology compatible with the Plato software, were connected to a wide-area network server and began scheduling students into the program. The other seven schools sent representatives to be trained on Plato's web-based product. An additional follow-up training session was provided.

Most high schools are offering support classes for the transitional students. Many are working with students after school. Students are required to complete Plato curriculum modules and assessments in order to demonstrate proficiency in the areas of reading, language arts/writing, math, and science.

The number of transitional students in October was 790. The reduced numbers reflect students identified since September, with the following exemptions:

- Limited English proficiency
- Individual educational plans

Of those 790 students, 649 are enrolled in MPS schools, and 30 are enrolled in alternative school programs. The remaining 111 students have not shown up at all or have dropped out of school.

December 2000

As of December, 14 high schools are accessing Plato on the wide-area network, 3 will soon be connected, and 2 schools are accessing Plato via the web-learning network. Because some schools were late in accessing the Plato software, high school principals proposed the following alternative criteria to meet proficiency, which will be implemented beginning the second semester of the current school year:

- Earn proficiency status using the Plato educational software
- Achieve basic or better in the areas of reading, math, and/or English on the ninth-grade Terra Nova test in February
- Remain in the Plato program for the remainder of the year and, by June, earn five credits or more and receive teacher recommendations in three core subjects.

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(Item 10) Report on the 2000 Summer School and Plans for the 2001 Summer School

Your Committee received the following report from the Administration:

Administration's Report

1. Following is a brief summary of the highlights of the Summer School 2000 program. Information for this report comes from a review of student grades, attendance reports, a reading program study, an analysis of student performance with the Voyager Program, and an analysis of outcomes for the kindergarten program. A more detailed report will be provided at the time of the meeting.

2. Summer School 2000 was held from June 26 to July 28, 2000. Seventy-three school sites provided educational and recreational activities for over 16,000 students. Approximately 1,863 students with special education needs were served in general summer school sites, and approximately 10,000 children attended the Wrap Around Recreation Program.

New to the Summer School 2000 program were 10 high schools offering English and math courses for their local school populations, a grade-eight completion project, a K-12 instrumental music program (including harp), and an elementary girls softball league.

3. The number of summer programs designed and operated by local school staffs increased from 18 sites in 1998 to 51 sites in 1999 to 61 sites in 2000. In many cases, a small local program also shared the building with a citywide program. With fewer sites in operation, this decreased administrative costs and reduced operating expenses.

4. Kindergarten students showed improved performance in areas assessed: letters of the alphabet, phonetic sounds of letters, and basic sight vocabulary. There was improvement for children in kindergarten for all areas measured as a result of participation in summer school.

- 55.5% of the students demonstrated a gain in learning the letters of the alphabet
- 78% of the students demonstrated gains in learning phonetic sounds
- 86% of the students demonstrated gains in acquiring basic sight words

Greater improvement in achievement was noted in longer summer programs. Achievement for students dropped off significantly when a child was absent seven or more days. A greater continuity of instruction and better attendance is expected in sites where the same teachers continue to instruct their students in the summer session.

5. The elementary math and science summer curriculum, "Disappearance at Duckweed Pond," developed by the Medical College of Wisconsin, showed increases in science content knowledge and science reasoning ability. For the science and math program, 55% of the primary students and 71% of the intermediate students demonstrated proficiency on the post-test. The post-test scores indicate significant gains. The percentage of students scoring at the proficient level was 25% higher on the post-test.

6. The elementary reading/language arts program assessed all students with the Dolch Sight Vocabulary test, a Comprehension-Story Mapping test for students in grades 1-3 and a Comprehension-Written Summary for students in grades 4-6.

- 80.3% of the students demonstrated a gain in acquiring the Dolch Sight Words
- 44.8% of the students demonstrated a gain on the Story Mapping test
- 54.4% of the grade 4-5 students demonstrated a gain on the Written Summary test

A significant gain in achievement was indicated on the Dolch Sight Vocabulary test and the Comprehension Story Mapping test. The Comprehension-Written Summary measure did not show significant improvement. For the Dolch Sight Vocabulary test, and the Story Mapping test students made more gain the longer they were in summer school.

7. Twenty-two local elementary sites including summer schools and summer recreation enrichment programs (SREC) used the Voyager programs for their summer curriculum. 58.7% of the students demonstrated improvement in performance on the end of program tests. There were significant improvements in student performance across all programs used. Students who are in summer school longer made greater gains, and students with less than seven absences made the greatest academic gains.

8. At the middle school level, 16 middle schools and one K-8 school offered local summer programs. These sites showed a significant improvement in rate of attendance for middle school students (in 1998, 48% stopped attending; in 1999, 24% stopped attending; and in 2000, 13 % stopped attending). The middle school instruction focused on helping students meet the proficiency requirements.

9. At the end of the school year, 1,834 8th-graders (29% of all 8th-grade students) had not yet achieved proficiency. Most of these students attended the Adopt-A-City summer school session. Over 70% of students attending summer school succeeded in reaching proficiency. By the end of the summer session, a total of 940 of the eighth graders (15%) had not yet achieved proficiency. Approximately 894 of the 8th-graders met proficiency in the summer session.

10. A major change occurred at the high school level for Summer School 2000, with ten schools offering local programs for their students in English and math. Citywide programs were held only for the subjects of science, social studies, art, music and drivers education.

Overall enrollment in high school at the end of summer indicated 88% of the students were still in attendance at the end of summer. Greater student safety, achievement, and attendance occurs when students continue instruction in their winter sites with teachers familiar with their performance.

11. The Wrap-Around Recreation Program was designed to enhance the Summer School program at 42 elementary schools. Twenty-five locations were programmed by the Milwaukee Public Schools Division of Community Recreation. Seventeen additional sites were operated by the following Milwaukee area youth-serving agencies: Boys & Girls Clubs of Greater Milwaukee, the Milwaukee Christian Center, YMCA, Northcott Neighborhood House, Journey House, Latino Community Center and Rosalie Manor.

Eighty-five percent of parents indicated on attitudinal surveys that the Wrap-Around program influenced their decision to enroll their children in summer school. The program offered students sports, games, field trips, and educational enrichment in a safe and secure environment.

Summer School 2001 Plans

12. Plans for the 2001 summer school are underway. It is estimated that the approximately $8 million of Board and Title1 funds available for summer school will be used for a four-week program (20 days of instruction) to begin after the new fiscal year in July. Proposed dates for summer school are July 9 to August 3, 2001. Approximately 15,000 students will be served.

13. At this time 13 schools have begun the process of developing their own summer programs for students at their schools. The funds for these programs come from the local school funds and are in addition to the $8 million of Board and Title 1 funds. The dates of these programs vary according to the schools' individual plans.

14. Similar programs of morning instruction and afternoon wrap-around recreation are planned for the elementary level. Middle school programs will continue to focus on the proficiency skills. The high school program will continue 10 local programs for English and mathematics and a citywide program for science, social studies, and drivers education.

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

(Item 1) Action on a Timeline and Process for the FY02 Budget

Background

A budget calendar is to be annually adopted by the Board per Board Governance Policy 2.05: Annual Board Planning Cycle.

Administration's Analysis

1. A budget calendar for FY02 has not yet been formally adopted. This item recommends a change to the policy with a revised calendar for FY02. The major change is that the budget cycle will not "conclude … on the last day of the Board year," which is in April. Rather, the proposed calendar sets the adoption date for the budget at the end of May. The proposed calendar is outlined in the recommendations section.

Statute, Board Policy, or Rules Statement

2. This item is in accordance with State Statute 119.16(8) and Board Governance Policy 2.05, Annual Board Planning Cycle, which states, "A Board calendar with all work displayed on a timetable will be developed annually."

Fiscal Impact Statement

3. There is no fiscal impact from the adoption of the budget calendar.

Implementation and Assessment Plan

4. The budget calendar outlines the plan of action for the FY02 budget.

Committee Recommendations

Your Committee recommends:

Recommendation #1: That the Board adopt the following FY02 Budget calendar:

FY02 BUDGET DEVELOPMENT CALENDAR		
Date(s)	**Action**	**Responsibility**
Jan 19, 2001	Proposed Calendar to Board.	Finance
Jan 20, 2001	Board retreat on Special Education and allocation of Special Education funds.	Board & Departments
Jan 24, 2001	Strategic Planning and Budget Committee meeting on revenues, budget calendar, and allocation methods.	Board
Jan 27 & 29, 2001	School Governance Council informational sessions on overall district budget and revenues.	Finance
Feb 7, 2001	Allocations, chargeback/buyback lists-forms-prices, budget/staffing-needs form, budget summary form, and related disks given to schools. Training given at general session of principals' meeting.	Finance & Leadership
March 7, 2001	Schools receive Educational Plan templates, disks and training.	Leadership
March 15, 2001 (by 4:30 PM)	Schools deliver to Leadership budget portion of the budget/staffing needs form, chargeback/buyback form, budget summary, and related disks.	Schools
March 15-23, 2001	School Budgets reviewed.	Finance & Leadership
March 15-23, 2001	Chargeback/buyback services amounts compiled.	Finance
Mar 23-30, 2001	Departments revise budgets based on school information.	Departments & Finance
Mar 23-30, 2001	Continued review of school budgets-changes to be forwarded to Finance. Finance will notify departments if buybacks are adjusted from this review.	Finance & Leadership
March 30, 2001 (by 4:30 PM)	Final school adjustments to proposed budgets given to Finance.	Leadership & Schools
April 2-30, 2001	Compilation of budget and analyses.	Finance & Departments as needed
April 4, 2001	Staffing Needs and training given to schools.	Leadership
May 1, 2001	Proposed Budget Document released.	Finance
May 3-15, 2001	Strategic Planning & Budget Committee's review & amendment of proposed budget.	Board
May 2, 2001 (by 4:30 PM)	Staffing Needs forms due to Leadership	Schools
May 2-25, 2001	Leadership reviews Staffing Needs from schools	Leadership

Date(s)	Action	Responsibility
May 15, 2001	Strategic Planning & Budget Committee recommends budget to Board.	Board
May 17, 2001	Proposed Budget/public hearing notice published in newspapers.	Finance & Board Governance
May 24, 2001	Statutory public hearing on Strategic Planning & Budget Committee's Recommended Budget.	Board
May 25, 2001	Staffing Needs given Human Resources.	Leadership
May 29, 2001	Budget Adoption.	Board
June 8, 2001	Schools deliver final Educational Plans to Office of the Deputy Superintendent.	Schools
Aug 2001	Board transmits tax levy to Common Council.	Board Governance
Sept-Oct 2001	Board finalizes FY02 Budget - transmits any changes in tax levy to Common Council.	Board

Recommendation #2: That the Administration report back to the Board a recommended budget calendar for FY2003 no later than June 30, 2001.

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 2) Report on Revenue Forecast for FY02 and Authorization to Prepare an FY02 Proposed Budget Based on the full Revenue Authority Granted under the Revenue Limit

Background

1. Each year, the Administration reports to the Board its estimates of enrollment for the coming school year, as well as any impact on the district's available revenues for the next fiscal year. Since the state's revenue limit law ties general state aids and local school taxes to enrollment changes, this estimate of expected enrollment is indispensable to financial planning.

Administration's Analysis

2. The following represents an outline of the projections to date:

ENROLLMENT

As in past years, the projection of September enrollments for planning purposes has involved a joint effort by Leadership Services, Facilities, and Finance: Initial system-wide forecasts are prepared in Leadership and Facilities. Projections are made on a grade-by-grade basis and an agreed-upon set of figures is arrived at. Leadership, consulting with other departments, then identifies the portions of the total enrollment which are expected in the suburbs under the Chapter 220 and Open Enrollment programs; in alternative and partnership schools; and in non-instrumentality charter schools. This results in a breakdown as follows:

Schools	2000 3rd-Friday Enrollment	2001 3rd-Friday Projection	Projected Enrollment Change	Projected Change
Elementary	54,418	52,639	-1,779	-3.27%
Middle	17,327	16,784	-543	-3.13%
High	21,912	22,112	+200	0.91%
SUBTOTAL	93,657	91,535	-2,122	-2.27%
Alternative/Partnership/Contracted	3,587	3,587	0	0.00%
Non Instrumentality Charters	750	1300	550	73.33%
SUBTOTAL	4,337	4,887	550	12.68%
Chapter 220 (in suburbs)	4,716	4,716	0	0.00%
Open Enrollment (in suburbs)	831	1,200	369	44.40%
SUBTOTAL	5,547	5,916	369	6.65%
GRAND TOTAL	103,541	102,338	-1,203	-1.16%

3. The remaining portion of the projected enrollment is broken out into estimated amounts for each MPS elementary, middle, and high school. Leadership Services confers with individual schools, reviews past years' enrollment for patterns and proposed program changes for impact, and determines a set of figures that matches the overall projected number. In years like FY02, where a significant drop in enrollment is forecast, distributing the decrease among schools is a difficult task. In projecting individual elementary school enrollments (where a loss of nearly 1,800 pupils is estimated), schools who exceeded their projections for fall 2000 by 3% or more were reduced by only half the percentage of the remaining schools, in recognition of their success in attracting higher numbers of pupils.

4. The figures shown in the chart above are converted to an estimated full-time equivalent countable for state aid and revenue limit purposes by the Finance Department. The detailed school-by-school figures are used, along with historical retention trends for each school, to calculate a January enrollment projection. Finance staff then averages the September and January numbers to arrive at the enrollment figure used in distribution of School Operations Fund revenues to schools.

REVENUE LIMITS

5. The increases expected per-pupil for FY02 are partially offset by the district's continuing drop in enrollment. The net effect is an expected increase of only $13.74 million, assuming a growth of $220 per pupil in the limit. Estimates beyond FY02 indicate that the size of increases in revenue limit will decline to the neighborhood of $10 million per year if current law and enrollment trends continue.

REVENUES

6. The revenue limit for all funds is expected to increase $13.74 million This means that property taxes and state general aids may rise only by that amount. A review of other revenue sources has also been made. Present estimates for the net change in federal aids, state categorical aids (handicapped, bilingual, etc.), and miscellaneous sources show an expected increase of only $.48 million, of which $.13 million is in Extension Fund user fees. (These estimates do not include increases in long-term borrowing for new areas such as the Lynde and Harry Bradley Technology and Trade High School and Neighborhood Schools projects.) Except for such borrowings, $14.22 is the expected increase permissible for the combined School Operations, Construction, and Extension Funds.

The Construction Fund will contain the $7.3 million in borrowings for remodeling which was part of the Operations Fund in FY01. The Extension Fund will increase $.13 million, due to fee revenue. It is proposed to devote the entire remaining increase of $14.09 million to the School Operations Fund.

Strategic Plan Compatibility Statement

7. The recommendation is supportive of the district's strategic plan, particularly the initiative to improve the district's financial management systems to preserve the district's financial stability and to decentralize funding and decision-making authority to the schools.

Statute, Board Policy, or Rules Statement

8. This item is in accordance with Board Policy 3.01: "the Committee on Strategic Planning and budget shall consider and make recommendations to the Board on all matters pertaining to budget development and control."

Fiscal Impact Statement

9. A FY02 budget that utilizes the full spending authority of the district will allow only an increase of approximately $14.2 million, plus any increased borrowings. This represents a 1.7% increase in the three statutory funds combined.

Implementation and Assessment Plan

10. The FY02 proposed budget will be prepared within the state revenue limits, using the district's full revenue authority.

Committee Recommendation

Your Committee recommends that the Board authorize the preparation of a FY02 proposed budget that uses the full revenue authority granted under the revenue limit, with any increase in spending authority to be utilized in the School Operations Fund.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 3) Action on the Budget Allocation Formula

Background

1. FY2001 BUDGET PROCESS AND ALLOCATION METHOD

   a. The FY2001 budget incorporated substantial expansion of decentralized budgeting: As finally amended and adopted in October 2000, only 7% of the School Operations Fund remained centralized, mostly paying expenses unrelated to individual MPS schools, such as Special Education services to non-MPS pupils or transportation of city Chapter 220 pupils to and from their suburban assignments. School allocations constituted 93% of the School Operations Fund. Out of this expanded allocation, schools were required to purchase certain central services (called "chargebacks") and selected other services (called "buybacks") at their option. These chargebacks and buybacks, along with the 7% of School Operations which was not decentralized, provide the revenue by which central service activities are carried out.

   b. Each individual school received its allocation on **two distinct bases**. Part of each school's allocation was given as block grants — amounts related to specific program costs such as special education or English as a Second Language, or for costs varying widely by site, such as pupil transportation or building operations. They are not a part of, nor do they affect, school eligibility for funding under state or federal grants.

      On average, 70% of each allocation was based upon projected enrollments, using a pupil weighting system that allowed for grade-level differences, bilingual program costs, and other program funding factors. These allocations were made on the basis of enrollments projected in spring 2000. Then in September, when schools reported their actual fall enrollments, adjustments were made based on the amount of variance from the spring projections. In addition, enough funding was available under the revenue-limit re-estimates to allow schools whose enrollments exceeded projections to share in an additional $1.4 million in proportion to their success in attracting additional pupils.

c. The FY01 budget experience shows general progress in decentralization and in the distribution of funds according to enrollment:

- Allocations to schools rose from 60% of the School Operations Fund to approximately 93%.
- At least 70% of school allocations were based on the weighted pupil system.
- Fall funding adjustments were tied more closely to actual enrollment variances than in any past year. Both increases and decreases were proportional to a measure of enrollment variance.
- Budgets for direct expenses by schools in FY01, plus the optional services chosen (buybacks), represented over 67% of the budget, leaving 33% of spending directed by central operations. This compares with 60% for schools and 40% for central operations in FY00.

2. IMPROVEMENTS IN FY02 METHOD AND FORMULAS

Building on a generally successful FY01 experience, further improvements are planned in implementing decentralized funding for FY02:

a. INCLUSIVE DEFINITION OF "SCHOOL" — The FY01 definition of "school" excluded instructional services for several groups of students that were paid for by MPS, but which were provided either in MPS alternative or non-MPS settings. As a result, funds were set aside as a central expense for these services. An expanded definition of "school" would be more appropriate. This more inclusive definition would shift amounts for all direct instructional services to the "school" category.

b. EXPANSION OF SCHOOL ALLOCATION METHOD — In conjunction with this recategorization, funding for Congress, Hi-Mount, MPS alternative schools, and instrumentality and non-instrumentality charter schools will be restructured in FY02. The new funding structure would parallel the funding methodology for "regular" schools of block grants plus pupil weighting in determining allocations. For a non-instrumentality charter, for example, a block grant for the cost of special education would eliminate the need for the current allowance for state handicapped aids that the school's program generates. This kind of change would bring greater uniformity to funding formulas and decrease distinctions made in pupil funding based on the program or school type in which a pupil is enrolled. Board policy defining how charters are funded, however, would have to be amended.

c. FULL-DAY & HALF-DAY PROGRAMS — In FY01, four-year-old kindergarten pupils attending school in half-day programs were funded at the same level as their full-day counterparts. As a part of the Neighborhood Schools Initiative, and as an incentive for schools to maximize their offerings of full-day service, half-day K4 pupils in FY02 will be funded at half the level of those enrolled in a full-day academic program. Schools with half-day academic programs who wish to incorporate wrap-around care into a full-day service will have the opportunity to utilize grants and supplemental School Operations Fund monies to help finance that endeavor.

d. ACTUAL ENROLLMENT ADJUSTMENTS — While variances from projected enrollments were the basis for fall FY01 budget adjustments to schools, the variances did not fully adjust allocations by the original per-pupil amounts. In fact, the net effect of these adjustments was to redistribute nearly the same total funding to schools as originally planned, despite actual enrollments being roughly 1,200 below expected levels. Thus, while funding was shifted to "follow the child," the shifts did not occur in proportion to the total enrollment pattern. For FY02, it is expected that full adjustment will be made in the fall for positive and negative enrollment variances.

e., TRANSITION ALLOWANCE — The FY01 school allocations incorporated a net of $1.4 million in "allocation method transition funding" — special adjustments to ease the impact on a number of schools of the new allocation method. This funding was scheduled to decrease over four years as school planners adjusted their educational and financial plans to their new allocations. In FY02, the amount needed for transition is expected to be approximately $1.0 million.

f. CENTRAL OPERATIONS REVENUES — Funding for central budgets is based upon revenues from MPS schools, plus any amounts identified as unrelated to MPS schools, but related to outside obligations (such as special education services to non-MPS pupils). For FY02, central departments will not generally be allowed to increase their school revenues from chargebacks. Exceptions to this rule will be made only for utilities and the amount needed to be earmarked for unsettled labor agreements, which may be larger than the FY01 amount. This approach guarantees that the maximum amount of any revenue increases that the district receives will be made available to schools. It also results in significant reductions in the purchasing power of central office departments as they deal with higher benefit and wage rates and inflation in general, on fixed revenue levels.

Administration's Analysis

3. Using the above guidelines, planning for FY02 is already underway. Base data has been established, and preliminary calculations have been made. The following represents the manner in which the allocation process would work:

ESTIMATED ALLOCATION OF SCHOOL OPERATIONS REVENUES
(in million $)

The following figures utilize current estimates in order to demonstrate the allocation methodology. Figures in the proposed budget may vary somewhat from the following as cost projections are refined.

FY01 SCHOOL OPERATIONS FUND		$ 821.74
Revenue Limit Increase		13.74
Other Net Revenue Changes		(7.30)
FY02 SCHOOL OPERATIONS FUND		$ 828.18
Non-school Funding:		
Contingent Fund	$ 2.80	
Community Impact Grant	0.80	
Intergovernmental Agreement with City	3.31	
Debt Service/Neighborhood Schools Initiative	10.74	
Suburban/Private Pupil Transportation (includes a share of administrative costs)	11.81	
Special Education for Non-MPS Pupils	2.66	
School-To-Work Transition (50% per Board action May 2000)	0.73	
Radio and Television Stations	0.46	
		33.31
SCHOOL REVENUES		$ 794.87

Block Grant Allocations:

Open Enrollment	$ 5.90
Contracted Kindergarten/Elem	4.24
Home and Hospital	.56
Summer Schools	4.60
Alternative/Partnership Contracts	17.02
Textbook Adoptions	3.27
Eighth Grade Transition	2.80
High Scope/Extended Day	6.59
English as a Second Language	3.91
Special Education	93.35
Pupil Transportation	44.68
Building Operations	48.38
Transition To New Allocation Method	.97
	236.27
AVAILABLE FOR WEIGHTED PUPIL DISTRIBUTION	$ 558.60

(To be distributed among pupils in elementary, K-8, middle, high, MPS alternative, instrumentality charter, and non-instrumentality charter schools on a weighted basis.)

Strategic Plan Compatibility Statement

4. The recommendation is supportive of the district's strategic plan, particularly the initiative to improve the district's financial management systems to preserve the district's financial stability and to decentralize funding and decision-making authority to the schools.

Statute, Board Policy, or Rules Statement

5. Changing the funding of charter schools to the proposed block grant/pupil weighting method will require a change in Board administrative policy 9.12, section IX, and administrative procedure section II(1), which specify that MPS charter schools receive funding equal to the charter schools of MATC, UWM, and the City of Milwaukee. This change will be dealt with in a future board item.

Fiscal Impact Statement

6. The proposed allocation method distributes 96% of the School Operations Fund to schools, of which over 70% is to be allocated on a weighted pupil basis.

7. Revenue for central operations will undergo a general freeze.

8. More schools and programs will begin to receive their funding through a combination of pupil weighting and block grants.

9. Fall adjustments for enrollment variances will reflect the full per-pupil amount used in budgeting.

Implementation and Assessment Plan

10. The FY02 proposed budget will be prepared using the approved allocation methodology.

Committee Recommendation

Your Committee recommends that the Board authorize that the above modifications to the FY01 allocation methodology be utilized in the preparation of the FY02 proposed budget.

* * * * *

Director Braun moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—Director Hardin—1.

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Dannecker 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 with Respect to Positions to be Taken Regarding Current Legislative Matters Including, But Not Limited to, the Governor's Budget Bill

Background

The Governor will release his proposed budget sometime in early February. After introduction, the budget bill will be forwarded to the Joint Committee on Finance to amend and revise. This item represents a proposed legislative agenda for the district which provides district officials with direction and guidance pertaining to the up-coming State budget process.

Administration's Analysis

In order to promote legislative action consistent with the short-term and long-term priorities for MPS, the district should focus on those items in the budget proposal that are of the most immediate concern for MPS. Provided below is a list of district legislative proposals, along with an analysis of their impact on the district.

1. Allow MPS to count children for a full FTE of funding for participating in all-day K4 programming.
   - Once fully phased-in, this would increase MPS spending by $10.3 million.
   - "All-day MPS" model of K4 programming is preferred to other models; therefore, funding should be pursued vigorously.
   - District is already committed to all-day K4 programming as part of the Neighborhood Schools Initiative.
2. Create a categorical aid program to fund before- and after-school programming in 100 MPS schools.
   - Total cost = $7,000,000 ($70,000 per site)

- As was pointed out through the Neighborhood Schools Initiative (NSI) planning process, before- and after-school programming is essential if the state expects children to choose their neighborhood schools.
- After-school programming provides children with safe, constructive environments during the period of time in which juvenile crime is most likely to occur.
- The district is already committed to providing before- and after- school programming at 35 schools as a result of NSI.

3. Increase funding for Special Education to cover 50% of costs.
   - The costs of special education are growing rapidly not only for MPS but for districts all around the country. At the same time, the state's reimbursement rate has declined steadily.
   - Under this proposal, state spending on special education would increase by $102.3 million, while MPS spending would increase by $18.1 million.
   - MPS property taxes would increase by $2.6 million.
4. Create a program to provide a salary "performance bonus" to teachers who work in schools that have a high percentage (50%) of low-income children (as measured by participation in the free- and reduced-lunch program).
   - At one point, MPS offered the highest teacher salaries in the Milwaukee Metropolitan Area. Now the district ranks near the bottom when it comes to the maximum salary allowable.
   - Due to the hyper-inequity that currently exists, it will be hard for MPS to keep up with its suburban competitors, and, as a result, MPS will have fewer and fewer experienced teachers in the system.
   - The Governor is planning to introduce a teacher bonus system that would reward teachers in schools that show improvement in student achievement. This program would "piggy-back" on the Governor's proposal by offering larger bonuses to teachers in low-socioeconomic status schools that meet state-established targets. The exact size of the bonus will depend on the Governor's proposal.
5. Fight to ensure that the manner in which choice and charter schools are funded does not place an unfair burden on Milwaukee taxpayers.
   - Current law relating to the way choice and charter schools are funded is more advantageous to Milwaukee than the way the program was originally funded.
   - Some forces around the state would like to see current law overturned and the old law reinstated. Such a move would raise Milwaukee property taxes.
   - The Association for Equity in Funding has a plan that would allow MPS to count all choice and charter students for revenue limit and aid purposes. In turn, MPS would fully fund the program. Such a system would be better for MPS than current law.
6. Support the "Spence Proposal" for funding education in Wisconsin.
   - The Spence Proposal calls for eliminating the current state education finance system and replacing it with a new regional model for funding education.
   - The state would establish an "adequate" funding amount that each district would be required to spend.
   - In addition to the adequate amount, each CESA could elect to spend more and could raise necessary revenues from the institution of either a sales or property tax.

- Each CESA would have to adopt an "equalization plan." After each plan is fully implemented, the lowest-spending district in each CESA will be within 90% of the highest-spending district.
- The Spence Proposal represents the district's long-range goal for systemic reform of the state's education finance system.

7. Other District Positions

- Increase state funding (or increase the revenue limit) to assist the district in meeting the new teacher licensure changes as recently adopted by DPI. The estimated cost of compliance is $4.4 million.
- Allow school districts to count 3-year-old children for up to 0.5 FTE of funding for half-day educational programming;
- Increase "on-time" accessibility to TEACH funding;
- Provide additional funding to help support the district's Administrator and Principal Leadership Program ($100,000 per year);
- Provide additional funding for the Milwaukee Teacher Education Center (MTEC) program (increase from $250,000 to $400,000 per year);
- Increase the rate of growth in the revenue limit. This request is in recognition of the fact that the "cost of education" is presently growing at a faster rate than the existing revenue limit.
- Increase the district's revenue limit by $6.5 million so that the Desegregation Settlement Programs presently required by the state can be funded without reducing resources for other district programs;
- Remove the $16 million ceiling from the Medicaid reimbursement formula and make the percentages the same for administrative and school-based medical services: 90% to the school district, and 10% to the state;
- Provide an additional $1 million a year in funding for the Preschool to Grade 5 (P-5) Program. This additional funding will allow schools to maintain their current programs in the face of rising education costs.
- Index the per-pupil allocation for the Student Achievement Guarantee in Education (SAGE) program to CPI-Urban (or another price index which more appropriately reflects changes in education costs). This is to ensure that schools have sufficient resources to reduce class size to 15:1.
- Explore the possibility of MPS's becoming an instrumentality "Charter District";
- Maintain current state law as it relates to employee residency requirements;

Strategic Plan Compatibility Statement

The recommendation supports the MPS Strategic Plan's Goal 1, Improve student achievement; Goal 2, Improve student success in further education and employment; and Goal 3, Improve family satisfaction.

Statute, Board Policy or Rules Statement

This proposal is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

There is no direct fiscal impact of endorsing this agenda.

Committee Recommendation

Your Committee recommends that the Board adopt the proposed Legislative Agenda as outlined in items 1 through 7 above, with the following addition to item 7:

- Request full funding of all state mandates (e.g., library media specialists).

Director Johnson moved to adopt the Committee's recommendations.

At the request of Director Hardin, division of the question was ordered.

The question being on recommendation 1, allow MPS to count children for a full FTE of funding for participating in all-day K4 programming, it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

The question being on recommendation 2, create a categorical aid program to fund before- and after-school programming in 100 MPS schools, it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

The question being on recommendation 3, increase funding for Special Education to cover 50% of costs, it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

The question being on recommendation 4, create a program to provide a salary "performance bonus" to teachers who work in schools that have a high percentage (50%) of low-income children (as measured by participation in the free- and reduced-lunch program), it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

The question being on recommendation 5, fight to ensure that the manner in which choice and charter schools are funded does not place an unfair burden on Milwaukee taxpayers, it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—7.

Noes—Directors Hardin and O'Neil—2.

The question being on recommendation 6, support the "Spence Proposal" for funding education in Wisconsin, it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—Director Hardin—1.

The question being on recommendation 7, other district positions, it was adopted on the following vote:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—9.

Noes—None.

Director Braun moved to add the following to recommendation 7, other district positions:

- Request full funding of all state mandates (e.g., library media specialists).

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—Director Hardin—1.

* * * * *

(Item 2) Approval of a Resolution Opposing Any Erosion of Financial Support for the Chapter 220 Program

Background

The Administration has been meeting with suburban superintendents for about a year and a half to identify ways to improve the operation of the Chapter 220 program in an effort to best meet the needs of MPS and suburban students. One of the outcomes of these discussions was the establishment of transportation regions for the program. Commencing with the 2001-2002 school year, all new Chapter 220 students will be eligible to attend those suburban school districts that align with the transportation regions.

The Administration will be continuing to meet with the suburban school districts to discuss financial and educational matters of mutual concern and to develop additional ways to improve the program.

In January 2000, The Suburban Schools Legislative Committee and representatives of the Milwaukee Public Schools jointly developed the following resolution supporting continuation of the Chapter 220 program. The resolution is being submitted for adoption to the Milwaukee Board of School Directors.

Resolution

WHEREAS, tThe Chapter 220 Interdistrict Student Transfer Program ("Chapter 220") develops understanding and appreciation of economic and cultural differences, which, in turn, promotes the principles of our democracy in a society which is becoming more multi-cultural; and

WHEREAS, The Chapter 220 Program provides an opportunity for parents to exercise choice in selecting school programs which they believe best meets the instructional needs of their children; and

WHEREAS, The Chapter 220 Program serves children from families without regard to financial ability to transport to another school of choice; and

WHEREAS, The Chapter 220 Program promotes strong academic achievement for program participants in both suburban and Milwaukee schools; and

WHEREAS, The Public Policy Forum has reported that the Chapter 220 Program is popular among participants, benefits both Milwaukee Public Schools and participating suburban districts, and has consistently met its original goal to promote cultural and economic integration in education; and

WHEREAS, Suburban schools and Milwaukee Public Schools have worked together for over a year to study and analyze the impact of erosion of financial support to Chapter 220 and have concluded that current Chapter 220 funding is a crucial part of the state's funding formula for both suburban school districts and Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Suburban Schools Legislative Committee and the Milwaukee Public Schools encourage the Governor and legislators to oppose any erosion of financial support for the Chapter 220 Program because it will result in a setback in achieving the goals of cultural and economic diversity and bring about a significant increase in tax burden for our communities, with a corresponding reduction in educational programs.

Committee Recommendation

Your Committee recommends that the Board adopt the above resolution opposing any erosion of financial support for the Chapter 220 program.

Director Johnson moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

* * * * *

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Authorization to Make Purchases

The TAC (Technology Advisory Committee) has reviewed these projects and recommends the following:

SS-579 Curriculum Software (Title 1 for 3 parent centers)

Recommend authorization to purchase perpetual software licenses for various titles of Knowledge Bank courseware from Visual Learning Solutions, LLC. The items are for the parent centers at Andrew Douglas, Walker, and Word of Hope.

The items total $85,200 and will be paid for from a centralized Title 1 account: 1-14-4-162-610-551-110000

SS-580 Upgrade of Two Curriculum Labs (Wisconsin Avenue)

Recommend authorization to purchase 60 computers, a file server, maintenance and upgraded software for curriculum and systems management for two existing Computer Curriculum Corporation software laboratories.

The estimated project total is $92,220 and will be paid for from:

1-10-4-609-401-551-110500 = $46,110
1-14-4-287-401-553-110500 = $46,110

SS-582 Lease-Purchase of Computers (Title 1 for 16 schools)

Recommend authorization to enter into three-year lease-purchase for 128 Dell computers, plus one file server and 48 Apple iMac computers, plus 5 file servers.

The estimated value of the equipment is $212,800 — $62,500 for the Apples, and $150,300 for the Dells — and will be placed in ten non-public schools and six small community schools. Funding for all three years will come from a Title 1 budget:

FY01 = 1-14-4-160-600-551-110500 = $75,700
FY02 = 1-13-4-160-600-551-110500 = $75,700
FY03 = 1-14-4-160-600-551-110500 = $75,700

SS-581 Computer Memory for Cisco Switches (Technology)

Recommend authorization to purchase from Ameritech computer memory for Cisco switches totaling $86,475. The order is needed to address performance problems at various schools. The price is a significant reduction from the state of Wisconsin bid.

A contingent purchase order will be issued to Ameritech. If MPS receives e-rate funding for this order, the purchase order will be cancelled and replaced with one reflecting the e-rate discount.

Budget Code: 1-14-4-291-518-551-110500 = $86,475

SS-585 Authorization to Enter into a Contract with MIS Labs, Inc., to Provide Post-Implementation Design and Consulting Services for the District's Technology Infrastructure

The Administration is requesting authorization to enter into a two-year agreement with MIS Labs, Inc., to provide on-going technical support, design, and engineering services for the district's computer technology infrastructure. MIS Labs, Inc., designed and engineered the district technology infrastructure, which is approximately 90% complete. Completion is expected by the end of the school year. Internal and external reviews have indicated that the technology infrastructure is world-class.

The two-year contract with MIS Labs, Inc., would enable the district to adapt to new, industry-current technology strategies and to take advantage of our infrastructure investment in improving teaching and learning. The contract would be a time-and-materials contract not to exceed $320,000. Cost for FY01 would not exceed $120,000. Funds are included in the FY01 budget. Cost for FY02 would not exceed $200,000 and be subject to Board approval of the 2001-2002 budget.

FY01 = 1-14-4-818-518-312-266000 = $120,000
FY02 = 1-14-4-818-518-312-266000 = $200,000

Report of Revenues and Expenses

A. Statement of Revenues as of November 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations (3)	$794,566,808	$22,348,186	$816,914,994	$6,366,057	$92,977,649	$723,937,345	11%
Categorically Aided	92,514,462	31,950,858	124,465,320	6,786,295	24,756,701	99,708,619	20%
School Nutrition (3)	27,175,000	167,177	27,342,177	3,051,591	5,802,174	21,540,003	21%
Construction	21,073,121	14,990,054	36,063,175	101,554	16,500,602	19,562,573	46%
Extension	7,547,434	225,799	7,773,233	26,116	228,910	7,544,323	3%
Total All Funds	942,876,825	69,082,074	1,012,558,899	16,331,613	140,266,036	872,292,863	14%

B. Statement of Expenditures as of November 30, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations (2,3)	$794,495,808	$22,348,186	$816,843,994	$54,794,436	$342,456,005	$474,387,989	42%
Categorically Aided	92,514,462	31,590,858	124,465,320	11,917,344	42,912,717	81,552,603	34%
School Nutrition (2)	27,246,000	167,177	27,413,177	2,263,338	8,843,998	18,569,179	32%
Construction	21,073,121	14,990,054	36,063,175	7,100	22,464,462	13,598,713	62%
Extension	7,547,434	225,799	7,773,233	428,268	3,017,811	4,755,422	39%
Total All Funds	942,876,825	69,682,074	1,012,558,899	69,410,486	419,694,993	592,863,906	41%

(1) Represents Board-approved transfers during fiscal year 2001 and appropriations for purchases encumbered in fiscal year 2000.
(2) The $71,000 difference represents a combined over budget for Hi-Mount and Congress.
(3) An increase of $21,611 for School Operations Approved Transfers was made to reduce a FY00 deficit due to sub vacancy pay charges.

C. Statement of Revenues as of December 31, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations (3)	$794,566,808	$22,348,186	$816,914,994	$138,644,396	$231,622,043	$585,292,951	28%
Categorically Aided	92,514,462	47,121,990	139,636,452	17,664,847	42,421,544	97,214,908	30%
School Nutrition (3)	27,175,000	167,177	27,342,177	3,317,129	9,119,255	18,222,922	33%
Construction	21,073,121	14,990,054	36,063,175	2,741	16,503,343	19,559,832	46%
Extension	7,547,434	225,799	7,773,233	91,654	320,566	7,452,667	4%
Total All Funds	942,876,825	84,853,206	1,027,730,031	159,720,767	299,986,751	727,743,280	29%

D. Statement of Expenditures as of December 31, 2000:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations (2,3)	$794,495,808	$22,348,186	$816,843,994	$65,124,698	$398,184,653	$418,569,341	49%
Categorically Aided	92,514,462	47,121,990	139,636,452	12,559,561	57,370,351	82,266,101	41%
School Nutrition (2)	27,246,000	167,177	27,413,177	2,992,860	11,826,163	15,587,014	43%
Construction	21,073,121	14,990,054	36,063,175	55,037	22,307,931	13,755,244	62%
Extension	7,547,434	225,799	7,773,233	419,328	3,412,872	4,360,361	44%
Total All Funds	942,876,825	84,853,206	1,027,730,031	81,151,484	493,101,970	534,628,061	48%

(1) Represents Board-approved transfers during fiscal year 2001 and appropriations for purchases encumbered in fiscal year 2000.
(2) The $71,000 difference represents a combined over budget for Hi-Mount and Congress.
(3) An increase of $21,611 for School Operations Approved Transfers was made to reduce a FY00 deficit due to sub vacancy pay charges.

Monthly Expenditure Control Report

The expenditure control reports for November and December are attached to the minutes of your Committee's minutes.

Report on Administrative And School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Audubon	Target	$162	Educational supplies
Audubon	Anonymous	$5,000	Student incentives
Cass Street	Donna Zoble	$50	Timothy Howard Student Fund
Cass Street	Willard/Joan Smith	$40	Timothy Howard Student Fund
Clarke Street	Jim and Ruth Boyce	$1,000	Educational supplies
Doerfler	Milwaukee Wave	$48	Four tickets — door prizes
Douglass	Herbert Kohl Charities	$200	Field trips
Emerson	Grand Avenue Mall	$826	Educational supplies

School	Donor	Value	Gift or Purpose
Garfield	Toshiba American	$260	Development of garden
Garfield	Toshiba American	$100	Development of garden
Garfield	Harley Davidson	$5,000	Tutoring/Mentoring Program
Garfield	Coakley Movers	$250	Garfield Dollar Store
Garfield	Milwaukee Bucks	$1,000	Garfield Dollar Store
Garfield	Gertrude Jacobs	$500	Garfield Dollar Store
Hamilton	Nike, Inc.	$2,500	Education grant
Hamilton	Jordan Chiropratic	$3,000	Weight room equipment
Hawthorne	Pick 'N Save	$53	"We Care" gift certificates
Honey Creek	Mr. & Mrs. P. Lebenow	$900	Camp Honey Creek Daycare
Lincoln Ctr. of the Arts	Landmark On The Lake	$2,009	Exterior name change
Manitoba	Anonymous	$500	Educational supplies
Milw. Education Center	MTEC	$500	Equipment/building lounge
Sixty-fifth Street	George Daute	$25	Books
Walker	Anonymous	$250	Attendance lottery
Wisconsin Conservatory	Marian Carroll	$350	Clothing for indigent children
Wisconsin Conservatory	Frank Lococo	$500	Clothing for indigent children
Zablocki	Tri City Bank	$500	Reading program
Zablocki	Carol Vian	$50	Food for needy families
Zablocki	Target	$372	"Reading Around the World"
Zablocki	Target	$50	"Reading Around the World"

Committee Recommendations

Your Committee recommends that the Board:

1. Authorize the purchases as listed above;
2. Accept the Report of Revenues and Expenses; and
7. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Roberto Delgado Warehouse & Dist Services	Material Handler I $32,019.26/yr.	12-18-00
Sherlie Hamberlin School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	01-03-01
Michael Keyes School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	01-03-01

Betty Lowery Milw Trade & Tech HS	School Secretary I 20,929.74/yr.	01-03-01
Donnell Rushing School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	01-03-01
Tracey Sparks River Trail	School Secretary I $17,358.67/yr.	01-03-01
Xiaojuan Wang Technology Services	Programmer $34,358.48/yr.	12-18-00
Dawn Wollersheim School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	01-03-01

PROMOTIONS

Joseph Byrd Building Operations	School Engineer I $32,768.84/yr.	12-11-00
Corey Calvert Building Operations	School Engineer I $32,768.84/yr.	12-11-00
Darrell Cannon Building Operations	School Engineer I $32,768.84/yr.	11-27-00
Dale Chapman South Division	Food Service Manager VI $23,734.51/yr.	12-04-00
Samuel Contreras Building Operations	School Engineer I $34,197.28/yr.	11-27-00
Adrian Gibbs Building Operations	School Engineer I $34,197.28/yr.	12-11-00
Susan Heim 37th	Food Service Manager I $15,319.90/yr.	11-28-00
Sheila Heinen Wisconsin Avenue	Food Service Manager IV $18,209.52/yr.	12-18-00
Sharon Hinton Custer	Food Service Manager I $15,565.06/yr.	11-28-00
Linda Kartye Finance	Sr. Administrative Assistant I $38,860.90/yr.	12-11-00
Carolyn Krueger Fritsche	School Secretary II $25,528.62/yr.	12-11-00
Judith Larson Steuben	School Secretary II $29,206.84/yr.	01-19-01
Daniel Metz Building Operations	School Engineer II $40,007.76/yr.	12-11-00
Michelle Moten Malcolm X	Food Service Manager I $15,778.30/yr.	11-28-00
Richard Pluta Building Operations	School Engineer I $32,768.84/yr.	11-27-00
Delrenzo Rhymes Building Operations	School Engineer I $32,768.84/yr.	11-27-00
Kevin Sponholz Building Operations	School Engineer I $32,768.84/yr.	11-27-00
Keath Stuck North Division	Food Service Manager I $15,319.90/yr.	11-28-00

Brian Vila Building Operations	School Engineer I $32,768.84/yr.	11-27-00
Lori Wierzba Palmer	Food Service Manager I $15,319.90/yr.	11-28-00

CHANGES IN STATUS

Dale Chapman South Division	Food Service Manager V $22,659.18/yr.	12-04-00
Margaret Childs Philipp	School Secretary I $22,413.11/yr.	11-27-00
Angela Edwards Fairview	Handicapped Children's Assistant $13,050.82/yr.	11-29-00
LeCrystal Griffin Westside Academy I	Food Service Manager III $21,609.53/yr.	12-06-00
Bunny Hardmon School to Work Transition	Handicapped Children's Assistant $13,050.82/yr.	11-16-00
Michele Hickman School Safety	School Secretary I $28,133.30/yr.	01-18-01
Karen Lorbeske Milwa Trade & Tech HS	Food Service Manager III $21,358.04/yr.	12-12-00
Suncearae Williams Milwaukee Education Center	Handicapped Children's Assistant $13,050.82/yr.	11-29-00

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r	Brian M. Brzezinski Mathematics	B	$33,900	5	01/03/01
r	Cathleen R. Cochrane Mathematics	B	$27,948	0	01/03/01
r	John P. DiPadova Mathematics	C	$31,473	0	11/27/00
r	Jason A. Fellows Mathematics	B	$32,578	4	09/17/00
r	Sarah Harley ESL	B	$27,948	0	09/19/00
r	Shannon D. Hooker Elementary Education	B	$27,948	0	11/17/00
r,a	Rex Green L.D./E.D.	E	$36,625	2	01/03/01
r	Jessica A. Jaglowski PreK-3	B	$27,948	0	12/07/00
r,a	Clare Jorgensen Guidance	B	$28,611	1	12/01/00
r	Amy E. Kotas Art	BB	$29,998	1	11/21/00

r	Norma Mendez L.D.	C	$31,473	0	11/27/00
r,a	Reg M. Miller L.D.	E	$46,386	8	11/08/00
r	David A. Pangallo L.D.	B	$29,932	2	11/27/00
r	Aleksander M. Pantak Mathematics/Science	B	$27,948	0	09/05/00
r	Richard M. Severin Science	B	$33,900	5	01/22/01
nr	Kristin D. Shea Guidance	B	$27,948	0	12/18/00
r	Donna R. Smith E.D./L.D.	B	$27,948	0	08/22/00
r	Judy C. Wieczorek Speech Pathologist	B	$27,948	0	10/02/00
r,a	Tecy S. Yarn Upper Elementary	BB	$29,998	1	11/27/00

CODES

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to January 19, 2001		
Mary Mackay	Sherman	November 15, 2000
Illness Leave, to June 11, 2001		
Thomas Albertin	WCLL	January 24, 2001
Lorna Piggee	65th Street	February 12, 2001
Vicki Runnoe	Townsend	November 27, 2000
Robert Spencer	Hartford	January 9, 2001
Dollie Vinson	Palmer	September 2, 2000
Maternity Leave, to June 11, 2001		
Tracy Christman	Milwaukee Sign Language	February 28, 2001
DeAnna Johnson	Garfield	March 6, 2001
Personal Leave, to June 11, 2001		
Ashanti Hamilton	Day-to-Day	August 22, 2000
Sabbatical Leave, to June 11, 2001		
Rosemarie Balistreri	Milwaukee High School of the Arts	January 22, 2001
Susan Owens	From Personal Leave	January 22, 2001
Patricia Riley	Grand	January 22, 2001
Study Leave, to June 11, 2001		
Jodi Piwoni	Milwaukee Trade & Technical High School	January 22, 2001

Extension of Maternity Leave, to June 11, 2001

Lauren Kell	Leave	January 22, 2001
Shari Michael	Leave	January 22, 2001
Nancy Perinovic	Leave	January 22, 2001

Report on Resignations

Name	Position	Effective Date
Dorothy Cigale	Teacher	06/11/01
Catherine A. Davis	Teacher	12/21/00
Marta Encarnacion	Teacher	12/21/00
Shawn Fargen	Teacher	12/01/00
Donna Ford	Teacher	12/05/00
Jerome Gau	Teacher	04/12/01
Carlos A. Gonzalez	Teacher	09/09/99
Edward Gonzalez	Teacher	06/11/01
Diane M. Hardy	Teacher	08/22/00
Jill Harmon	Teacher	09/29/00
Michael J. Hilber	Teacher	07/28/00
Elizabeth J. Huber	Teacher	12/01/00
Frankie R. Johnson	Specialist	01/03/01
Jerry L. Johnson	Teacher	08/22/00
Robert E. Kraiss	Principal	01/19/01
Jennifer Kujath	Teacher	12/27/00
Sueann R. Lucas	Teacher	01/23/01
Barbara E. Matz	Teacher	06/11/01
Gregory Mikula	Teacher	12/08/00
Elizabeth Milhans	Teacher	08/22/99
Joan M. Monaco	Teacher	12/18/00
Joann Myers	Teacher	02/08/01
Wade W. Nichols	Teacher	12/19/00
Diane Niemann	Teacher	06/11/01
Marybeth Pfaffenroth	Teacher	12/01/00
Savannah Reeves	Teacher	06/11/01
Carrie J. Schuett	Teacher	06/10/00
Bryan D. Spalla	Teacher	08/15/00
Shannon L. Starnes	Teacher	06/09/00
Blia Vang	Teacher	09/30/00

Affirmative Action Report

The Affirmative Action Report for the month of December 2000 is attached to the minutes of your Committee's minutes. This is an informational report, and no action is required.

Committee Recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 3) Receipt of the Fiscal Year-end 2000 Audit Reports: Federal and State Single Audit Report; Commentary Report and Action on the Superintendent's Response to the Comments; and Summary Report on the Status of the Prior Year's Commentary Report Recommendations

Background

1. On February 29, 2000, the Milwaukee Board of School Directors authorized the Office of Board Governance to retain the services of KPMG, LLP, (KPMG) to perform audit services for the years ending June 30, 2000, 2001, and 2002.

2. On December 19, 2000, the following financial reports for the year ended June 30, 2000, were received by the Milwaukee Board of School Directors: General Purpose Financial Statements; the Early Retirement Supplement and Benefit Improvement Plan; the Supplemental Early Retirement Plan for Teachers; and the Comprehensive Annual Financial Report.

3. At that meeting, it was indicated that the Federal and State Single Audit Report for the year ended June 30, 2000; the Auditor's Commentary Report for the year ended June 30, 2000; and the Summary Report on the Status of the Prior Year's Commentary Report Recommendations would be presented to the Board in January 2001.

4. RECEIPT OF THE FEDERAL AND STATE SINGLE AUDIT REPORT FOR YEAR ENDED JUNE 30, 2000

a. The district is required under P.L. 98-502, Single Audit Act of 1984, to have an audit of district programs funded with state and federal funds.

b. The objectives of the single audit are: (a) determining whether the schedules of federal and state financial assistance are presented fairly in relation to the financial statements taken as a whole; (b) the reporting on the auditor's determination whether the internal control structure provides reasonable assurance of compliance with federal, state, and other laws and regulations; and (c) the expression of an opinion on whether the organization complied with the specific terms and conditions of its major federal and state award programs.

5. RECEIPT OF THE COMMENTARY REPORT AND ACTION ON DISTRICT ADMINISTRATION'S RESPONSE TO THE COMMENTS

a. During the annual audit, KPMG performs a review of the district's internal control structure to determine the auditing procedures that are necessary to express an opinion on the district's financial statement. This review culminates with the issuance of a Commentary Report, which presents the auditor's observations on various district management and internal control issues and makes recommendations.

b. The district has submitted responses to the KPMG Commentary Report's observations and recommendations. The responses, which are included in the Commentary Report, were reviewed by KPMG and Audit Services to determine if the action plans identified in the response will resolve the noted observations. Implementation of the action plans contained in the district administration's response should result in the resolution of the audit observation and recommendations. Implementation, however, will require a focused effort by the schools to ensure compliance with fixed asset and payroll procedures.

6. RECEIPT OF THE SUMMARY REPORT ON THE STATUS OF FY99 COMMENTARY REPORT RECOMMENDATIONS

a. Annually, Audit Services is required to report to the Board the status of progress on the district's implementation of the recommendations contained in the prior year's auditor's Commentary Report.

b. On January 18, 2001, the Chief Auditor received a report dated October 13, 2000, from KPMG entitled, "Status of Year Ended June 30, 1999 Commentary Report Recommendations." A summary report, which shows the status of each prior-year recommendation, is attached. The entire report listing the FY99 observations,

recommendations, and management responses, as well as the district's FY00 status update and the KPMG report on progress for each recommendation, is available upon request.

c. The prior year's Commentary Report contained 17 recommendations. KPMG reported that management has adequately addressed nine of the recommendations. The remaining eight recommendations were carried forward to the current year's Commentary Report.

7. The Federal and State Single Audit Report and current year's Commentary Report have been transmitted to the Board under separate cover.

8. Representatives of KPMG will be present at the committee meeting to answer any questions from Board members.

Committee Recommendations

Your Committee recommends that the Board:

1. Receive the Federal and State Single Audit Report for the Year Ended June 30, 2000;

2. Receive the KPMG Commentary Report for the Year Ended June 30, 2000;

3. Accept district administration's response to the KPMG Commentary Report: and

4. Receive the Summary Report on the Status of the Year Ended June 30, 1999, Commentary Report Recommendations.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 4) Action with Respect to financing Capital Projects for the Neighborhood Schools Plan

Background

1. The Neighborhood Schools Plan, approved by the Board on August 24, 2000, includes several capital projects to enhance the quality and capacity of the Milwaukee Public Schools (MPS). The State Legislature's Joint Committee on Finance approved the plan and authorized the Redevelopment Authority of the City of Milwaukee (RACM) to issue debt to finance these projects, upon the request of MPS.

2. Implementation of the Neighborhood Schools Plan requires expenditures for the planning and design of projects prior to the first anticipated date of borrowing. This need can be addressed either by borrowing sufficient funds immediately, which would increase the overall costs of issuance for the project, or by cash-financing the up-front costs through existing resources and subsequently reimbursing the district from borrowed funds at the time of the first issuance. The latter option requires that both the Board and RACM adopt a "reimbursement resolution." RACM approved such a resolution at its December 14, 2000, meeting.

3. This item recommends adoption of a formal resolution by the Board requesting RACM to issue bonds to meet the needs of the Neighborhood Schools Plan and providing for the use of borrowed proceeds to reimburse past expenditures from other resources.

Administration's Analysis

4. The implementation of the Neighborhood Schools Plan hinges on the ability to secure borrowed proceeds through RACM. It is, therefore, essential that the Board make the formal request for RACM to issue bonds for the Neighborhood Schools Project.

5. The Division of Facilities and Maintenance has already begun to incur costs related to the implementation of NSI. It is estimated that the project will require a total of approximately $2 million prior to the first bond issuance.

6. The reimbursement resolution must be adopted by the Board at the January 30, 2001, meeting in order for expenses already incurred to qualify for reimbursement.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS Strategic Plan, Goal 1, to improve student achievement; Goal 2, to improve student success in further education and employment; and Goal 3, to improve family satisfaction.

Statute, Board Policy, or Rules Statement

8. This proposal is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

9. Borrowing to fund the estimated $2 million interim need would require an additional bond issuance. This would significantly increase the costs associated with the total borrowing for the project, redirecting funds from other district operations. The district should seek to minimize issuance costs by limiting the number of times the project issues debt.

10. There are sufficient funds in the district's construction fund to cover the initial costs in the interim, without disrupting district operations. There are no additional costs associated with introducing the reimbursement resolution.

11. Expenditures incurred for Neighborhood Schools will be charged to a newly created Construction Contracts Budget Code 1-10-4-860-600-327-255000-0000.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution:

WHEREAS, The State of Wisconsin's (the "State") legislature has determined that the development of new public schools in the City of Milwaukee (the "City") will improve the education provided to City of Milwaukee students, alleviate substandard conditions, promote the sound growth and economic development of the City, and provide for the education of youths in neighborhood settings; and

WHEREAS, The State legislature has authorized, and the Joint Committee on Finance has approved, the Redevelopment Authority of the City of Milwaukee ("RACM") to issue up to $100,000,000 (plus an allowance for capitalized interest, financing costs, reserve funds, and original issue discount) principal amount of bonds to finance the development of sites and facilities to be used for school facilities (individually a "Project" and collectively the "Projects") by the Milwaukee Public Schools ("MPS"); and

WHEREAS, MPS submitted a report approved under 1999 Wisconsin Act 9, Section 9158(7tw)(b) (the "Report"); and

WHEREAS, MPS has identified capital expenditures, consistent with the Report, aggregating approximately $100,000,000 for the Projects described in Exhibit A hereto; and

WHEREAS, Funds for the Projects will be provided on an interim basis from non-borrowed cash resources of MPS (the "Temporary Advances"); and

WHEREAS, Pursuant to the budgetary and financial policies and practices of MPS, the Temporary Advances are not available to fund the Projects on a long-term basis; and

WHEREAS, It is reasonably expected that the Projects will be financed on a long-term basis with tax-exempt debt; and

WHEREAS, Except for architectural, engineering and similar preliminary expenditures incurred prior to the acquisition or commencement of construction of the Projects, this Resolution is being adopted prior to, or within 60 days after payment of, the original expenditure for each Project; and

WHEREAS, This Board is desirous of financing some or all of the Projects on a long-term basis with tax-exempt debt issued by RACM; now, therefore, be it

RESOLVED, That MPS hereby declares its official intent for purposes of Section 1.150-2 of the Treasury Regulations, as follows: (a) the Temporary Advances for the Projects will be reimbursed, in whole or in part, from the proceeds of debt to be incurred by RACM and loaned to MPS; (b) the principal amount of such debt will not exceed $100,000,000 (plus an allowance for capitalized interest, financing costs, reserve funds, and original issue discount) in aggregate for all Projects; (c) the debt for a Project will be incurred within 18 months following the later of (i) the date of the original expenditure for the Project or (ii) the date on which the Project is placed in service, but no later than three years after the date of the original expenditure for the Project; and (d) the terms of the debt shall be in accordance with statutory requirement and the policy of MPS; and be it

FURTHER RESOLVED, That MPS hereby requests RACM to issue bonds to implement the report of which the Projects are a part.

EXHIBIT A

Exhibit A consists of the Projects set forth in 1) The Milwaukee Public Schools Neighborhood Schools Plan — Final Report, dated August 14, 2000; and 2) the Fiscal Impact Analysis and Background Documentation Amended and Adopted by the Milwaukee Board of School Directors on August 24, 2000.

The following table generally summarizes the Projects, but is not intended to supercede the detail provided in the reports referenced above:

Cluster	Estimated Capital Cost	Student Seats Created
1: Mitchell Street	$13,192,000	2300
2: Sherman	21,486,000	1500
3: Metcalfe	17,975,000	640
4: Auer	13,373,000	780
5: King	2,940,000	325
6: Carleton	13,475,000	1400
7: Engleburg	10,040,000	720
8: Others	1,905,000	160
Totals	$94,386,000	7,825

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 5) Report Regarding Middle-School Attendance Areas

Your Committee received the following report from the Administration:

Administration's Report

1. At its meeting of November 28, 2000, the Board approved changes to various elementary, middle school, and high school attendance areas as part of the ongoing implementation of the Neighborhood Schools Initiative (NSI). These changes, however, did not include the attendance areas for Grant School

and Milwaukee School of Languages. The Board subsequently approved changes to the Grant School attendance area at its meeting of December 19, 2000.

2. The proposed changes to the Milwaukee School of Languages resulted from previous Board action which:

a. Converted Edison Middle School to a K-8 school. This required a new elementary attendance area to be created for Edison and the reassignment of the former middle-school attendance area to other middle schools.

b. Eliminated the requirement for students in Grade 5 in K-8 schools to make a choice at Grade 6 unless they wanted to attend a middle school. This action eliminated the need for separate attendance areas at the middle-school level for the K-8 schools and required the territory to be assigned to a middle school for assignment purposes.

3. During the review of the proposed changes by the various schools and their respective governance councils, a concern was raised by Milwaukee School of Languages that it should be made a city-wide school because of the automatic feeder preference for students from the elementary language immersion schools and the special language requirements of its program, both of which resulted in few, if any, seats being available for the regular middle school students residing in the attendance area.

4. Since the action by the Board, the Administration has met with the middle school principals to review potential options for resolving the concerns raised by Milwaukee School of Languages. These options included:

a. Do nothing and bring forward changes previously recommended by the Administration;

b. Reassign the current attendance area for Milwaukee School of Languages to the adjacent attendance areas;

c. Assign all middle schools, including citywide schools, an attendance area.

5. After considerable discussion of the advantages and disadvantages of each option, the consensus of the middle school principals was to select Option c above, which would be discussed by all schools with their respective governance councils during the month of January. It was also recommended that this information be shared with the Board in January 2001 on an informational basis, with recommendations to be brought to the Board for approval at its February 2001 meeting.

6. Creating attendance areas for all middle schools will affect a number of the existing attendance-area middle schools, since changes in their boundaries must be made to create the new attendance areas. The current attendance-area middle schools which will be affected by this proposal include:

Andrew Douglas Academy
Malcolm X
Milwaukee School of Languages
John Muir
Steuben
Walker

7. Maps detailing the proposed new attendance-area boundaries are being provided under separate cover for informational purposes. These maps have been identified as either “new or “no change” to enable the Board to know which attendance areas have been affected by the proposed changes.

8. The Administration will provide whatever assistance may be requested by the middle schools and their councils in order to enable them to make the most informed decisions possible. In addition, another meeting with the principals will be convened to review the input received and to finalize a recommendation to the Superintendent for his follow-up action with the Board in February.

* * * * * *

(Item 6) Action on a Request for an Easement at Zablocki Elementary School for the Ameritech Corporation

Administration's Analysis

1. During the past several months, the Administration has been in discussions with Ameritech relative to the latter's request to install a communications vault at the Clement J. Zablocki School, located at 1016 West Oklahoma Avenue. This installation will require that a permanent 20' x 34' easement be granted to Ameritech.

2. The discussions have centered on the location of the vault and the compensation to be paid for the easement. The original proposal from Ameritech was that vault be placed on the front lawn of the school along Oklahoma Avenue at a cost of $1. Review by the Division of Facilities and Maintenance Services (DFMS) found both the location and compensation to be unacceptable. Subsequent discussions have resulted in placement of the vault along 10th Street at the northeast corner of the building. In addition, Ameritech has agreed to compensate the Board in the amount of $7,500 for the 20' x 34' parcel. Staff from DFMS have reviewed the new proposal and recommend its approval.

3. The appropriate departments at the City of Milwaukee have reviewed the proposed location and easement and concur in the location. Approval of the easement by the Common Council is scheduled at its January 2001 meeting.

Strategic Plan Compatibility Statement

4. The recommendation is consistent with the practice of fiscal responsibility to aid in the informed decisions about allocations of resources for district programs, functions, and operations.

Statute, Board Policy, or Rule Statement

5. Board approval is required to authorize the City of Milwaukee to execute the easement.

Fiscal Impact Statement

6. Approval of the easement will result in $7,500 of unanticipated revenue, which will be placed in the Construction Fund, to be utilized for additional facility projects. There is no effect on the tax levy.

Implementation and Assessment Plan

7. Upon approval, the City Real Estate Agent will be instructed to execute the easement documents.

Committee Recommendations

Your Committee recommends that the Board:

1. Approve a permanent 20' x 34' easement at Clement J. Zablocki School to permit installation of a communications vault by Ameritech, with compensation received to be placed in the Construction Fund.

2. Authorize the City Real Estate Agent to take all appropriate action to execute the easement.

Director Dannecker moved to amend the Committee's recommendation as follows:

1. Approve a permanent 20' x 34' easement at Clement J. Zablocki School to permit installation of a communications vault by Ameritech, with compensation received to be placed in the Construction Fund for physical improvements to the Zablocki buildings or grounds; and

2. Authorize the City Real Estate Agent to take all appropriate action to execute the easement.

The amendment was adopted, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

Director Dannecker moved to adopt the Committee recommendation as amended.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Noes—None.

* * * * * *

(Item 7) Action on Recommendations for Approval of Design Guidelines for School Signs

Administration's Analysis

1. During the past several months, the Administration has been meeting with various officials from the City of Milwaukee to discuss proposed new design guidelines for any signs located at various MPS school buildings in the city. These discussions have included staff from the City's Department of Neighborhood Services, Department of City Development, and the Mayor's office.

2. These guidelines were developed as a result of an increasing number of citizen complaints about the size, style, color, and number of signs and banners that were appearing at schools. In addition, the Board of Zoning Appeals has been considering whether additional guidelines could be developed to regulate these and other types of signs further. To date, the Common Council has not moved to incorporate the proposed guidelines into the City's recently approved revised sign ordinance, as the MPS Administration has made assurances that it would recommend the new design guidelines to the MPS Board for approval.

3. The new design guidelines incorporate most of the types of signs and banners now used at the schools. The guidelines will require some changes in procedures to be followed by the schools, but the Administration does not consider them to be onerous. These changes include:

a. Review and approval by the Division of Facilities and Maintenance Services (DFMS) prior to installation. The Board of Zoning Appeals will require prior approval by DFMS before consideration of any variance request will be scheduled;

b. All freestanding signs must be of a monument type, with appropriate landscaping and integration into the overall site development;

c. The number of banner-type signs will be limited to two (2) per building, with a one-year maximum time limit on their display;

d. Placement of identification signs (name of school) will be limited to the principal facade of the school.

Strategic Plan Compatibility Statement

4. The recommendation supports MPS Strategic Plan, Goal 3, Family satisfaction as measured by their choices in the education marketplace.

Statute, Board Policy, or Rule Statement

5. The recommendation is consistent with Administrative Policy 2.06, Development of Administrative Procedures, which states ". . . .[T]he Board itself shall approve administrative regulations when specific laws requires the Board to do so. The Board may also adopt regulations and procedures when the superintendent recommends Board adoption in light of strong community attitudes or probable staff reactions . . . ."

Fiscal Impact Statement

6. There is no fiscal impact to the recommendation, as all currently installed signs will be "grandfathered" under the new guidelines. Only new signs will be required to comply with the guidelines. The funds for the purchase and installation of new signs will be paid out of local school budgets. The Division of Facilities and Maintenance Services will provide schools with cost estimates for the purchase and installation of any new signs prior to moving forward with purchase and installation.

Implementation and Assessment Plan

7. Upon approval by the Board, the guidelines will be shared with all principals. All sign requests which are currently being held will be processed as expeditiously as possible under the new guidelines. The Division of Facilities and Maintenance Services will provide technical assistance to all schools requesting the service at no cost to the school.

Appropriate new Administrative Policies and Procedures to comply with the guidelines will be brought to the Legislation, Rules and Policies Committee for its review and approval.

Committee Recommendations

Your Committee recommends that:

1. The Board approve the attached Sign Guidelines For MPS Schools; and
2. The Administration develop new Administrative Policies and Procedures for approval by the Board.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 8) Adoption of a Resolution to Request an Educational Technology Block Grant from the Technology for Educational Achievement in Wisconsin Board

Background

The 1999-2001 adopted biennial budget approved the continuation of the TEACH Wisconsin Educational Technology Block Grant Program. The Board of School Directors adopted a resolution at its April 22, 1999, meeting to meet the requirements of the grant application submitted for 1999-2000. The Milwaukee Public Schools received $5.9 million in 1999-2000. This resolution is being submitted for approval for the 2000-2001 block grant application, from which MPS is estimated to receive approximately $5 million.

The grants may be used to pay the district's share of costs associated with technology writing and equipment, instructional technology, technology operating costs, and debt service on technology loans related to the TEACH initiative. The grants are outside school district revenue limits and are treated like categorical aid.

State Statute 44.72(2)(c) requires school districts to adopt a resolution in order to qualify for grant funds.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution:

RESOLUTION TO REQUEST AN EDUCATIONAL TECHNOLOGY BLOCK GRANT FROM THE TECHNOLOGY FOR EDUCATIONAL ACHIEVEMENT IN WISCONSIN BOARD FOR 2000-2001

WHEREAS, 1997 Wisconsin Act 27 created the Technology for Educational Achievement in Wisconsin Board (TEACH Board) under section 15.105(25) of the Wisconsin Statutes; and

WHEREAS, Section 44.71(2) of the Wisconsin Statutes directs the TEACH Board, in cooperation with school districts, cooperative educational service agencies, the technical college system Board, the UW Board of Regents, and the Department of Administration, to promote the efficient, cost-effective procurement, installation, and maintenance of educational technology by school districts, CESAs, technical college districts, and the UW System; and

WHEREAS, Section 44.72(2) of the Wisconsin Statutes provides that the TEACH Board distribute Educational Technology Block Grant moneys appropriated by the Wisconsin Legislature annually to eligible school districts; and

WHEREAS, Section 44.72(2)(c) of the Wisconsin Statutes provides that a school district is eligible for an Educational Technology Block Grant only if the annual meeting in a common school district, or the school board in a unified school district or in a school district operating under Chapter 119 of the Wisconsin Statutes, adopts a resolution requesting the grant; and

WHEREAS, The Milwaukee School District desires to be eligible to receive an educational technology block grant under Section 44.72(2) of the Wisconsin Statutes, which shall not be used to replace available funding from any other source for the purposes stated herein; now, therefore, be it

RESOLVED, That the Milwaukee School District hereby requests an Educational Technology Block Grant under Section 44.72(2) of the Wisconsin Statutes; and be it

FURTHER RESOLVED, That all educational technology block grant funds received from the TEACH Board shall be used for any purpose related to educational technology, except that the moneys shall not be used to pay the salary or benefits of any School District employee.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * * *

(Item 9) Action on Award of Contract for Early Childhood Diagnostic Literacy Assessments

Background

On October 31, 2000, the Board adopted, with amendments, the Administration's recommendation on a Balanced Assessment System, which includes diagnostic literacy assessments, classroom assessments based on standards, and longitudinal assessments of student growth.

In December 2000, the Administration reported to the Finance/Personnel Committee on the process for the selection of a vendor for the diagnostic literacy assessments in K5 and grade one. Based on a review of the products available, the Administration reported that the purchase of an early childhood diagnostic literacy assessment did not qualify as a sole-source contract; therefore, a Request For Proposal (RFP) process was being followed.

Administration's Analysis

1. The RFP process for the diagnostic literacy assessments was guided by the six general principles for assessment of young children (birth through age eight) provided by the *Goal 1 Early Childhood Assessments Resource Group* (Shepard, Kagan, & Wurtz, 1998), the advisors to the National Goals Panel:

- Assessment should bring about benefits for children.
- Assessments should be tailored to a specific purpose and should be reliable, valid, and fair for that purpose.
- Assessment policies should be designed to recognize that reliability and validity of assessments increase with children's age.
- Assessments should be age-appropriate in both content and the method of data collection.
- Assessments should be linguistically appropriate, recognizing that, to some extent, all assessments are measures of language.
- Parents should be a valued source of assessment information, as well as an audience for assessment results.

2. The RFP process sought assessment proposals that are developmentally appropriate and elaborated on the following:

- Is a stand-alone assessment; complements all reading programs, and is not tied to a particular reading program or philosophy;
- Is aligned with the *MPS K-12 Academic Standards and Grade Level Expectations* (copies available on request), adopted by the Board in November 1998;
- Guides instruction and provides valuable feedback to teachers and parents;
- Is available in Spanish;
- Appropriate for a wide range of learners, including students with disabilities and students considered gifted and talented;
- Effectively measures students' growth in reading and writing;
- Is linked to State and other MPS standardized assessments;
- Demonstrates validity and reliability;
- Affords ease of administration by classroom teachers and school administrators;
- Delineates professional development components and costs;
- Provides clear and concise information for teachers, administrators, and parents/guardians;
- Clearly states initial, replacement, and on-going costs.

3. The RFP process established a review team consisting of early childhood teachers, school-site administrators, Central Service administrators, community members, and parents.

4. The RFP process has followed this timeline:

November 30, 2000.....RFP Release

December 14, 2000, 2:00 PM .....Vendor Conference

January 4, 2001, 11:00 AM.....Proposals Due

January 18, 2001 .....Vendor Selected

January 23, 2001 .....Recommendation to Board's Finance/Personnel Committee

January 30, 2001 .....Recommendation to School Board

Strategic Plan Compatibility Statement

5. The recommendation is compatible with the MPS Strategic Plan Goal #1, Student Achievement.

Statute, Board Policy, or Rules Statement

6. The recommendation is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

7. The diagnostic literacy assessments are included as a chargeback in the FY01 budget for the Office of Research and Assessment, measurement materials, budget code 1-10-4-786-566-439-262000. The contract with Wright Group/McGraw Hill will not exceed $210,000.

Implementation and Assessment Plan

8. Timeline for early childhood diagnostic literacy assessments:

January, 2001	Recommendation to Board on award of contract for early childhood diagnostic literacy assessments
Spring, 2001	Staff development on diagnostic literacy assessments
2001-2002 school year	Full implementation of diagnostic literacy assessments
March, 2002	Report to Board on implementation of early childhood diagnostic literacy assessments

Committee Recommendation

Your Committee recommends that the Board approve the award of a contract, not to exceed $210,000, to Wright Group/McGraw Hill for early childhood diagnostic literacy assessments.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 10) Action on a Recommendation to Revise Administrative Policy 8.32, Student Expulsion, to Conform to New Statutory Provisions

Administration's Analysis

Statutory Reasons To Expel Pupils

1. The Board adopted Administrative Policy 8.32, Student Expulsions, on June 30, 1975. This policy was revised on May 22, 1982, and March 29, 1995.

2. The current policy lists as reasons a student may be expelled:

- The student is guilty of repeated refusal or neglect to obey Board or school rules; or
- The student knowingly conveyed, or caused to be conveyed, any threat or false information concerning an attempt or alleged attempt being made to destroy any school property by means of explosive; or
- The student engaged in conduct, while at school or while under the supervision of a school authority, which endangered the property, health, or safety of others; or
- The student, while not at school or while under the supervision of a school authority, engaged in conduct which endangered the property, health, or safety of others at school or under the supervision of a school authority; AND
- The interest of the school demands the student's expulsion.

3. State statute 120.13(1)(c), the state law that cites the grounds for expulsion, has been revised to include three additional reasons for expulsion. Board Policy 8.32 is, therefore, being recommended for revision to include the three additional statutory reasons to expel pupils, as follows:

- The student endangered the property, health, or safety of any employee or school board member of the school district in which the pupil is enrolled and the interests of the school demand the student's expulsion; or
- The student, who is at least 16 years old, repeatedly engaged in conduct, while at school or while under the supervision of a school authority, that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or an activity supervised by a school authority, and that such conduct does not constitute grounds for expulsion under sec. 120.13(1)(c), and the interests of the school demand the student's expulsion; or
- The student, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C.§ 921(a)(3).

Conditions For Early Reinstatement

4. State law has been changed to provide for early reinstatement of an expelled student. The City Attorney states in a communication dated December 13, 2000, that state law does not require the Board to include conditions for early reinstatement as part of the Administrative Expulsion 8.32, Student Expulsion. While the law does not require it, however, the Administration is recommending revising Administrative Policy 8.32, Student Expulsion, to address the provisions of Wisconsin State Statutes 119.25(2)(d) and 120.13(1)(h), conditions for early reinstatement from expulsion.

5. On June 22, 2000, the Board adopted the annual resolution delegating the Board's expulsion authority to the Independent Hearing Panel for the 2000-2001 school year. The resolution also authorized the Independent Hearing Panel to impose one or more early reinstatement conditions under which a pupil who is expelled from school may be reinstated to school before the end of the term of his/her expulsion per state statute 119.25(2)(d).

6. The City Attorney's office has reviewed the proposed policy changes. The additions to the policy are underlined in the Recommendations section.

Strategic Plan Compatibility Statement

7. The recommendations support the MPS vision statement, "We know that children learn and achieve more when they are cared for, when they are safe and when they have a healthy well-being."

Statute, Board Policy or Rules Statement

Statutory Reasons To Expel Pupils

8. The Wisconsin Statute 120.13(1)(c), the statute which governs the procedures related to student expulsion and sets forth the grounds for expulsion, has been amended to allow for additional grounds for expulsion. This statute authorizes the school board to expel students from school whenever it finds the student guilty of endangering the property, health, or safety of any employee or school board member of the school district in which the pupil is enrolled. In addition, the school board is authorized to expel a student who is at least 16 years old and who has repeatedly engaged in conduct while at school or while under the supervision of a school authority that has disrupted the ability of school authorities to maintain order or an educational atmosphere at school or an activity supervised by a school authority, and that such conduct does not constitute grounds for expulsion under sec. 120.13 1)(c) 1. Finally, Sec. 120.13.(1)(c)2m requires that the school board expel a student for not less than one calendar year whenever it finds that a student, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C.§ 921(a)(3).

Conditions For Early Reinstatement

9. Wisconsin Statutes119.25(2)(d) and 120.13(1)(h) provide that an independent hearing panel or an independent hearing officer appointed by the board may specify one or more early reinstatement conditions that an expelled student must meet before he/she may be granted early reinstatement, or a condition that an

expelled student is required to meet after his/her early reinstatement, but before the expiration of the term of expulsion specified in the pupil's expulsion order, if the early reinstatement conditions are related to the reasons for the pupil's expulsion. These statutes also provide that an early reinstatement may be revoked if a condition of that early reinstatement has been violated.

Fiscal Impact Statement

10. No additional funding is required at this time. Should this change, the Board will be informed.

Implementation and Assessment Plan

11. The Administration will continue to implement the student expulsion process in accordance with state statutes and Board administrative polices and procedures.

Committee Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 8.32, Student Expulsion, as follows:

8.32: Student Expulsion

In accordance with state statutes, a student may be expelled from school by the Board or an Independent Hearing Panel of the Board if the Board or Panel finds that:

- The student is guilty of repeated refusal or neglect to obey Board or school rules; or
- The student knowingly conveyed, or caused to be conveyed, any threat or false information concerning an attempt or alleged attempt being made to destroy any school property by means of explosive; or
- The student engaged in conduct, while at school or while under the supervision of a school authority, which endangered the property, health, or safety of others; or
- The student, while not at school or while under the supervision of a school authority, engaged in conduct which endangered the property, health, or safety of others at school or under the supervision of a school authority; or
- The student endangered the property, health, or safety of any employee or school board member of the school district in which the pupil is enrolled; or
- The student, who is at least 16 years old, repeatedly engaged in conduct, while at school or while under the supervision of a school authority, that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or an activity supervised by a school authority, and that such conduct does not constitute grounds for expulsion under sec. 120.13(1)(c); AND
- The student, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C.§ 921(a)(3).
- The interest of the school demands the student's expulsion.

If a student is expelled, he/she shall not be permitted to return to the Milwaukee Public Schools for the period of expulsion, unless the decision is changed by the Board, or the expulsion order specifies one or more early reinstatement conditions that an expelled student must meet before he/she may be granted early reinstatement or that an expelled student is required to meet after his/her early reinstatement but before the expiration of the period of expulsion.

Expulsion of a student from school is a very drastic step, one which the Board hopes will be necessary only very rarely in the Milwaukee Public Schools. Students found guilty of serious misconduct shall be expelled. To be sure that such a step is taken only when absolutely necessary, the Board shall hold a hearing before it orders an expulsion. Students and their parents or guardians will be entitled to be represented by a lawyer or other persons of their choice.

Whenever a student is expelled from school, the decision may be appealed at any time to the State Superintendent of the Department of Public Instruction.

Every student with exceptional education needs (EEN) will receive appropriate educational services during an expulsion period.

Note: The Board must adopt a resolution each year authorizing the Independent Hearing Panel to determine student expulsions.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 11) Action on a Recommendation to Revise Administrative Procedure 8.32, Student Expulsion, to Conform to New Statutory Provisions

Administration's Analysis

1. The Administration is recommending revising Administrative Procedures 8.32 to address the provisions of Wisconsin State Statutes 119.25(2)(d) and 120.13(1)(h):

> Within 15 days after the date on which the expulsion order containing one or more early reinstatement conditions is issued, the expelled pupil or, if the pupil is a minor, the pupil's parent or guardian may appeal the determination regarding whether an early reinstatement condition specified in the expulsion order is related to the reason for the pupil's expulsion to the board.

2. On June 22, 2000, the Board adopted the annual resolution delegating the Board's expulsion authority to the Independent Hearing Panel for the 2000-2001 school year. The resolution also authorized the Independent Hearing Panel to impose one or more early reinstatement conditions under which a pupil who is expelled from school may be reinstated to school before the end of the term of his/her expulsion, per state statutes 119.25(2)(d) and 120.13(1)(h).

3. Administrative Procedure 8.32 is being recommended for revision to include statements citing the right of a pupil or, if the pupil is a minor, the right of the parent or guardian to appeal the early reinstatement conditions imposed by the Independent Hearing Panel. A copy of the full text of the current Administrative Procedure 8.32 is attached.

4. The City Attorney's office has reviewed the proposed revisions to the procedures. The additions to the procedures are underlined in the Recommendations section.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS vision statement, "We know that children learn and achieve more when they are cared for, when they are safe and when they have a healthy well-being."

Statute, Board Policy, or Rules Statement

6. Wisconsin Statutes 119.25(2)(d) and 120.13(1)(h) provide that an independent hearing panel or independent hearing officer appointed by the board may specify one or more early reinstatement conditions that an expelled student must meet before he/she may be granted early reinstatement, or a condition that an expelled student is required to meet after his/her early reinstatement but before the expiration of the term of expulsion specified in the pupil's expulsion order, if the early reinstatement conditions are related to the reasons for the pupil's expulsion.

7. The City Attorney states in a communication dated December 13, 2000, that state statutes 119.25(2)(d) and 120.13(1)(h) do not require the Board to include conditions for early reinstatement as part of the Administrative Policy 8.32, Student Expulsion.

Fiscal Impact Statement

8. No additional funding is required at this time. Should this change, the Board will be informed.

Implementation and Assessment Plan

9. The Administration will continue to implement the student expulsion process in accordance with state statutes and Board administrative polices and procedures.

Committee Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Procedures 8.32, Student Expulsion, as follows:

8.32: Student Expulsion

6. BOARD REVIEW OF EXPULSION ORDERED BY AN INDEPENDENT HEARING PANEL

a. Within 30 days after the date on which the independent hearing panel order is issued, the Board shall review the expulsion order and shall, upon review, approve, reverse or modify the order. The order of the independent hearing panel shall be enforced while the Board reviews the order. If the order contains one or more early reinstatement conditions and an appeal has been timely filed challenging the relatedness of the early reinstatement condition(s) to the reason for the pupil's expulsion, the Board may include in its review of the expulsion order a determination regarding the relatedness of the early reinstatement condition(s) to the reasons for expulsion in the Board's expulsion decision.

b. While the decision of the Board is appealable to the state superintendent under section 119.25(2)(b), Stats., the determination regarding the relatedness of the early reinstatement condition(s) to the reasons for the expulsion is final and not subject to appeal.

c. If the expelled pupil or, if the pupil is a minor, the pupil's parent or guardian believes that the expelled student has met the early reinstatement condition(s), the pupil/parent/guardian may request the superintendent, or designee (who shall be someone other than a principal, administrator or teacher in the pupil's school), to determine whether the condition(s) have been met. If the early reinstatement condition(s) have been met, the pupil may be reinstated. The determination of the superintendent, or designee, is final and not subject to appeal.

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13. REVOCATION OF THE EARLY REINSTATEMENT CONDITIONS

a. If a pupil who has been granted early reinstatement violates an early reinstatement condition that the pupil was required to meet after his/her early reinstatement, but before the expiration of the term of expulsion, the superintendent or designee (who may be a principal, administrator or teacher in the pupil's school) may revoke the pupil's early reinstatement. Before revoking the pupil's early reinstatement, the superintendent, or designee, shall advise the pupil of the reason for the proposed revocation — including the early reinstatement condition(s) alleged to have been violated— provide the pupil an opportunity to present his or her explanation of the alleged violation, and make a determination that the pupil violated the early reinstatement condition(s) and that revocation of the pupil's reinstatement is appropriate.

b. If the superintendent, or designee, revokes the pupil's early reinstatement, the superintendent, or designee, shall give prompt written notice of the revocation and the reason for the revocation, including the early reinstatement condition(s) violated, to the pupil and, if the pupil is a minor, to the pupil's parent or guardian, unless a timely written request for a conference is made in accordance with the paragraph immediately below. When a pupil's early reinstatement is revoked, the pupil's expulsion shall continue to the expiration of the term of the expulsion specified in the expulsion order unless the pupil/parent/guardian and the school board agree in writing to modify the expulsion order.

c. Within 5 school days after the revocation of a pupil's early reinstatement, the pupil or, if the pupil is a minor, the pupil's parent or guardian may request a conference with the Superintendent or his/her designee (who shall be someone other than the principal, administrator or teacher in the pupil's school). If a conference is requested. it shall be held within 5 school days of receipt by the superintendent, or designee, of the written request. If, after the conference, the Superintendent, or designee, determines that the pupil did not violate an early reinstatement condition or that the revocation was inappropriate, the pupil shall be reinstated to school under the same reinstatement condition(s) as in the expulsion order, and the early reinstatement revocation shall be expunged from the pupil's record. If the Superintendent, or designee, finds that the pupil violated an early reinstatement condition and that the revocation was appropriate, he or she shall mail copies of the decision to the pupil and, if the pupil is a minor, to the pupil's parent or guardian. The decision of the Superintendent, or designee, is final and not subject to appeal.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 12) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Jennie Dorsey	Principal Edison Middle School	Schedule III, Range 14Z $81,357.48
2(r)	Linda Robinson	Principal Brown Street Academy	Schedule III, Range 14Z $71,001.13
2(r)	Reginald Lawrence II	Principal Bruce Elementary School	Schedule III, Range 13Z $60,220.72
5(r)	Ruth Maegli	Principal Garland Elementary School	Schedule III, Range 13Z $64,000.51
2(r)	Raymond Collie	Principal Thoreau Elementary School	Schedule III, Range 14Z $73,168.70
5(r)	Virginia McFadden	Assistant Principal Goodrich & Milwaukee French Immersion Elementary Schools	Schedule III, Range10Z $67,606.16
5(r)	Maxine Rutowski	Assistant Principal Hampton Elementary School	Schedule III, Range 10Z $67,606.16
5(r)	Richard Cohn	Assistant Principal Keefe Avenue Elementary School	Schedule III, Range 10Z $62,857.20
5(r)	David Nevaranta	Assistant Principal Eighth Street School	Schedule III, Range 12Y $68,640.95
2(r)	Kenneth Munson	Executive Director/CEO Lynde and Harry Bradley School of Technology and Trade	Schedule IIIE, Range 15A $100,000
2(r)	Gene Campbell	Special Services Administrator-Leadership Liaison Division of Special Services, Department of Leadership Services	Schedule III, Range 10A $74,920.52

2(r)	Carolyn Allen	Alternative School Program Officer, Div of Small Community Schools	Schedule III, Range 9A $69,359.88
2(r)	Miriam Tangle	Supervisor, Special Services Management Systems, Division of Special Services	Schedule III, Range 9A $64,958.76
5(r)	Robert Gavronski	Recreation Supervisor City-Wide Programs and Services Dept of School &Community Services	Schedule III, Range 7A $54,273.69
5(r)	Steven Walker	Network Support Specialist Department of Technology	Schedule III, Range 6A $45,404.00
5(nr)	Laura Mooney	Assistant Recreation Supervisor - Therapeutic Recreation, Dept of School &Community Services	Schedule III, Range 4A $37,232.00

Codes:
2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

Adopted with the roll call vote on the balance of the Committee reports.

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REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 24 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of January 3, 4, 5, 8, 9, 10, 17, 18, 24, 25, and 26, 2001.

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

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Noes—Director Hardin—1.

* * * * *

UNFINISHED BUSINESS

(Item A) Report and possible action on MPS Serving as the Local Educational Agency for Charter Schools Located in the City of Milwaukee, Including Those Chartered by the City of Milwaukee, UWM and MATC

Background

1. On June 30, 1999, the Board of School Directors adopted Resolution 9900R-013, introduced by Director Gardner, which states that MPS agrees to serve as the Local Education Authority (LEA) for all charter schools located in the City of Milwaukee, including those chartered by the University of Wisconsin-Milwaukee (UWM), the Milwaukee Area Technical College (MATC), or the City of Milwaukee, contingent upon the request of the chartering agency, the consent of the chartered school, and the implementation of such intergovernmental agreements or contracts for services as may be required or advised by the City Attorney.

2. On December 21, 1999, the Board approved a recommendation to hold on the agreement to serve as the LEA for schools located in Milwaukee and chartered by UWM, MATC, or the City of Milwaukee, pending an impact analysis and recommendation by the Administration. On March 28, 2000, the Board again referred the item back to the Innovation/School Reform Committee, with a report due back in June 2000. On June 13, 2000, the Administration submitted a report to the Innovation/School Reform Committee; however, action on the item was postponed.

3. On October 31, 2000, the Board approved a motion introduced by Director Dannecker that the Board delay action on this item until the Board had a clear understanding of what the non-MPS charter schools were asking for and how MPS intended to respond to their request, and that the Office of Board Governance-Charter School Services continue discussions with the non-MPS charter schools and various MPS Departments, then report back to the Board.

informational update

4. The Office of Board Governance-Charter School Services continues to work to secure a comprehensive list of the roles and responsibilities that are required of the LEA. We are working with DPI staff to determine the state-mandated LEA-related roles and responsibilities. The National Association of Charter School Authorizers will help us develop a listing of federally mandated LEA roles and responsibilities.

5. Discussions with non-MPS charter school representative have been ongoing. On November 21, 2000, representatives of the Office of Board Governance-Charter School Services met with an MPS Board member, principals from non-MPS charter schools, and a representative from the Institute for the Transformation of Learning in an attempt to gain a clearer understanding of what the non-MPS charter schools were asking for with regard to the LEA issue. The non-MPS charter schools expressed the desire to develop a network for all Milwaukee charter school operators to meet and address areas of mutual concern, such as transportation services, pupil records, provision of a continuum of special education services, and how to access to available resources. They identified the Office of Board Governance-Charter School Services as their initial contact for MPS information and assistance.

6. This group reiterated the need for a comprehensive list of LEA roles and responsibilities and supported the effort to pursue this information. With respect to their ability to contract with MPS to become the LEA, the non-MPS charter schools group expressed the desire to keep the option open, but stated that they did not wish to exercise their option at this time.

7. Additional meetings were held between MPS and non-MPS charter school representatives on December 13, 2000, and January 19, 2001. On January 25, 2001, representatives of the Office of Board Governance-Charter School Services, non-MPS Charter Schools, Institute for the Transformation of Learning, MPS Division of Special Services, and CESA I held a meeting to further discuss the development of a network for Milwaukee charter schools and to share updated information. Information was shared regarding LEA research, CESA I membership, transportation issues, and pupil records concerns.

8. The group identified three levels of support for Milwaukee charter schools. The first level is a cooperative support venture among only the non-MPS charter schools. The second level is a charter network to provide the opportunity for all Milwaukee charter schools (both MPS and non-MPS) to meet, discuss issues, share information, and show support for each other. The final level, identified as the LEA

Table, includes opportunities for individuals representing all Milwaukee LEAs (both MPS and non-MPS), to meet, share information, and discuss policies and practices related to the LEA issue. A tentative date of February 22, 2001, was announced for the first Milwaukee Charter Network opportunity.

9. The Office of Board Governance-Charter School Services will continue to: research and develop a comprehensive understanding of LEA-related roles, responsibilities, issues and concerns; continue discussions with non-MPS charter school (LEA) representatives; serve as the MPS contact for charter school matters; and coordinate the dissemination of information to the MPS charter school principals. The Office of Board Governance-Charter School Services will report to the Board when a comprehensive list of LEA-related roles and responsibilities has been developed.

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COMMUNICATIONS AND PETITIONS

The Director, Office of Board Governance/Board Clerk, presented the following communication:

(Item A) Communication 0001C-003 from the Christian Civil Liberties Union Regarding the Activities of the Gay and Lesbian Task Force

Referred to the Innovation/School Reform Committee.

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The Board adjourned at 8:08 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 2001

Regular meeting of the Board of School Directors called to order by President Thompson at 6:47 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra, and President Thompson—8.

Absent and excused—Director Spence—1.

President Thompson requested a moment of silence in memory of Brother Booker T. Ashe founder of the House of Peace, which serves the poor of Milwaukee; Roberta Dieden, who was a product of MPS and served for many years as a kindergarten supervising teacher until her retirement in 1994; Tom Cheeks, who was the first African-American man to teach high school in Milwaukee, the first African-American track coach, the first African-American basketball coach, and the first African-American chairman of a high school academic department; and Edward F. Yahle, who had been with MPS for 30 years, 20 of them as a principal at Palmer, Kluge, Clemens, Hawley Road, and Blaine schools.

AWARDS AND COMMENDATIONS

Excellence in Education Awards

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Awards" to two recipients.

The first award is to:

The House of Peace,
In Memory of Brother Booker T. Ashe

Brother Booker T. Ashe, a Capuchin monk and founder of the House of Peace, died on Christmas Eve night. Brother Ashe joined the Capuchin order in 1951. In 1967, when the order was looking for an outreach center, Brother Ashe helped set up the House of Peace as a place to distribute emergency food and clothing to the poor. Brother Ashe offered counseling, not censure, to the poor, giving them self-respect along with food and clothing.

Brother Ashe served on many Catholic and civic boards. In the 1980s, he was chairman of the Milwaukee Commission on Community Relations. His honors for community service were many, including recognition from the Metropolitan Milwaukee Civic Alliance, B'nai B'rith, the Wisconsin Region of the National Conference of Christians and Jews, and the Interfaith Conference of Greater Milwaukee.

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The second award is to:

Morgan A. Conyers,
Student, Hamilton High School

Morgan Conyers, a junior at Hamilton High School, was selected to attend the National Young Leaders Conference (NYLC) in Washington, D.C., in February. The National Young Leaders Conference is a unique leadership development program that invites high school students to interact with today's national leaders. Students are selected based on scholastic merit, community involvement, and leadership contributions. NYLC scholars are given the opportunity to discuss and identify solutions to many issues facing our nation through a series of simulations and face-to-face meetings with members of Congress.

Morgan maintains a cumulative 3.225 GPA and is an honor student at Hamilton High School. She was recently named as the recipient of the 2001 African American Educators' Committee Award and was honored at an event on February 24 at the University of Wisconsin-Whitewater. Morgan is also a member of the Asian Club, Yearbook Club, and the Prom Committee and is a school photographer and editor/writer. Morgan is also a member of the school orchestra, which will be traveling to London, England, on March 17. The Hamilton orchestra will be performing at Bacon College with the Youth Philharmonic Orchestra at the Royal Festival Hall after a week of sightseeing.

The Milwaukee Board of School Directors and the entire school community recognize Morgan Conyers for her outstanding achievements, hard work, and the excellent example she provides to her fellow students and the Milwaukee community.

Other Awards and Commendations

The MPS 2000 Employees' Combined Giving Campaign was held during October 2000. Contributions to the campaign totaled $286,500, an increase of almost 10% over 1999. Employees are able to designate donations directly to the MPS Foundation, Inc., through this campaign. This year, donations to the MPS Foundation totaled almost $53,000, about a 6% increase over 1999. The number of employees contributing also increased. About 22% of MPS employees contributed to the campaign, up from 18% in 1999. Appreciation is extended to all MPS employees who participated in the campaign through their generous giving.

The Milwaukee Public Schools Foundation, Inc., sponsored incentive grants for schools to improve employee participation in the 2000 Employees' Combined Giving Campaign. Grant awards of $500 each were awarded to schools that increased their participants or increased the dollars contributed. The following schools were awarded $500 grants:

Highest percent increase in dollars contributed:
Bell Middle School
Curtin Elementary School
Douglas Academy
Granville Elementary School
Morse Middle School
Roosevelt Middle School

Highest percent increase in the number of employees contributing, with a participation rate of over 50%:
Carson Academy
Cooper Elementary School
Fifty-third Street School
Happy Hill Elementary School
Keefe Avenue Elementary School
Metropolitan High School

Overall exemplary campaign:
Allen-Field Elementary School
Washington High School

The Milwaukee Public Schools Foundation, Inc., sponsors the Teacher EXCEL Grant program, a mini-grant program which promotes excellence in the classroom through creative classroom projects or activities that enrich student-learning experiences.

The program is funded mainly through contributions from MPS employees to the Milwaukee Public Schools Foundation, Inc., as a part of the MPS Employees' Combined Giving Campaign. The grant program is also supported through contributions made to the MPS Foundation to a special fund established in memory of Ann Shansky, who was an elementary school teacher in MPS for 34 years. Mrs. Shansky was an advocate of early childhood education who dedicated her life's work to the education and development of children. Other major contributors include Aetna Services, Inc.

This year, 44 grants were awarded out of 141 applications received, for a total of $31,035:

School/Staff/Program	Description
Academy of Accelerated Learning Jodi Searls Literacy Exchange — $600	Literacy and skill-building activities will provide kindergarten students opportunities to further develop their oral and pre-reading language skills in small group settings. Supplemental materials and supplies will enable the activities to be fully implemented.
Allen-Field Mary Conway, M. Carol Kraemer, and Maria Jaszewski Waltzing with Whales I — $750 Waltzing with Whales II — $750	Ninety 3rd-, 4th-, and 5th-grade students will embark on a collaborative study of whales, combining the use of math, language arts, technology, and music. A culminating activity will involve a field trip to the Shedd Aquarium in Chicago.
Audubon Middle School Katherine Vannoy Multimedia Interactive Yearbook — $750	Thirty students, selected by their peers, will learn and understand the basic elements of programming and design to develop a multimedia interactive yearbook on CD-ROM. All students will be able to purchase the CD yearbook for $1.
Clarke Street School Stefanie Miller-Ahmed and Marcie Bonds 2001: A Writing — $500	First-grade regular and special education students will work together in an all-inclusive setting in a writer's workshop covering different genres of writing. The students will be exposed to various types of writing and will practice each new form of writing.
Clarke Street School Michael Turck Math Olympics — $750	Students in grades 3-5 will compete in a Math Olympics to practice, improve, and demonstrate their math skills in basic facts, problem solving, and multi-operational problems.
Clemens School Benjamin Chandler and Angela Patti The Docent Project — $750	Students in all grades will be involved in the study of art, its history, techniques, and aesthetics. The project involves several visits to area art centers. Students will select one piece of art for rigorous study and present a report to classmates, teachers, and their families.
Cooper Elementary School Catherine Young and Mary Widen Journey to Freedom — $750	Third-grade students will embark on an 8-week study researching the history of slavery and the Underground Railroad and its historical importance. Students will develop skills in reading, vocabulary, writing, math, and science and will create a web site to share the results of their project.
Cooper Elementary School Linda Bohan Dance Works — $400	An eight-week dance workshop will be held after school for students in grades 2-5. Students will understand dance as a way to create and communicate meaning, apply critical and creative thinking skills, and understand connections between dance and healthful living. The program will culminate in a performance for the school and parents.

Craig Montessori School Lucy Blueberry and Linda Steeves Butterfly Garden Study — $750	Children ages 3-6 years will experience the life cycle of the butterfly in the classroom. Students will learn to identify the four life cycle stages, increase their vocabulary, and identify names of the parts of the butterfly. The older children will take a city bus trip to the Milwaukee Public Museum to see the live butterfly exhibit.
Eighty-first Street School Mark Foreman Drum Team — $750	An African drum team will be established to provide an exciting activity focused on engaging at-risk students in school. Drumming demands self-discipline and group cooperation that will transfer to their academic studies in the classroom. The team will perform for the school and parents.
Elm Creative Arts School Kathy Beck and Jane Wisiewski Science in the Park — $575	First-grade students will work in small groups doing hands-on science discovery activities outside the classroom in a park. Sample activities include insect investigation, plant search, animal homes search, rock hunt, soil sieve, pond study, leaf rubbings, and poetry corner. The students will publish a class book to share their acquired knowledge.
Elm Creative Arts School Melissa Browning Smart Start — $750	Forty 4- and 5-year-old kindergarten students will choose to work on a variety of educational activities in science, math, writing, and reading using self-correcting educational materials. Children will see that learning can be fun and they are able to achieve many skills. Ongoing portfolios and skill sheets will be maintained for all students to ensure a variety of experiences.
Fairview Elementary School Laura Yale, Wendy Novak, Mary Lemke, and Kristen Mehring A Bag Full of Fun — $735	Sixty 5-year-old kindergarten students in two full-inclusion classrooms will be provided with a variety of cross-curricular activities to complete at home with their families. The activities. which will be based on themes previously taught, will expand, enrich, and reinforce concepts learned in school covering math, science, writing, and art.
Garden Homes School Sandra Meyer Etiquette Day Lasts a Lifetime —$250	Fifth-grade students will participate in a research and writing project on the knowledge of etiquette and good table manners. The students will publish a book based on their research and make oral classroom presentations. A culminating activity will include lunch at a downtown restaurant.
Garfield Elementary School Robin Booth, Lisa Rieger Judieth Rockett, Angela Stinson, and Judy Padek Cooperative Reading Project — $710	First- and second-grade students from four classrooms, along with special education students, will read together in a cooperative and relaxed setting. The second-graders will help their reading partners decode unfamiliar words and use other reading strategies. Students will work together to complete story maps and book responses for the books they read together.
Garland Elementary School Jayne Holck Garland Student Newspaper — $650	Fourth- and fifth-grade students will develop and publish a student newspaper. The newspaper club will meet daily during the noon recess. Students will research, write, and edit articles and will learn to use digital cameras and scanners in producing a paper every six weeks. A field trip to the *Milwaukee Journal Sentinel* will enable the students to see the entire printing process in operation.

Hawthorne Elementary School Wendy Rowley S.N.A.P – $750 (Science, Nature, Art, Photography)	First- and fifth-grade regular and special education students will be involved in a project that integrates art and science through the use of photography. Students will use Polaroid cameras to enrich their science and art curriculums. The project will culminate with a science fair in which students will exhibit their nature photos.
Hawthorne Elementary School Tiffanie Beaudoin Learning through Cooking — $700	Forty children age 5 to 11 will participate in an after-school program that will teach valuable skills while they learn about cooking and nutrition. In addition to being fun, the program teaches safety and incorporates reading, math, and science. The program will culminate with a final dinner project, which will be served to the students' families.
Kagel Elementary School Myrna Caban and Radames Galarza Project Butterfly — $750	This is a school and community-wide project to enhance the science curriculum and beautify the school grounds and neighborhood. Students are taught units on plants and the environment and go on horticulture field trips to prepare for planting day. On May 25th, a total of 72 beds will be planted by all of the students and volunteers from the community. Local restaurants and the school will host a lunch for all participants.
Keefe Avenue School Debra Dawson and Dawn Lubke Our Garden of Learning — $750	Fifty students in grades 2 and 5 will work together to learn about building a garden and then plan and build one at the school. Both classes will learn about plants and growth cycles, will measure wood to build the planter, and graph the growth of plants. The project provides an opportunity for hands-on math, science, social studies, and reading activities. Students will go on two horticulture field trips.
Rufus King High School Henry Kranendonk Generations: Teenagers Now and Then — $750	Students in 11th and 12th grade mathematics classes will conduct a data-driven research project on the lifestyles, values, demographics, and economics of various generations. Students will design and conduct surveys and interviews and analyze data compiled. Each student will prepare an 800-word summary that will be published in a research book and online, as well as videotaped. The project will culminate with a press conference in which the summary reports will be presented to the public.
Lincoln Avenue School Deborah Bruno The Wonders of Wisconsin — $750	Fourth-graders will learn the history, geology, and geography of Wisconsin through this project that integrates all subject areas. Students will conduct research, role-play historical figures, keep a journal, and perform science experiments. The project includes various field trips to enrich the classroom activities.
Lloyd Street School Sylvia Llanas Buckman Explore Science After School — $750	After-school help sessions will be provided to increase enthusiasm and the number of students who complete science projects. Parents will be invited to increase their involvement. Students will conduct hands-on experiments and write summary reports. Students will be provided with display boards and other materials to complete their experiments.

Madison University High School Ed Kupka Rocket Physics — $750	Students in 11th- and 12th-grade physics classes will design, construct, and analyze the flight of a rocket. Students build skills in problem solving, predicting outcomes, collecting data, and comparing results with expectations. An egg and parachute are to be launched inside the rocket, with an expected safe landing by the end of the semester.
Malcolm X Academy Suzanne Edstrom and Anthony Hooker Hand in Hand Beautification — $750	This school and community-wide project will involve students in math, science, and writing activities and beautify the school grounds. All students, parents, and the community will be involved in planting a butterfly garden, building bird feeders, painting a mural, and more.
Milwaukee Education Center Seth Sondag Multicultural Children's Literature — $750	Eighth-grade students will plan, write, illustrate, and publish multicultural children's literature. About 130 students will work together to produce 40 children's books, which will be provided to younger students in the school. The project will help eighth-grade students pass the writing proficiency requirements.
Metropolitan High School Larry Miller Old Walnut Street History — $750	Students will participate in a research project about the rich contributions of African Americans who lived in the Walnut Street community. The students will interview, photograph, and videotape community members to document this history. A book will be compiled and published for distribution
Milwaukee High School of the Arts Cathleen Hunt Wisconsin Stock Market Simulation — $745	To enhance the standard economics curriculum, 12th-grade students participate in a 10-week stock market simulation to learn how to be better producers, consumers, and economic citizens. Student teams invest a hypothetical $100,000 in stocks and compete for the best portfolio performance. Students conduct research, engage in problem-solving activities, and work in cooperative groups.
Milwaukee Sign Language School Peggy Polikowski Music for a Different Drummer — $740	A music workshop will be provided in a form that is accessible and pleasurable to children who are deaf or have a significant hearing loss. Regular and special education students age 3 through 6 will be involved in the use of instruments, a hands-on approach to rhythm, and body movement as a form of communication.
Morse Middle School Al Stawicki The Science is Fun Traveling Show — $750	Students in grades 6-8 will travel to local elementary schools to put on a science show using demonstrations, experiments, and a question-and-answer session. The program enriches the science curriculum and increases science literacy for both the elementary and middle school students involved.
Neeskara Elementary School Debra Polenska and Leann Clark Backpack Learning Centers — $750	Backpack learning centers will be created and assembled to reinforce previously taught classroom skills and increase parental involvement. Regular and special education students age 6 to 12 will take home materials developed covering all subject areas and designed to address different learning styles.

Ninety-fifth Street School Michelle Denofre Outdoor Classroom — $750	The entire school will participate in creating an outdoor classroom designed to enrich student learning experiences in science through hands-on activities. Each grade level will be responsible for a section of the project and will be involved in researching, planting, and maintaining the garden. Students will be able to use the outdoor classroom as a teaching and learning tool and apply it to journal writing and experiments.
Palmer Elementary School Debra Carlson The Nature of Your Neighborhood — $600	Three fourth-grade classes will study the environmental cycles of water, food chains, and pollution and their own responsibility to the community in preserving the environment. Working with community volunteers, students will conduct water quality testing using a scientific method format and other activities. The project includes two field trips.
Sherman Elementary School Brenda DePriest and Lori Carmichael The Solar System — $750	Second-grade students will learn about the solar system in a creative, cooperative learning environment that emphasizes thinking, speaking, reading, and writing. Students will create an "Out of this World" alphabet book, do various science and math activities, and connect with social studies by talking about life in space. The project will culminate with a field trip to the Museum of Science and Industry in Chicago.
Sholes Middle School Jennifer Freckmann Butterfly Garden — $750	With the assistance of volunteers from the University of Wisconsin-Extension and the Milwaukee Public Museum, sixth-grade science classes will work on a courtyard restoration project. Students will research elements of backyard conservation and butterfly gardening and design, plant, and maintain a garden of native flower and plant species.
Thurston Woods School Marlene Hoth Book Court — $750	The project will encourage all students to read many different books and help them develop good oral communications skills. Students will select a book to read at home, write a summary, and present an oral report before the Book Court. Students will receive a new book and certificate when they successfully present their report. To enhance parental involvement, a family reading night will be sponsored.
Tippecanoe Elementary School Carrie Davis and Denice Niebuhr The Forest — $750	Kindergarten students will learn about the value of forests through hands-on activities involving all subject areas. Students will research birds and animals, compose an original musical composition about the forest, read various books, learn how artists use nature in their works, conduct science experiments, and more. Each student will receive a disposable camera to take home to take pictures of his/her family outdoors in nature. The project includes field trips.
Trowbridge Elementary School Diane Piedt Harry Potter's Lunch Club — $660	A book reading lunch club will be established for regular and special education students in grades 3-5 who are reading below grade level. Students will meet for 16 weeks to listen and read along with audiotapes of books and to discuss plot, characters, themes, setting, and style. Students will use the Harry Potter Internet sites and e-mail answers to questions from their teachers. The project will culminate with an ice cream sundae party. The club will continue indefinitely.

Twenty-first Street School Richard Ringhand and Dawn Peplinski Early Childhood Computer Applications — $750	Over 175 student in kindergarten through first grade will learn how to identify letters, symbols, and keys to improve computer skills. Students will learn basic keyboarding skills, use the Internet as a research tool, and use word processing, drawing, and painting programs. The students will produce animal and alphabet books with text, pictures, and student artwork.
Vieau Elementary School Amy Mudlaff Photo Safari — $730	Fourth-grade students will create their own non-fictional books as both illustrators and authors. The students will research animals, insects, and plant life and will write a documentary to go along with a series of pictures they take using disposable cameras. The books will be laminated and bound and displayed at the P-5 Learning Project Fair. The project will involve a field trip.
Walker Middle School Pamela Gail Dempsey Impressions — $740	Sixth- and seventh-grade students will cooperate with partners to complete a biographical study of an impressionist painter of their choice and prepare a 2-3-page research paper on the artist's work. The project includes a visit to the Art Institute of Chicago and an experience of French cuisine with breakfast items and a picnic lunch.
Wisconsin Avenue School Eydie Gremmer and Mara Thompson Literacy Connection — $750	Second-grade students will take home literacy kits to initiate greater parental involvement in reading development and to promote recreational reading at home. The kits will include a durable bag to carry items, books, instructions for parents, high-frequency word cards, art project ideas, and more. The program hopes to build bridges between school and home and improve reading scores.
Wheatley Elementary School Denise Johnson-Phillips and Debra Alpert-Frolkis Writer in a Box — $700	A portable Writer-in-a-Box workshop will be created for use by teachers in grades 3-5 to improve students' proficiency in writing. The box will contain stimulating materials; consumable supplies such as paper, scissors, and tape; resource materials; publishing tools; writing prompts; and more. Students will create "best of" portfolios of their writing, along with assessment notes to share with parents.

STUDENTS

Anabel Alanis, a junior at Hamilton High School; Erika Gray, a junior at Vincent High School; Lakeisha Wash, a sophomore at Marshall High School; and Zang Yang, a junior at Milwaukee High School of the Arts are members of the Best Friends Diamond Girls Jazz Choir that was the official program headline group of the Presidential Inaugural Opening Ceremony held on Thursday, January 18, in Washington D.C. Best Friends is a youth development program with a character building curriculum for adolescent girls with messages of abstinence from sex, drugs, and alcohol. Nationally, nearly 5,000 girls are participating in Best Friends programs operating in 90 public schools in 14 states.

Danny Angeles, Quenisha Bridges, Katina Edgerton, Angelique Ford, Tana Gause, Cassandra Gillmore, Princess Malone, Kenneth Powell, Joaquin Vega, Joseph Woodlin, and Justin Jackson, students at Webster Middle School, have completed a college-level course at Milwaukee Area Television Access. They will create and produce television shows on cable access, as well as a full-length feature film about Milwaukee's Deep Tunnel Project.

Thomas Foster, a senior at Vincent High School; Theron Rogers, a sophomore at Vincent High School; Phillip Pitchford, a senior at Riverside University High School; and Konita Jude, a senior at Rufus King High School, are the recipients of the *Milwaukee Times* 16th Annual Black Excellence Award sponsored by Jewel-Osco, Time Warner Cable, WISN TV 12, and the *Milwaukee Journal Sentinel*. Also, Crystal Morgan, a senior at Rufus King High School, and Devon Thomas, a senior at Riverside University High School, were named the Louvenia Johnson Journalism Scholarship recipients.

The following students are the Dr. Martin Luther King, Jr. Art Contest Winners for the 2000-2001 school year. This award is sponsored by the Wisconsin Electric, Wisconsin Gas, and Wisconsin Energy Companies. This year's theme was "Injustice anywhere is a threat to justice everywhere."

William Kopp, grade 11, Rufus King High School — First Place and Best of Show
Natalie Fluker, grade 5, Elm Creative Arts — First Place
Grade 1 group project, Academy of Accelerated Learning — First Place
La Vang, grade 11, Washington High School — Second Place
Chantal Jurgens, grade 8, Greenfield Montessori — Second Place
VaShaun Young, grade 5, Wisconsin Conservatory of Lifelong Learning — Second Place
Jalen Gregory, grade 1, Wisconsin Conservatory of Lifelong Learning — Second Place
Tai Henderson, grade 12, Washington High School — Third Place
Ashley Kaniasty, grade 6, Greenfield Montessori — Third Place
Maya Hlavacek, grade 5, Elm Creative Arts — Third Place
Grades 1 & 3 group project, Mrs. Mitchell & Mrs. Davis, Lee Elementary School — Third Place

The following seniors were selected as the Dr. Martin Luther King, Jr. Scholarship Award Winners for the 2000-2001 school year.

ACADEMIC AWARD $1,500

Nadir Hinnawi, Pulaski High School
Alexandra R. Mercado, Juneau Business High School
Daniel Pacheco, Hamilton High School
Christopher Swope, Rufus King High School
Jennifer Vonckx, Bay View High School

LEADERSHIP AWARD $1,000

Pia Jeffries, Bay View High School
Ripal Parikh, Rufus King High School
Le'Andrea M. Vernon, Milwaukee Trade & Technical High School

The following students were selected as the Dr. Martin Luther King, Jr. Speech Contest Winners for the 2000-2001 school year.

Kindergarten-Grade 2

Adal Chohan, Riley Elementary School — First Place
Ariel Bennett, Lancaster Elementary School — Second Place
Nakia Moore, Lloyd Street Elementary School — Third Place

Grades 3-5

Maya Hlavacek, Elm Creative Arts — First Place
Joe Lewis Gordon II, Dr. Martin Luther King, Jr. Elementary — Second Place

Grades 6-8

Talisa M. Smith, Edison Middle School — First Place
Samantha Deibler, Roosevelt Middle School — Third Place

Grades 9-10

April T. A. Walker, Hamilton High School — First Place
Stephanie J. Powe, Riverside High School — Second Place
Latasha Finch, Pulaski High School — Third Place

Grades 11-12

Timika S. Isabell, Madison High School — Second Place
Christina Anguiano, Pulaski High School — Third Place

SCHOOLS

The City of Milwaukee Safety Commission and The Exchange Club of Milwaukee have selected Anna F. Doerfler Elementary School as the South Side Area Award Winner in the Safety Cadet competition for 2001.

Students at Tippecanoe School for the Arts and Humanities raised $1683.33 during the 22nd annual *Math-a-thon* for St. Jude's Children's Research Hospital. Students obtained sponsors to pledge donations for each math problem completed correctly.

The following schools will be participating in this year's Cantos de las Americas, A Tribute to Education, on May 11, 2001:

Allen-Field Elementary School
Doerfler Elementary School
Forest Home Elementary School
Fratney Elementary School
Hayes Bilingual School
Holmes Elementary School
Kosciuszko Middle School
Longfellow Elementary School
Milwaukee Education Center
Mitchell Elementary School
Morgandale Elementary School
Riley Elementary School
Sixth-fifth Street School
Story Elementary School
Vieau Elementary School

Sponsored by the University of Wisconsin-Milwaukee; The Council for the Spanish Speaking, Inc.; Marcus Center for the Performing Arts; and the Bilingual School Social Worker Unit, the Cantos de las Americas concert is a remarkable multi-dimensional learning experience that has become increasingly important to the Milwaukee community.

The students listed below all participated in the National Engineers Week 2001 Future City Competition:

Bell Middle School — Bell received the Exemplary Model and the Peer Awards.

Mary Hanson, Teacher
Kendall Gilmore, grade 7
Antonio Jiminez, grade 8
Nicole Maramonte, grade 7

Grand Avenue School

Kevin McDonald, Teacher
Emily Shippee, grade 8
Demetrius Smith, grade 8
Tung Xiong, grade 8

Muir Middle School

C. Yvette Woelfel, Teacher
Jessica Butler, grade 7
Quaneka Haskins, grade 7
Kou Yang, grade 7

Story School
Sandy Swietlik, Teacher
Tony Bouravanh, grade 7
Royal Grooms, grade 7
Rathsamy Sitthideth, grade 4

Vieau School
Grant Gehweiler, Teacher
Amanda Gonzalez, grade 8
Thomas Morris, grade 8
Antonio Sanchez, grade 8

Wisconsin Conservatory of Lifelong Learning — Received the Exemplary Model Award.
Char Harteau, Teacher
Pamela Kaye, grade 8
Jacob Labinski, grade 7
BJ Reeves, grade 8

This event was held to increase public awareness and appreciation of the engineering profession and technology by emphasizing the positive contribution which engineers make to our quality of life.

Honey Creek Elementary School, La Escuela Fratney, and Victory Elementary School are recipients of Wisconsin $500 Family-Community-School Partnership Seed Grants by the State of Wisconsin Department of Public Instruction.

STAFF

Dr. Spence Korté, Superintendent of Milwaukee Public Schools, was recognized in the February 2001 edition *of eSchool News* in its First Annual Tech-Savvy Superintendent Awards. *eSchool News* recognized ten of the nation's top K-12 executives for their leadership and vision in the area of educational technology.

Johnell Sharp, the principal of Lee Elementary School; Dr. Karen Jackson, the director of the Department of Human Resources; and Dr. Aquine Jackson, the director of the Division of Student Services are the recipients of the *Milwaukee Times* 16th Annual Black Excellence Award sponsored by Jewel-Osco, Time Warner Cable, WISN TV 12, and the *Milwaukee Journal Sentinel* in the area of education. This year's theme was "The Pursuit of Excellence Has No Boundaries."

Linda Short, a teacher at Fifty-third Street Elementary School, has been selected as the winner of the January 2001 Ozaukee County Educator of the Year Award. She was one of four winners selected from each of the local school districts in the surrounding area. In addition to the award, she received a check for $2,500 to be used on an educational project of her choice.

Jennie Ekstein and Sandra Schroeder, teachers at Bell Middle School, have been selected from a group of outstanding educators from across the state to participate in the second Wisconsin State Teachers' Forum coordinated and sponsored by the Wisconsin Department of Public Instruction.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of January 9, 17, and 30, 2001, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

In accordance with established procedures, I present the following claim:

1. Notice of Claim by personal letter filed against the Milwaukee Public Schools by Mark A. Gatton, for damages resulting from an alleged injury sustained by his son, Nicholas Gatton, while at Beulah Brinton recreation site on August 24, 2000.

   Claim is being made in the sum of $512.36.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that this claim be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claim and place it on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimant a period of six months in which to bring suit, if he so desires.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

On the motion of Director Braun, the claim was denied, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—8.

Noes—None.

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(Item B) Approval of a Negotiated Labor Contract with Local 1616, AFSCME

Office of the
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the following:

Local 1616 (Technical Employees) —
Two- (2-) year contract (July 1, 2000, through June 30, 2002)

It is the recommendation of the Superintendent that the Board approve and adopt the above contract as highlighted on the following summary document.

Sincerely,

Spencer D. Korté, Ph.D.
Superintendent of Schools

HIGHLIGHTS OF CONTRACT RESOLUTION BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS AND AFSCME, LOCAL 1616

JULY 1, 2000 ,THROUGH JUNE 30, 2002

1. Two- (2-)year agreement: July 1, 2000, to June 30, 2002

2. Salaries: Effective 7/1/00 — 3.0%
Effective 7/1/01 — 3.0%

3. Deletion of obsolete language

4. Streamlining of various selection procedures

A complete package, including all tentative agreements, is available upon request.

On the motion of Director Braun, the contract was approved, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—8.

Noes—None.

* * * * *

(Item C) Status Report on Fund Raising for the Lynde and Harry Bradley Technology and Trade School

TO THE BOARD OF SCHOOL DIRECTORS

At its meeting on November 28, 2000, the Board approved a Fourth Amendment to the Intergovernmental Cooperation Agreement among the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and the Milwaukee Public Schools to Develop and Operate the Lynde and Harry Bradley Technology and Trade School. The amendment extends the date for the provision of firm commitments for funding the development, construction, and equipping of the school to June 30, 2001.

At least $50 million is needed for the new Lynde and Harry Bradley Technology and Trade School, and about 90% of that goal has thus far been reached.

At the time the Board approved the amendment, it requested monthly reports on the progress made in obtaining firm commitments for funding. The following summary of funding commitments was reported to the Board at its January 30, 2001, meeting:

Public Funds	$ 23,700,000
Jane B. Pettit Foundation	20,000,000
Rockwell International	1,000,000
Wisconsin Energy Corporation	500,000
Milwaukee Foundation	300,000
Fleck Foundation	100,000
Fay McBeath Foundation	100,000
Journal Communications	50,000
Joseph Johnson Charitable Trust	15,000
Payne & Dolan	10,000
Associates for Health Care	5,000
Total to date	$ 45,780,000

The $23.7 million in public funds to support the project include a commitment from the City of Milwaukee for $15 million from the sale of bonds, and $8.7 million from the sale of bonds through a federal program.

The Greater Milwaukee Committee has made a commitment to raise about $6.3 million from the private sector. Funding commitments totaling $2,080,000 have been received from the private sector thus far. An additional donation in the amount of $1 million is close to being finalized and is expected to be publicly announced within the next month. That would leave a balance of about $3.2 million remaining to be raised from the private sector.

At a recent meeting of the Tech Commission, there was discussion about the need for the establishment of an endowment fund to help fund ongoing costs for the school. Once funding commitments for the $50 million in project costs are in place, it is anticipated that fundraising efforts will continue to support an endowment fund for the school.

Groundbreaking is expected to take place on the new school in late March.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

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REPORTS OF STANDING COMMITTEES

In accordance with notice previously given, Director Johnson moved to discharge the Innovation/School Reform Committee from further consideration of the following items:

4. Action on Resolution 0001R-006 by President Thompson Regarding a Comprehensive Evaluation and Status Report of Reading in MPS

5. Action on a Recommendation for an MPS Assessment Ethics Policy

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—8.

Noes—None.

In addition to the above items, the following items were set aside for separate consideration:

Innovation/School Reform Committee, Item 2 (Charter School Proposal from Milwaukee Multicultural Academy);
Innovation/School Reform Committee, Item 3 (Phase Out the High School Program at Grand Avenue School);
Finance/Personnel Committee, Item 8 (Administrative Appointments and Promotions).

On the motion of Director Johnson, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—8.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Hearing and Action on a Charter School Petition from Siefert Elementary School as an Instrumentality of the District

On Friday, February 2, 2001, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by Siefert Elementary School. At that time, staff members and parents demonstrated their passion, commitment, and support for Siefert Elementary School's Petition.

Following the demonstration, panel members decided to support the concept of Siefert Elementary School's Petition to become an MPS Instrumentality Charter School. Panel members believe that the concept of Siefert Elementary School's Petition has the necessary components to establish a successful charter school. Some of the factors contributing to the panel's endorsement are that Siefert Elementary School:

A. Has a dedicated staff willing to take ownership in the Siefert Elementary School concept;

B. Has an innovative approach that incorporates Total Quality Management and empowered governance with true collaboration of stakeholders in decision making,

C. Has requested the authority to make more decisions locally to better serve its community's needs;

D. Has established the supportive infrastructure of students, staff, and community stakeholders necessary to achieve its goals;

E. Has proposed a program that would fill a gap in MPS, because of its Total Quality Management model;

F. Has recognized the need for, and value of, the independence to set curriculum, goals, and standards for its own students; and

G. Has demonstrated a passion for education and a true desire to become an educational center for the entire community.

Charter School Review Panel Recommendation

The MPS Charter School Review Panel wholeheartedly recommends that the concept of the petition be approved at this time, with no revisions requested in the Petition.

For the reasons listed, the MPS Charter School Review Panel gives its positive support for Siefert Elementary School's Petition to become an MPS Instrumentality Charter School. Siefert staff has requested charter school status to be effective for the 2001-2002 school year.

Mr. Al Kaczmarek, Chair	Director Joe Dannecker
Ms. Hope DeVougas	Sister Mary Diez
Mr. Alex Hardy	Ms. Elise Riepenhoff
Mr. Francisco Urbina	Director Jeff Spence

Committee Recommendation

Your Committee recommends that the concept of the petition be approved.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Hearing and Action on a Charter School Proposal from Milwaukee Multicultural Academy as a Non-Instrumentality of the District

On Friday, December 15, 2000, members of the MPS Charter School Review Panel met to review a proposal from Milwaukee Multicultural Academy to become a non-instrumentality MPS Charter School for the 2001-2002 school year. At that time, the Review Panel recommended certain revisions to the proposal. Milwaukee Multicultural Academy subsequently notified the Review Panel that it would make the recommended revisions to its proposal.

Milwaukee Multicultural Academy submitted its revised proposal on January 19, 2001. The Charter School Review Panel met to review the revised proposal on Friday, February 2, 2001. At that time, staff members and parents demonstrated their passion, commitment, and support for Milwaukee Multicultural Academy's Proposal. Four members of the CSRP also toured the facility on Thursday, February 8, 2001.

The Review Panel has decided to support the concept of Milwaukee Multicultural Academy's proposal to become an MPS non-instrumentality charter school, which Panel members believe has the components necessary for the establishment of a successful charter school. Some of the factors contributing to the panel's endorsement are that Milwaukee Multicultural Academy:

A. Has a dedicated staff willing to take ownership of the Milwaukee Multicultural Academy concept;

B. Has a small class size that is very attractive to a number of Milwaukee parents;

C. Has requested that it become a public school and have the authority to make decisions locally to better serve its community population's needs;

D. Has established the supportive infrastructure of students, staff, parents, and community stakeholders necessary to achieve its goals;

E. Has proposed a program that would fill a gap in MPS, in that it provides a multicultural experience with small class size and individualized instruction; and

F. Has recognized a need for, and value in, having the independence to set curriculum, goals, and standards for its own students.

Charter School Review Panel Recommendation

The MPS Charter School Review Panel recommends that the proposal concept be approved at this time; however, all parties must recognize that clarification and/or modifications must be made, particularly in the following areas:

A. Facility – That the facility for this program be inspected by MPS staff;

B. Curriculum — That the staff needs to develop a process for ongoing monitoring and curriculum revision in order to ensure optimum student success. In addition, the staff needs to infuse technology, science, and social studies into the overall educational program;

C. MPS Standards — That MPS standards and assessments must be incorporated into the curriculum.

For the reasons listed, and with the modifications recommended above, the MPS Charter School Review Panel gives its positive support for the concept of Milwaukee Multicultural Academy's proposal to become an MPS Non-instrumentality Charter School, effective for the 2001-2002 school year.

Mr. Al Kaczmarek, Chair	Director Joe Dannecker
Ms. Hope DeVougas	Sister Mary Diez
Mr. Alex Hardy	Ms. Elise Riepenhoff
Mr. Francisco Urbina	Director Jeff Spence

Committee Recommendation

A motion to approve having failed on a tie vote, your Committee reports this item to the Board without recommendation.

Director Braun moved to approve the proposal.

The motion failed of adoption, the vote being as follows:

Ayes—None.

Noes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—8.

* * * * *

(Item 3) Action on a Recommendation to Phase Out the High School Program at Grand Avenue School, Beginning in the 2001-2002 School Year

Administration's Analysis

1. A grades-9-through-12 high school program was initiated at Grand Avenue School in the 1995-96 school year as a part of a process that was developed to review proposals for innovative options for operating schools. The Board voted to approve its establishment at its meeting in December 1994.

2. In the first year of operation, the high school program enrolled approximately 50 grade-nine students. In the current school year, the high school program has about 155 students enrolled in grades 9-12.

3. The Administration is recommending that the high school program at Grand Avenue School be phased out, beginning with the 2001-2002 school year. The school does not believe it is programmatically or financially feasible to continue the program at Grand Avenue with such a small student population.

4. The three primary reasons for this recommendation are related to budget, enrollment, and space limitations:

• The cost to maintain the high school program is very expensive. The school budget allocation is unable to support the staffing levels needed to provide the range of courses and services to which the high school students are entitled.

• The school has not met the target high school enrollment of 200 students in any of the past three years. In addition, in order to maintain reasonable eleventh- and twelfth-grade enrollments of about 50 students each, the school would need grade-nine and -ten enrollments of about 100 students each to account for attrition; however, the school facility does not have space to accommodate that number of students.

5. A number of meetings were held with the school governance council to discuss the feasibility of continuing the high school program. An informational meeting for all school parents was held on Saturday, November 4, 2000, to obtain parent opinions and discuss concerns. After careful consideration and much discussion, the school governance council voted to recommend that the high school program be discontinued at Grand Avenue School.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

7. The recommendation is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

8. Upon approval and implementation of the program's phase-out, the school's budget allocation will be adjusted accordingly.

Implementation and Assessment Plan

9. Currently, the school has 20 seniors who are expected to graduate in June. Thirty-five students are juniors, 49 are sophomores, and 51 are freshman. Parents of the students currently enrolled in the high school program have been notified of the recommendation to phase out the program. The students currently enrolled will be allowed to continue if they choose to do so. It is anticipated that a majority of the ninth-grade students will opt to choose another high school.

The school will continue working closely with parents of all of the students in the high school program to help them make a school selection decisions that will best meet the students' needs.

Administration's Recommendation

That the Board approve the recommendation to phase out the grades-9-through-12 high school program at Grand Avenue School, beginning with the 2001-2002 school year.

Committee Recommendation

Your Committee reports this item to the Board without recommendation.

Director Gardner moved that the administration's recommendation be approved and that the high school component of the Grand Avenue School not be located at Grand Avenue School after July 31, 2001; and that teachers, students and parents of the high school component of Grand Avenue School who wish to sustain the program be invited to submit a letter of intent to the Board no later than March 31, 2001, to develop a proposal to initiate an MPS instrumentality charter school for the 2001-2002 school year, independent of the management and the site of the Grand Avenue School.

Director Hardin moved to refer the matter back to Committee, with it to come back to the Board at the March meeting.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—8.

Noes—None.

* * * * *

(Item 4) Action on Resolution 0001R-006 by President Thompson Regarding a Comprehensive Evaluation and Status Report of Reading in MPS

Background

At its meeting on December 19, 2000, the Board referred the following resolution by Director Thompson to the Innovation/School Reform Committee:

WHEREAS, The ability to read effectively is a major factor determining a student's academic success; and

WHEREAS, MPS has recently undertaken a number of initiatives impacting reading; and

WHEREAS, There has not been a comprehensive evaluation of the initiatives and how they fit together; now, therefore, be it

RESOLVED, That the Administration prepare a comprehensive evaluation and status report of reading in MPS, along with recommendations to include:

1. The status of the Reading Guarantee;
2. A status report and information on the effectiveness of programs aimed at students having difficulty with reading, including but not limited to:
   - Pure Phonics
   - Direct Instruction
   - Target Teach;
3. The activities and effectiveness of the Reading Council; and
4. Assessment instruments and intervention strategies for students identified by these instruments as needing additional help.

Administration's Analysis

1. To complete a comprehensive evaluation and report on the MPS Reading Program as described in the resolution, the Division of Research and Assessment and the Division of Curriculum and Instruction will work collaboratively to compile and analyze pertinent information.

2. In addition to the information requested in the resolution, the report will include a description of the key components of the MPS K-12 Reading curriculum's instructional methodologies currently used for teaching reading, as reported by schools. The listing of instructional methodologies used in schools will also include the number of years of implementation.

3. The Administration will analyze and compare the school performance data relative to the various reading instructional methodologies and program initiatives and develop appropriate recommendations for consideration by the Board.

Strategic Plan Compatibility Statement

4. The recommendation is supportive of the MPS Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

5. The recommendation is consistent with state statutes and MPS policies and rules

Fiscal Impact Statement

6. The costs for completing the evaluation and report will be covered within current division budgets.

Implementation and Assessment Plan

7. The Administration proposes the following timeline for completing the report and recommendations:

Compile data and prepare report..... March – May, 2001

Present report to the Board .....June, 2001

Administration's Recommendation

That the Board adopt the resolution for an administrative report and recommendations on reading in the Milwaukee Public Schools, along with the proposed timeline.

Director Johnson moved to approve the administration’s recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, O’Neil, Werra and President Thompson—8.

Noes—None.

* * * * *

(Item 5) Action on a Recommendation for an MPS Assessment Ethics Policy

Background

1. In May 2000, the Board received Audit: 2000-11, titled "Review of MPS Assessment Plan." Recommendation #10 of Audit: 2000-11 stated:

> In order to establish clear and professional guidelines for teachers and school administrators regarding appropriate methods of test preparation and administration, and to provide a basis for evaluating conduct related to assessment, district administration should develop administrative policy regarding ethics in assessment.

2. In January 2001, the Administration submitted a report on assessment ethics to the Board. The Board directed the Administration to make a recommendation for action on an assessment ethics policy to the Innovation/School Reform Committee in February of 2001.

Administration’s Analysis

3. Inappropriate and unethical test preparation and administration practices can have a severe impact on test results for informing instruction and policy making. Such "test pollution" must be minimized in order to preserve the integrity of the assessment process and the validity of the decisions that are to be made from those assessments.

4. Regardless of their role, all that are involved in the assessment process should strive to maintain their focus on the fundamental reason for assessments — the welfare of the students being assessed.

5. The Administration recommends that the district adopt eight guiding principles of assessment ethics that are derived, in the most part, from the *Code of Ethical Assessment Practices in Education* developed by the Council on Measurement in Education's Ad Hoc Committee on the Development of a Code of Ethics.

6. The Administration's recommendation includes a definition of assessment and eight guiding principles:

> Assessment — the process of collecting, synthesizing and interpreting information for use in decision making — is an essential tool for anyone making educational decisions about students and schools. All involved in assessment should:
>
> 1. Maintain a focus on the fundamental reason for an assessment — to promote the education of students through accurate measurement of their learning;
> 2. Ensure that choices made in assessment practice are consistent with one's obligation to act with honesty, integrity, due care, and fundamental fairness to all involved in the assessment or affected by its results;
> 3. Ensure that the assessments used are reliable and that no practice used in selecting, preparing for, or administering an assessment detracts from its validity;
> 4. Ensure that the decisions made about students are based on assessment results that are an accurate indicator of the students' levels of achievement;
> 5. Acquire the knowledge and skills necessary to fulfill their roles in assessments;
> 6. Help others (including other educators, administrators, parents, the media, and the general public) to understand appropriate assessment practices;
> 7. Promote appropriate and ethical assessment practices and encourage "ownership" of an assessment by placing value on its producing accurate and reliable results; and
> 8. Advance the district's assessment policy and assessment procedures and understand that consequences are based on Administrative Policy #6.07, Employee Rules of Conduct.

The last principle refers to Administrative Policy #6.07, which is attached to the minutes of your Committee's meeting.

7. The district is using as a detailed assessment frame of reference, *Standards For Educational and Psychological Testing*, which is co-authored by the American Educational Research Association (AERA), the American Psychological Association (APA), and the National Council on Measurement in Education (NCME). This resource is fairly detailed, listing over 100 standards for assessment. It is perhaps the best resource available to ensure the development of an assessment system that is both ethical and of high quality.

8. The Administration recommends that the district develop an assessment procedure manual that is based on the Wisconsin Department of Instruction's guidelines for appropriate assessment procedures. The district assessment procedure manual should be developed in conjunction with school site administrators, teachers, and School Governance Councils. The district manual on assessments would include the following procedural areas:

- Prudent and reasonable test security
- Alignment of academic standards and assessments
- Opportunity to learn and assessment content

- Staff development for administration of assessments and the use of data
- Appropriate student preparation for assessments
- Adequate notice and full participation
- Adherence to assessment policy and consequences

Strategic Plan Compatibility Statement

9. The recommendation is compatible with and supports the MPS Strategic Plan's Goal #1, Student Achievement.

Statute, Board Policy or Rules Statement

10. The recommendation is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

11. There is no fiscal impact from the adoption of the assessment ethics policy.

Implementation And Assessment Plan

12. Timeline

Jan. 2001-Aug. 2001 ..... The Administration will develop, in conjunction with school site administrators, teachers, and School Governance Councils, a district assessment procedure manual.

Administration's Recommendation

That the Board adopt the following assessment ethics policy:

Assessment — the process of collecting, synthesizing and interpreting information for use in decision making — is an essential tool for anyone making educational decisions about students and schools.

Eight Guiding Principles of Assessment

All involved in assessment should:

1. Maintain a focus on the fundamental reason for an assessment — to promote the education of students through accurate measurement of their learning;
2. Ensure that choices made in assessment practice are consistent with one's obligation to act with honesty, integrity, due care, and fundamental fairness to all involved in the assessment or affected by its results;
3. Ensure that the assessments used are reliable and that no practice used in selecting, preparing for, or administering an assessment detracts from its validity;
4. Ensure that the decisions made about students are based on assessment results that are an accurate indicator of the students' levels of achievement;
5. Acquire the knowledge and skills necessary to fulfill their roles in assessments;
6. Help others (including other educators, administrators, parents, the media, and the general public) to understand appropriate assessment practices;
7. Promote appropriate and ethical assessment practices and encourage "ownership" of an assessment by placing value on its producing accurate and reliable results; and
8. Advance the district's assessment policy and assessment procedures and understand that consequences are based on Administrative Policy #6.07, Employee Rules of Conduct.

Director Johnson moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Johnson, Werra and President Thompson—6.

Noes—Director Hardin—1.

Temporarily absent—Director O'Neil—1.

* * * * *

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; and Monthly Expenditure Control Report

Award of Contracts

Below is a contract award recommendation for the February 2001 Finance/Personnel Committee. Adequate funding is available in the account as noted below.

ROOF REPLACEMENT

Kilbourn School

Prime Contractor
Specialty Associates, Inc.
11122 West Rogers Street
West Allis, WI 53227

Low Bidder, Base Bid of.....$216,995.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	5%	5% MBE	160	6	6	Corporation	1

Funds are being set aside from the account code 1-40-4-858-237-324-254310.

Total construction contract dollars awarded..... $216,995.00
Total dollars HUB participation..... $10,849.75
% of MBE participation..... 5.00
% of WBE participation..... 0.00
% of M/WBE participation..... 0.00
% Minority employees within company..... 4.00
% Women employees within company..... 4.00

Authorization to Make Purchases

Copies of all bids are sent to ten resource centers for minority- and women-owned businesses for posting and distribution to any interested suppliers:

African-American Chamber of Commerce
Hispanic Chamber of Commerce
Joint Certification Program
Milwaukee Indian Economic Development Agency
Milwaukee Minority Chamber of Commerce
Milwaukee Urban League
The Business Council Inc.
Wisconsin Women's Business Initiative Corporation
Wisconsin Business Resource Center Inc.
Women's Business Educational Consortium, Inc.

SS-561 Authorization to Extend a Contract with AE Business Systems for network, Systems Engineering and Technical Support Services

The Administration is requesting authorization to extend the contract with AE Business Systems to provide various network management, database, and computer support services. The Board authorized the contract for $125,000. on June 27, 2000. The contract would be on a time-and-material basis, with an amount not to exceed $210,000. The district currently does not have the staff or technical resources to perform these functions. AE Business Services has won the Wisconsin state contract for these services. (Contract Number: 15-93275-901).

Fiscal Information: Funds are included in the district's Strategic Technology Plan BC 1-10-4-814-518-312-266000.

SS-584 Cleaning and Repair of Athletic Uniforms and Related Equipment (Various)

Recommend authorization to award a sole-source contract to Athletic Equipment Repair Corporation for the cleaning and repair of athletic uniforms and related equipment such as helmets. Athletic Equipment and Repair Corporation is the only vendor in Wisconsin that performs this service. The contract will run through June 30, 2001, with the possibility of two annual renewals after it expires. The estimated annual total is $115,000.

Funding will come from a centralized account: 1-10-4 -703-600-323-162000.

Information Item:

SS-583 Toshiba Notebook Computers (Various)

Current pricing was obtained from the State of Wisconsin/University of Wisconsin contracts for the purchase of Toshiba laptop computers. By the end of January, orders totaling $45,058 had been issued to the low bidder, Omni Tech.

The intent is to use this bid as the basis for any future purchases through the lifetime of the model, or for as long as the price remains market-competitive. MPS Technology staff determined that this brand and model would meet the schools' needs.

Report of Revenues and Expenses

A. Statement of Revenues as of January 31, 2001:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$794,566,808	$22,348,186	$816,914,994	$166,104,717	$397,726,760	$419,188,234	49%
Categorically Aided	92,514,462	50,156,108	142,670,570	10,510,436	52,931,985	89,738,585	37%
School Nutrition	27,175,000	167,177	27,342,177	2,756,589	11,875,812	15,466,365	43%
Construction	21,073,121	14,990,054	36,063,175	9,277,404	25,780,747	10,282,428	71%
Extension	7,547,434	225,799	7,773,233	6,694,481	7,015,047	758,186	90%
Total All Funds	942,876,825	87,887,324	1,030,764,149	195,343,627	495,330,351	535,433,798	48%

B. Statement of Expenditures as of January 31, 2001:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$794,495,808	$22,348,186	$816,843,994	$63,333,897	$454,089,995	$362,753,999	56%
Categorically Aided	92,514,462	50,156,108	142,670,570	10,374,620	67,157,436	75,513,134	47%
School Nutrition	27,246,000	167,177	27,413,177	2,335,068	14,162,191	13,250,986	52%
Construction	21,073,121	14,990,054	36,063,175	106,097	22,311,954	13,751,221	62%
Extension	7,547,434	225,799	7,773,233	343,336	3,759,911	4,013,322	48%
Total All Funds	942,876,825	87,887,324	1,030,764,149	76,493,018	561,481,487	469,282,662	54%

(1) Represents Board-approved transfers during fiscal year 2001 and appropriations for purchases encumbered in fiscal year 2000.

Monthly Expenditure Control Report

The expenditure control report for January is attached to the minutes of your Committee's meeting.

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contract as listed above;
2. Authorize the purchases as listed above; and
3. Accept the Report of Revenues and Expenses.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval Of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Natalie Blakley Hopkins	School Secretary I $17,358.67/yr.	01-22-01
Joyce Chesser Congress	School Secretary I $18,400.19/yr.	01-22-01
Sharon Evans Congress — South Campus	Handicapped Children's Assistant $13,050.82/yr.	01-03-01
Lee Vera Gentry Finance	Accounting Assistant I $23,429.90/yr.	01-22-01
Lorelei Skeff Douglas Community Acad	School Secretary I $17,358.67/yr.	01-31-01
	PROMOTIONS	
William Gladney Madison	Boiler Attendant Trainee $25,815.40/yr.	01-08-01
Charles Hudlett Riverside	Boiler Attendant Trainee $25,815.40/yr.	01-08-01
Kevin Jones Malcolm X Academy	Boiler Attendant Trainee $25,815.40/yr.	01-08-01
Andrew Koller Pulaski	Building Service Helper II $23,926.76/yr.	01-07-01
Wayne Lewis King	Boiler Attendant Trainee $25,815.40/yr.	01-08-01
Raymond Moody Pulaski	Boiler Attendant Trainee $25,815.40/yr.	01-08-01
Linda Paulson Warehouse & Dist Services	Material Handler III $38,760.80/yr.	01-22-01
	CHANGES IN STATUS	
Necole Brown Neeskara	Handicapped Children's Assistant $13,050.82/yr.	02-05-01
Heidi Lawhorn WCLL	School Secretary I $28,164.50/yr.	03-12-01
Sahialys Suarez Kagel	School Secretary I $23,364.44/yr.	01-29-01
Mary S. Truman Small Community Schools	School Secretary I $20,929.74/yr.	01-22-01
Chue Vang < Lloyd	School Secretary I $18,832.00/yr.	01-22-01

Approval of Certificated Appointments — Teachers

	Teachers - Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r	Karen L. Backus PreK-3	B	$27,948	0	12/19/00
r	Melissa J. Bollow Bilingual	B	$27,948	0	01/03/01
r,b	Jean M. Broadwater L.D.	D	$38,292	5	01/03/01
nr	James A. Cappleman Guidance	B	$33,900	5	01/22/01
r	Marie I. Carini Elementary Education	B	$27,948	0	01/04/01
r	Elvia Cervantes Bilingual	B	$27,948	0	01/03/01
nr	Terri A. Deroon Biology/Science	B	$27,948	0	01/22/01
r	Dawn R. Dettlaff Speech Pathologist	B	$27,948	0	01/03/01
r	Jens K. Feiker Elementary Education	B	$27,948	0	01/22/01
r	Carmen J. Follmer Spanish	B	$27,948	0	01/22/01
r	Susan H. Goggins Speech Pathologist	B	$27,948	0	01/03/01
nr	Jaime L. Guzniczak C.D.	B	$27,948	0	01/22/01
r,a	Michael J. Haar Physical Education	BB	$29,998	1.5	01/19/01
r	Jason A. Hurley C.D.	B	$27,948	0	01/12/01
nr	Heidi L. Indermuehle Upper Elmentary	B	27,948	0	01/03/01
r	Diane Jefferson K-3	B	$27,948	0	01/03/01
r	Ann M. Jorgenson PreK-6	B	$27,948	0	01/22/01
r	Jody A. Kolinske Upper Elementary	B	$27,948	0	01/22/01
r	Jessica G. Kostrova Upper Elementary	B	$27,948	0	01/03/01
r	Rachel A. Krueger Elementary Education	B	27,948	0	01/08/01
r	Amanda M. Lee Elementary Education	B	$27,948	0	01/22/01

r,a	Anthony T. Long L.D.	B	$28,611	1	01/19/01
r	Krista M. Lucarelli English	B	$27,948	0	01/22/01
r	Carrie R. Maxwell Biology/Science	B	$27,948	0	01/22/01
r	Dana M. McKenzie Speech Pathologist	B	$27,948	0	01/03/01
r	Lynn M. Metzner English	B	$27,948	0	12/11/00
r	Kathryn A. Mueller Music	B	$27,948	0	01/22/01
r	Alison C. Nisbet ESL	B	$27,948	0	01/22/01
r	Keely L. Roberts Elementary Education	B	$27,948	0	01/22/01
r,b	Stephanie R. Roland Elementary Education	BB	$35,553	5.5	01/22/01
r	Stacey M. Schaeffer PreK-6	B	$27,948	0	01/22/01
nr	Stacie J. Scheer PreK-3	B	$27,948	0	01/18/01
r	Clabe A. Slone Upper Elementary	B	27,948	0	01/22/01
nr	Janelle M. Stallings PreK-6	B	$27,948	0	01/22/01
r	Matthew M. Stark Elementary Education	B	$27,948	0	01/22/01
nr	Sherry M. Stefanik Upper Elementary	B	$27,948	0	01/08/01
nr	Rebecca A. Stein Speech Pathologist	B	$27,948	0	01/03/01
r	Deborah L. Westfahl Art	B	$27,948	0	01/22/01
r	Margaret M. Williams Occupational Therapist	B	$27,948	0	01/03/01

CODES
(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 11, 2001		
Ruby Sanders	Hawthorne	January 5, 2001

Maternity Leave, to June 11, 2001

Karen Folker	Forest Home	February 8, 2001
Melissa LeClair	Bryant	May 1, 2001

Personal Leave, to June 11, 2001

Diane LaVelle	Bay View	January 22, 2001
Rochelle Vlaj	South	January 22, 2001

Personal Leave, to January, 2002:

Ricki Graettinger	Academy of Accelerated Learning	February 2, 2001

Personal Leave, to June, 2002:

Molly Dretzka	Grand	August, 2002

Sabbatical Leave, to June 11, 2001

Rosemarie Balistreri	Milwaukee High School of the Arts	January 22, 2001

Extension of Illness Leave, to June 11, 2001

Maria Acevedo	Leave	January 22, 2001
Maceo Allen	Leave	January 22, 2001
Margaret Garbisch	Leave	January 22, 2001
Timothy Goss	Leave	January 22, 2001
James Martell	Leave	January 22, 2001
Diane Michalak	Leave	January 22, 2001
Karen Tepper	Leave	January 22, 2001

Extension of Maternity Leave, to June 11, 2001

Ann Marie Flynn	Leave	January 22, 2001

Extension of Personal Leave, to June 11, 2001

Barbara Ireland	Leave	January 22, 2001
Susan Palmieri	Leave	January 22, 2001

CURTAILMENT OF LEAVE

Brenda Kertscher	Rescinded her personal leave that was granted from May 12, 2000, through January 19, 2001.
Laytoya Lacking	Rescinded her personal leave that was granted from August 22, 2000 through June 11, 2001.

Report on Resignations

Name	Position	Effective Date
Joy Adams	Teacher	07/30/01
Marilyn Adams	School Psych	06/15/01
Susan L. Alberti	Teacher	01/30/01
Carla Bauer	Teacher	01/03/01
Anne-Guri E. Bishop	Teacher	10/16/00
Daniel L. Bergschnieder	Teacher	01/19/01
Glorious J. Bolden	Teacher	01/12/01
Susan M. Borgen	Teacher	01/05/01
Jerry Burgher	Teacher	06/11/01
Maxine Carlson	Teacher	06/11/01

Dorothy Carrington	Teacher	01/04/01
Jacquelyn Chrisien	Teacher	06/11/01
Paul R. Coffin	Teacher	01/26/01
Therese L. Ebert	Teacher	01/22/01
Mary J. Frey	Teacher	06/30/01
Robert J. Harding	Teacher	06/11/01
Ijoister Harris	Teacher	02/18/01
Christine J. Hellenthal	Teacher	12/18/00
Kristan L. Hren	Teacher	01/24/01
Kerry Irvine	Teacher	01/08/01
Thomas V. Janasik	Teacher	06/11/01
Jill Jennik	Teacher	06/08/01
Alice R. Jorgensen	Teacher	12/01/00
Eugenia L. Kowalkowski	Teacher	11/16/00
Jayme Krevs	Teacher	01/17/01
Jeff Kujath	Teacher	01/19/01
Warner J. Lacy	Teacher	01/22/01
David M. Mayberry	Teacher	06/11/01
Michelle McClone	Teacher	02/02/01
Rebecca McKillip	School Psych	01/19/01
Sharon A. Mida	Teacher	06/11/01
Elise M. Moore	Teacher	12/19/00
Susan Odegaard	Teacher	01/06/01
Harry Oden	Principal	12/01/00
Edna R. Parker	Teacher	06/11/01
Tracy Paulson	Teacher	01/12/01
Barbara Reinhardt	Teacher	06/11/01
Heidi Schaefer	Teacher	01/04/01
Carol Sincere	Teacher	06/11/01
Rita W. Slawson	Teacher	01/22/01
Theodore Stocker	Teacher	06/11/01
Kerrie A. Swart	Teacher	01/08/01
Vicki R. Swenson	Teacher	02/10/99
Kathryn A. Wojtecki	Teacher	06/29/01

Affirmative Action Report

Committee Recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 3) Approval of Charter School Budgets for FY2001: Fritsche, Walker, Westside Academy

Background

1. Charter school policy and contracts require that charter school budgets be brought to the Board for approval. The FY2001 budgets for the first three MPS charter schools — Fritsche, Walker, and Westside Academy — are attached for the Committee's review and approval.

2. In the future, charter budgets will be brought to the Board for approval in a more timely fashion. These budgets are prototypes, however, and it has taken some time to develop them. In addition, as the budgets have been developed over the past year, it has become clear that some policy modifications will have to be made to ensure that the schools receive a level of funding that will ensure their operation as originally envisaged.

3. Board policy states that charter schools' per-pupil revenue "will be equal to the amount the state determines annually for charter schools operated by the Milwaukee Area Technical College (MATC), the University of Wisconsin at Milwaukee (UWM), or the City of Milwaukee." In recognition of the requirements that instrumentality charter schools use MPS facilities and MPS staff, however, the FY01 Board policy allocations for instrumentality charter schools have been modified: The FY01 allocations for Fritsche, Walker, and Westside Academy started with the Board policy amount ($6,492 per pupil), plus a salary differential allocation ($649 per pupil). This amount was divided by a pupil count that was weighted for the school level in the same manner as "regular" schools (middle school weight equaled 1.112). The resulting "per-pupil weighted base" amount was then multiplied by the individual school's weighted pupil count to determine the base allocation. Additional amounts were added to the schools' allocations for their share of special education and high-scope funds.

4. Simultaneously with the development of the charter budgets, the Administration has also been refining the funding formula for all schools. These developments will also necessitate changes in charter policy.

5. In January, the Board authorized the Administration to develop the FY2002 budget based upon these refinements and changes in implementing decentralized funding. Any charter policy changes needed will be submitted to the Board at the time the FY2002 proposed budget is submitted.

Committee Recommendation

Your Committee recommends that the Board approve the FY2001 budgets for Fritsche, Walker, and Westside Academy.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 4) Action on a Recommendation to Modify the Attendance Area for the Milwaukee School of Languages

Administration's analysis

1. At its meeting of November 28, 2000, the Board approved changes to various elementary, middle school, and high school attendance areas as part of the ongoing implementation of the Neighborhood Schools Initiative (NSI). These changes, however, did not include the attendance areas for Grant School and Milwaukee School of Languages. The Board subsequently approved changes to the Grant School attendance area at its meeting of December 19, 2000.

2. The proposed changes to the Milwaukee School of Languages attendance area resulted from previous Board action which:

a. Converted Edison Middle School to a K-8 school. This required a new elementary attendance area to be created for Edison and the reassignment of the former middle-school attendance area to other middle schools; and

b. Eliminated the requirement for students in Grade 5 in K-8 schools to make a choice at Grade 6 unless they wanted to attend a middle school. This action eliminated the need for separate attendance areas at the middle-school level for the K-8 schools and required the territory to be assigned to a middle school for assignment purposes.

3. During the review of the proposed changes by the various schools and their respective governance councils, a concern was raised by Milwaukee School of Languages that it should be made a city-wide school because of the automatic feeder preference for students from the elementary language immersion schools and the special language requirements of its program, both of which resulted in few, if any, seats being available for the regular middle school students residing in the attendance area.

4. As a result of the action by the Board, the Administration met with the middle school principals in December 2000 and developed three potential options for resolving the concerns raised by Milwaukee School of Languages:

a. Do nothing and bring forward changes previously recommended by the Administration;

b. Reassign the current attendance area for Milwaukee School of Languages to the adjacent attendance areas;

c. Assign all middle schools, including city-wide schools, attendance areas.

5. After considerable discussion of the advantages and disadvantages of each option, the consensus of the middle school principals was to select Option C above, which would be discussed by all schools with their respective governance councils during the month of January. The principals also recommended that this information be shared with the Board in January 2001 on an informational basis, with recommendations to be brought to the Board for approval at its February 2001 meeting. This information was subsequently reported to the Board at its January 2001 meeting.

6. When the Administration again met with the middle school principals to discuss the options and develop a recommendation for the Board's consideration, the consensus of the principals was to recommend Option A.

7. Approval of this change would relocate the following to the Milwaukee School of Languages attendance area: the Congress attendance area from the former Edison attendance area; the Carson Academy attendance area; and a portion of the former Sherman attendance area, which was added to 53rd Street School. These changes are detailed in maps in the attachment.

Strategic plan compatibility statement

8. The recommendation supports the MPS Strategic Plan, Goal 3, Family satisfaction, as measured by their choices in the education marketplace.

Statute, board policy or rule statement

9. The creation, modification, and assignment of attendance areas is required by Wisconsin Statutes 119.16(2).

Fiscal impact statement

10. There is no immediate fiscal impact related to the proposed attendance area changes.

Implementation and assessment plan

11. Upon approval by the Board, the Administration will make the appropriate changes in the various databases so that the information can be incorporated into materials for use in the student assignment process to be conducted for FY02. The final boundaries will also be transmitted to the appropriate school principals as soon as possible so that they can incorporate them into their local school planning efforts.

Committee Recommendation

Your Committee recommends that the Board approve the changes to the Milwaukee School of Languages attendance area as shown in the attachment.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 5) Authorization to Enter into a Contract with the United Way of Greater Milwaukee to Implement a Quality of Care Model with Child Care Centers and MPS Schools

1. The Administration is requesting authorization to enter into a sole-source contract for $1,255,000 with the United Way of Greater Milwaukee. The term of the contract will be from March 1, 2001, to December 30, 2001. The Scope of Work for this contract includes the following tasks:

- Conduct site evaluations for 126 child care centers and 63 before- and after-school programs in MPS schools;
- Train team members in the Early Childhood Environmental Rating Scale (ECERS) used in evaluation sites;
- Complete professional development plans for all lead staff in child care centers and MPS schools;
- Provide one-on-one technical assistance to non-accredited group child care centers to assist in achieving accreditation;
- Develop a system-wide, ongoing professional development program for the child care community;
- Develop criteria for funding and administer the project's discretionary grant pool. Day care centers and MPS schools will have the opportunity to submit proposals for funding child care improvement initiatives;
- Submit bimonthly project reports to MPS and the Early Childhood Council-Milwaukee County.

2. The Early Childhood Council-Milwaukee County, at its meeting on February 5, 2001, endorsed a contract with the United Way of Greater Milwaukee. The Council indicated its support for the contract in a letter to the Milwaukee Board of School Directors dated February 12, 2001, which is included in the attachments.

Administration's Analysis

3. With the assistance and support of Milwaukee County and the Early Childhood Council-Milwaukee County, the Milwaukee Public Schools was awarded a $4.4 million federal child care block grant to improve the access to, and quality of, child care for children ages 5 and under. The objectives of the federal grant are:

- To assist the early childhood community with school partnerships that address continuity of care across funding sources;

- To provide child care providers with quality development plans and a "map" to obtain resources to implement their respective plans;
- To focus on staff development, with emphasis on staff and director qualification enhancements;
- To provide additional ongoing assistance and support to providers to achieve accreditation by the National Association for the Education of Young Children (NAEYC) within three years.

4. The block grant is a two-year grant, with a second award of $4 million available next year. The initial $4.4 million must be spent by September 30, 2001, for MPS to be eligible for the full amount of the second award. The Administration has been working with Milwaukee County and the Early Childhood Council-Milwaukee County to develop a comprehensive plan for the use of these grants. A list of the members of the council is included in the attachments. The request for authorization to enter into a contract with the United Way of Greater Milwaukee is for one of the projects to be implemented. The Administration will report to the Board other activities and projects as they are developed.

5. Child care advocates understand the tremendous benefits that collaboration between MPS and the day care community can provide. Providing high-quality, seamless care is important for both a child's physical wellbeing and his or her future academic success. Unfortunately, the level of quality care throughout the city is uneven.

6. To ensure that quality care is available throughout the community, early childhood standards and nationally recognized evaluation tools must be implemented district-wide. The United Way of Greater Milwaukee has the fiscal, programmatic, and outcomes-based accountability mechanisms to establish a model to, first, assess the quality of individual day care providers, then to assist them in moving up the quality ladder.

Strategic Plan Compatibility Statement

7. The project and contract with the United Way of Greater Milwaukee supports the MPS Strategic Plan, Goal 1, Student Achievement, and Goal 3, Family Satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rule Statement

8. No Board policy or rule would require modification.

Fiscal Impact Statement

9. The district was awarded a $4.4 million federal child care block grant to improve the access to, and quality of child care for, children ages 5 and under. Funds are allocated in BC 1-14-4-259-532-312-110000 to fund the contract with the United Way of Greater Milwaukee. Total cost of the contract is $1,255,000.

Implementation and Assessment Plan

10. The United Way of Greater Milwaukee will provide bimonthly reports to MPS and the Early Childhood Council-Milwaukee County.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a contract with the United Way of Greater Milwaukee to provide early childhood services as described in the Scope of Work in the amount of $1,255,000, and with a term from March 1, 2001 to December 30, 2001.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 6) Action on a Request to Enter into a Contract with Eye on Education, Inc., for the Purpose of Publishing a Book or Series of Books Using the P-5 Assessment Portfolios Guide

Administration's Analysis

1. The P-5 schools decided to implement portfolio assessment during the 1994-1995 school year as a way to better assess the strengths and the growth of each student's learning and to communicate the child's growth to the student, teachers, and parents. A portfolio is a meaningful collection of student work that exhibits to the student and others the student's effort, progress, achievement, and strengths. The documents within the portfolio can be collaboratively selected by students and teachers to promote self-esteem and critical thinking.

2. The P-5 Portfolio Guide was created and is revised each school year by principals and teachers from the P-5 schools, P-5 office staff, and a consultant. Portfolios help teachers assess the whole child, rather than relying solely on test scores, report card grades, or other statistical data. Given the high mobility rates of students within P-5 schools, the portfolio is an effective tool for sharing information about a student's abilities, strengths, and progress, should the student transfer schools.

3. Eye On Education, Inc., an educational publishing company, has expressed an interest in publishing a book or series of books using the P-5 Assessment Portfolio Guide. The Administration has worked with the Office of the City Attorney to develop a contract for that purpose.

4. The contract assigns to Eye On Education all rights, including copyright, to the publication. MPS will receive royalties, as well as its own copies of the work. MPS retains a perpetual license to copy, modify, and use the publication and any revision in the Milwaukee Public Schools. In the event the publisher decides to discontinue publication of the work, the publisher will transfer the copyright to MPS without charge, at MPS's request.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute Board Policy or Rules Statement

6. The recommendation is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

7. There is the potential for increased revenue to the district from royalties received from the publisher's sale of the books. The publisher will pay MPS a royalty on the net cash received by the publisher from sales or other income from the book(s) as follows: 7.5% on the first 2,500 copies sold, and 10% on all copies sold thereafter.

Implementation and Assessment Plan

8. Following Board approval of the contract, Eye On Education will initiate procedures for the publication and distribution of the book or series of books

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a contract with Eye On Education, Inc., for the purpose of publishing a book or series of books using the P-5 Assessment Portfolio Guide.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 7) Action on Award of Contracts for E-Rate-Funded Technology Purchases

Administration's Analysis

1. In May 1996, the federal government enacted telecommunication legislation with a provision known as the E-Rate. The E-Rate provides significant funding to schools for purchasing telecommunication equipment and services. School districts awarded E-Rate funds pay only a portion of the cost for equipment or services — for MPS, the portion is approximately 20%. The balance is paid from the E-Rate fund directly to the suppliers.

There are stringent guidelines to qualify for the E-Rate discount, including bidding and contracting requirements. One requirement is that all school district policies and guidelines are adhered to in the award of contracts.

2. The Administration is requesting authorization to enter into contracts with the following vendors. The vendors being recommended for award are indicated in **bold** type. The total amount is the contract price. MPS will pay approximately 20% of the total price.

Bid	**Description**	**Bidders**	**Base Bid**	**Options**	**Total**
RFP-307	Novell Ops Sys	**AE Business**[1]	**$210,000**	**52,500**	**$262,500**
		Bell Tech.Logix	210,000		
RFP-308	Ad-Hoc Wiring	**Munger Tech'l**	**$37 per hour**		**$175,000**
		Mitel	$93 per hour		
RFP-309	Cisco Maintenance	**Ameritech/SBC**			**$1,158,643**
		Berbee			1,197,238
		MasterLink	Non-responsive		
		AE Business	Non-responsive		
RFP-310	Cisco Switch Upgrade	**Ameritech/SBC**	**$4,144,017.30**		
		Berbee			4,200,719.90
		Bell Tech.Logix			4,298,611.27
		AE Business			4,308,598.35
		MasterLink			4,374,940.40
		Kent DataComm			4,385,209.44
		Sapphire Systems	Non-responsive		
RFP-311	Internet Server Upgrd	**Sun Microsystems (only bidder)**	**$366,398.50**	**$48,000 Maint**	**$414,398.50**
RFP-312	Network Maintenance	**AE Business**[2]	**$95 per hour**		**$150,000**
		Berbee	$130 per hour		135,000
		Mitel	135 per hour		
		Bell Tech.Logix	140 per hour		
		MasterLink	140 per hour		
		Kent DataComm	Non-responsive		
		Munger	Non-responsive		

[1] Note: Current contract is with AE Business.
[2] Berbee will receive a portion of the contract in order to build vendor capacity for network maintenance.

Bid	Description	Bidders	Base Bid	Options	Total
RFP-313	Classroom Switches	**Bell Tech.Logix**			**$376,550**
		AE Business			510,000
		Ameritech			573,750
		Berbee			423,300
		IBM			543,150
		Kent DataComm			968,150
		MasterLink			512,125
		Munger		Non-responsive	
		Sapphire			414,375
		SynerComm			722,500
RFP-314	Video Gateway	**Ameritech/SBC**			**$240,330**
		AE Business	100,750	Non-responsive	
RFP-315	Voice Over IP	Reject all bids as unacceptable			
		Mitel	183,881	Non-responsive	
		Ameritech/SBC	272,245	Non-responsive	
		AE Business	298,808	Non-responsive	
		Berbee		Non-responsive	
		IBM		Non-responsive	

The total value of the contracts listed is $6,898,938.80. All contracts are contingent upon MPS's receiving E-Rate funding and funds being included in the FY02 MPS Strategic Technology Plan budget. The MPS portion of the cost is projected at $1.4 million.

Strategic Plan Compatibility Statement

3. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

4. No Board policy or rule would require modification.

Fiscal Impact Statement

5. The total value of the contracts listed is $6,898,938.80. All contracts are contingent on MPS receiving E-Rate funding and funds being included in the FY02 MPS Strategic Technology Plan budget. The MPS portion of the cost is projected at $1.4 million.

Implementation and Assessment Plan

6. The Administration will continue to periodically report to the Board the progress of the district's Strategic Technology Plan.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into contracts with the vendors listed, contingent on receiving E-Rate funding and Board approval of the FY02 budget.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 8) Action on Recommended Administrative Appointments and Promotions

Superintendent's Recommendation

The Superintendent recommends that the following individuals be promoted to the classifications indicated, effective upon assignment following approval by the Board:

Committee's Recommendation

Your Committee recommends that the Board not approve the appointments and promotions.

2(r)	Willie Killins, Jr.	Assistant Principal Riley Elementary School	Schedule III, Range 10Z $47,397.41
5(r)	Janet Miller	Director, Staff Development Div of Professional Dev	Schedule IIIE, Range 12A $84,376.14
5(r)	Julie Dolinky	Special Education Supervisor Division of Special Services	Schedule III, Range 8C $53,753.19
5(r)	Christine Jacobi	Special Education Supervisor Division of Special Services	Schedule III, Range 8C $62,302.00
5(r)	Margaret Szper	Special Education Supervisor Division of Special Services	Schedule III, Range 8C $42,875.00
2(r)	Larry Ellis	Coordinator, Parent Service Ctr Dept of Leadership Services	Schedule III, Range 6A $57,816.61
5(r)	Gerald Wawrzonek	Middle School Drug Prevention and Safety Coordinator Division of School Safety	Schedule III, Range 6A $60,000.00
4(r)	Gary Graika	Middle School Drug Prevention and Safety Coordinator Division of School Safety	Schedule III, Range 6A $57,000
5(nr)	Jaime Zdrojewski	Compensation Analyst Dept of Human Resources	Schedule III, Range 5A $40,207.00
5(r)	Windy Lewis-Mizio	Asst Recreation Supervisor — MPS Special Olympics/Adaptive Athletics Dept of School & Comm Svcs	Schedule III, Range 4A $37,232.00

Codes:
- 2 African American
- 5 White
- r Resident who must remain resident
- nr Non-resident who must become resident

* * * * *

Director Braun moved that the Board retire to executive session under the provisions of Wisconsin Statutes, Chapter 19.85 (1) (c) to consider personnel matters.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra, and President Thompson—8.

Noes—None.

The Board retired to executive session at 7:52 PM.

The Board reconvened in open session at 8:20 PM.

Director Braun moved to approve the following appointments and promotions:

2(r)	Willie Killins, Jr.	Assistant Principal Riley Elementary School	Schedule III, Range 10Z $47,397.41
5(r)	Janet Miller	Director, Staff Development Div of Professional Dev	Schedule IIIE, Range 12A $84,376.14
5(r)	Julie Dolinky	Special Education Supervisor Division of Special Services	Schedule III, Range 8C $53,753.19
5(r)	Christine Jacobi	Special Education Supervisor Division of Special Services	Schedule III, Range 8C $62,302.00
5(r)	Margaret Szper	Special Education Supervisor Division of Special Services	Schedule III, Range 8C $42,875.00
2(r)	Larry Ellis	Coordinator, Parent Service Ctr Dept of Leadership Services	Schedule III, Range 6A $57,816.61
5(r)	Gerald Wawrzonek	Middle School Drug Prevention and Safety Coordinator Division of School Safety	Schedule III, Range 6A $60,000.00
5(nr)	Jaime Zdrojewski	Compensation Analyst Dept of Human Resources	Schedule III, Range 5A $40,207.00
5(r)	Windy Lewis-Mizio	Asst Recreation Supervisor — MPS Special Olympics/Adaptive Athletics Dept of School & Comm Svcs	Schedule III, Range 4A $37,232.00

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Werra, and President Thompson—7.

Noes—Director Hardin—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 22 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of January 29, January 31, February 1, February 2, February 7, February 13, February 14, February 15, February 16, February 19, February 20, February 21, February 22, and February 23, 2001.

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

Ayes— Directors Braun, Dannecker, Gardner, Johnson, O'Neil, Werra, and President Thompson—7.

Noes—Director Hardin—1.

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COMMUNICATIONS AND PETITIONS

The Board Clerk, presented the following communications:

(Item A) Communication 0001C-004 from the Milwaukee Teachers' Education Association Requesting an Opportunity to Present a Position Paper on Library/Media Specialists

Referred to the Administration.

* * * * *

RESOLUTIONS

Resolution 0001R-009

by Directors Gardner, Werra, and Johnson

WHEREAS, The Milwaukee Public Schools (MPS) currently offer several Montessori school program options to parents and children, including Craig Montessori, Highland Community, Greenfield Montessori and MacDowell Montessori; and

WHEREAS, Three- and four-year-old students are integral to the Montessori educational program; and

WHEREAS, Highland Community School is also an MPS non-instrumentality charter school option for district parents; and

WHEREAS, According to MPS Administrative Policy 9.12,Charter Schools, "The per-pupil revenue amount for an MPS charter school student will be equal to the amount the state determines annually for charter schools operated by the Milwaukee Area Technical College (MATC), the University of Wisconsin at Milwaukee (UWM) and the City of Milwaukee"; and

WHEREAS, The per-pupil revenue granted by the state, as referenced in Administrative Policy 9.12, Charter Schools, does not anticipate funding for three-year-old students and allows for up to only 0.6 Full Time Equivalent (FTE) funding for four-year-olds; and

WHEREAS, MPS currently funds all MPS Montessori schools at a full FTE for three- and four-year-old students, except for Highland Community School, which currently does not receive any funding for its three-year-old students and only 0.6 Full Time Equivalent (FTE) funding for its four-year-olds; and

WHEREAS, Highland Community School was receiving full FTE funding for three- and four-year old students until this year, when it agreed to update its current MPS charter school contract; now, therefore, be it

RESOLVED, That Highland Community School be funded, for the 2000-2001 school year, as are all other MPS Montessori schools for their three- and four-year old students; and be it

FURTHER RESOLVED, That this budget adjustment be made not later than April 1, 2001.

Referred to the Finance/Personnel Committee.

* * * * *

Resolution 0001R-010

by Directors Gardner and Dannecker

WHEREAS, According to MPS Administrative Policy 9.12, Charter Schools, "MPS charter schools that are instrumentalities of MPS must be located in MPS facilities"; and

WHEREAS, The Milwaukee Board of School Directors approved the concept of the petition submitted by the I.D.E.A.L. Charter School on November 28, 2001, and authorized the Office of Board Governance, Charter School Services, to enter into contract negotiations with I.D.E.A.L.; and

WHEREAS, I.D.E.A.L. parents and staff have been working with MPS Administration to locate a suitable facility for the 2001-2002 school year; and

WHEREAS, I.D.E.A.L. parents and staff and MPS Administration have been unsuccessful in locating a suitable facility for the 2001-2002 school year; and

WHEREAS, A significant number of families have selected I.D.E.A.L. for their school of choice for the 2001-2002 school year, and I.D.E.A.L. staff must begin to make preparations to open on the first day of the 2001-2002 school year; therefore be it

RESOLVED, That a waiver of Administrative Policy 9.12, Charter Schools, with respect to the facility for the I.D.E.A.L. instrumentality school, be granted which would allow the I.D.E.A.L. School to be located in a suitable non-MPS facility for the 2001-2002 school year.

Referred to the Innovation/School Reform Committee.

* * * * *

Resolution 0001R-011

by Directors Dannecker, Gardner, Johnson, O'Neil, Spence, thompson, and Werra

WHEREAS, The MPS Strategic Plan commits the District to make effective progress in student achievement, graduation, and post-graduation success; and

WHEREAS, MPS has made effective progress toward many strategic goals, including parental involvement and satisfaction, student academic achievement, student and faculty safety, and community partnerships; and

WHEREAS, These improvements have not yet resulted in improvements in students' retention or graduation rates; and

WHEREAS, MPS does not have an effective means of measuring post-graduate success; therefore be it

RESOLVED, That all MPS high schools, including partnership and charter high schools, will include, as part of their 2001-2002 education plans, specific ways to improve student retention and graduation rates and post-graduate success, with measurable annual benchmarks of effectiveness for each; and be it further

RESOLVED, That quantitative and qualitative analysis of success in reaching benchmarks with respect to student retention, graduation rates, and post-graduation success will be part of the evaluation of the education plan and leadership performance conducted by the Superintendent and school governance councils.

Referred to the Innovation/School Reform Committee.

* * * * *

Resolution 0001R-012

by Directors Thompson, Johnson, Dannecker, Spence, and Gardner

WHEREAS, The Milwaukee Board of School Directors has made unprecedented efforts to decentralize funds to local schools; and

WHEREAS, The Milwaukee Public Schools' current financial structural deficit will require additional monitoring by the Board with respect to the allocation of funds to schools; and

WHEREAS, The Board maintains its commitment to provide schools with adequate resources necessary to provide quality educational programs for children; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors shall review all chargebacks that limit the schools' power to buy back services; and be it

FURTHER RESOLVED, That the Board shall reserve the right to convert many of these chargebacks to buybacks in the FY 2002 budget.

Referred to the Strategic Planning and Budget Committee

* * * * *

Resolution 0001R-013

by Directors Gardner, Dannecker, O'Neil, and Johnson

WHEREAS, The Milwaukee Board of School Directors has made an unprecedented outreach effort as a part of the Neighborhood Schools Plan; and

WHEREAS, The Neighborhood Schools Plan has made a commitment to increased community involvement, to community partnerships, and to the development of quality educational programs and facilities; and

WHEREAS, In addition to the actions identified in the Neighborhood Schools Plan, there is further need to assess the Neighborhood School Plan’s impact on other MPS schools, which may include conversion, expansion, and renovation of school facilities; therefore, be it:

RESOLVED, That the Administration assess the needs, investigate funding sources, and develop comprehensive community plans and report back to the Board with budgets and timetables to convert, expand, and renovate MPS schools and facilities in attendance areas directly affected by the Neighborhood Schools Initiative; and be it

FURTHER RESOLVED, That these plans specifically address the needs of the following schools: Congress Street Elementary School; Fairview (K8) Elementary School; French Immersion School; Granville Elementary School; Hawley Road School; IDEAL Charter School, La Escuela Fratney; and Manitoba (K8) Elementary School; and be it

FURTHER RESOLVED, That other schools also be given the opportunity to request facility or program conversion, expansion, and/or renovation as a direct result of the Neighborhood Schools Initiative; and be it

FURTHER RESOLVED, That all plans brought to the Board for approval reflect the commitment of the Neighborhood Schools Initiative to provide safe, quality, family-friendly nearby neighborhood options for all children in grades K8, in all Milwaukee neighborhoods.

Referred to the Strategic Planning and Budget Committee

The Board adjourned at 8:30 PM

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 27, 2001

Regular meeting of the Board of School Directors called to order by President Thompson at 6:41 PM.

Present—Directors Braun, Gardner (6:50 PM), Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—8.

Absent and excused—Director Dannecker—1.

AWARDS AND COMMENDATIONS

Special Commendations

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 presenting special commendations to several schools and students.

MILWAUKEE METROPOLITAN SEWERAGE DISTRICT
MERCURY IN SCHOOLS CLEAN SWEEP

The Board and the Milwaukee Metropolitan Milwaukee Sewerage District would like to recognize the following 16 schools for their involvement in the Mercury in Schools Clean Sweep program. This program was developed to eliminate mercury, a developmental and degenerative neuro-toxin, in our schools and is funded by the Wisconsin Department of Natural Resources. Collectively, these schools gathered 787 mercury thermometers, 2 barometers and 71.75 pounds of bulk mercury that were turned in for proper disposal. The Milwaukee Metropolitan Sewerage District is awarding a total of $4,035 to these schools for turning in these mercury-containing devices and for helping to save the environment.

Audubon Middle School
Hamilton High School
Hi-Mount Community School
Juneau High School
King High School
Madison High School
Manitoba Elementary School
Marshall High School
McNair Academy
Morse Middle School
Pulaski High School
Riverside High School
Sholes Middle School
South Division High School
Stuart Elementary School
Vincent High School

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COMMENDATION TO THE VINCENT HIGH SCHOOL BOYS' BASKETBALL TEAM

WHEREAS, The Vincent High School boys' basketball team competed in the Wisconsin Interscholastic Athletic Association Division 1 state boys' basketball tournament in Madison; and

WHEREAS, Vincent is now one of four Division 1 boys' basketball teams in the state to have won five state basketball titles, having won the state championships in 2001, 2000, 1998, 1997, and 1996; and

WHEREAS, The Vincent team finished the season with a 25-2 record; and

WHEREAS, In this year's tournament games, Vincent defeated Washington High School in the semifinals by a score of 60-46 and defeated Oshkosh West in the finals by a score of 66-60; and

WHEREAS, Tom Diener, the team's coach since 1993, has achieved an outstanding record of 175-28 while at Vincent and was named Coach of the Year in 1998 by the *Milwaukee Journal Sentinel* and the Wisconsin Basketball Association coaches; and

WHEREAS, Tom Diener holds high expectations for his students and fosters cooperation, enthusiasm, and a respect for the sport; and

WHEREAS, The Vikings displayed tremendous teamwork, determination, and hard work; now therefore, be it

RESOLVED, That the Milwaukee Board of School Directors and the entire school community recognize the Vincent High School boys' basketball team for their dedication, sportsmanship, and outstanding achievements.

VINCENT HIGH SCHOOL BASKETBALL TEAM MEMBERS

Greg Brown
Marcus Conigliaro
Demetruis Eaton
Josh Falls
Gabe Green
Anthony Johnson
Carl Landry
Marcus Ross
Deonte Tatum
Terrence Tatum
Dejuante Wade
Maurice Wade
Joshua Bowen-White, Manager
Nick Polk, Manager

John Allen, Assistant Coach
Ray Perine, Assistant Coach
Rick Polk, Assistant Coach

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COMMENDATION TO THE MILWAUKEE PIRANHA SWIM TEAM

WHEREAS, The Milwaukee Piranha Swim Team is part of the Milwaukee Public Schools Community Recreation Program consisting of students from the metropolitan Milwaukee area; and

WHEREAS, The Milwaukee Piranha Swim Team competed in the Milwaukee Metropolitan Conference Meet in Cudahy on March 11, 2001; and

WHEREAS, The Piranhas have been the largest team in the conference since 1997, with 65 swimmers participating; and

WHEREAS, The Piranhas hold the record for the most points scored by an MPS team — 1,430.5; and

WHEREAS, The Piranhas earned the Milwaukee Metro Conference Championship for two successive years — 2000 and 2001; and

WHEREAS, The team won the Championship in competition with five suburban and three city teams; and

WHEREAS, The Piranhas have shown steady improvement within the program, going from eighth place in 1997 to fifth place in 1998, third place in 1999, and first place in 2000 and 2001; and

WHEREAS, The Piranhas are coached by Jason McEvilly, Joe Sief, Greg Howell, Kristen Frank, Matt Miller, Eric Jernberg and Lisa Gliderslеeve; now therefore, be it

RESOLVED, That the Milwaukee Board of School Directors and the entire school community recognize the Milwaukee Piranha Swim Team for their dedication, hard work, and outstanding achievements.

MILWAUKEE PIRANHA SWIM TEAM MEMBERS

Shushawna Belle, Fritsche Middle School
Brianna Borouchoff, Elm Creative Arts
Adrianne Bowe-Slagle, MacDowell Elementary
Lauran Bowe-Slagle, MacDowell Elementary
Kalise Burriere, Grand Avenue
James Cameron, Milwaukee Spanish Immersion
Leah Cameron, Roosevelt Middle School
Joe Charek, Non-MPS
Maggie Charek, Non-MPS
Janelle Cobb, MacDowell Elementary
Josh Delcolle, Tamarack
Justin Cobb, MacDowell Elementary
Tim Dombeck, MacDowell Elementary
Ben Dousmann, Non-MPS
Eric Egen, Morse Middle School
Davita Flowers-Shanklin, MacDowell Elementary
Margaret Formore, Roosevelt Middle School
Heidi Frank, Non-MPS
Keith Frank, Non-MPS
Leslie Frank, Non-MPS
Patricia Frank, Non-MPS
Wendy Frank, Non-MPS
Anna Gallagher, Non-MPS
Grace Gallagher, Tamarack
Craig Glidersleeve, Non-MPS
Kevin Glidersleeve, Non-MPS
Hugh Gallagher, Tamarack
Nakema Hall, Hopkins Elementary
Hannaha Hirbal , Non-MPS
Tosh Hirbal, Non-MPS
Ashley Kellums, Rufus King High School
Lauren Klabunde, Morse Middle School
Roman Hirbal, Non-MPS
Daniel Knippel, MacDowell Elementary
Megan Kohnke, Starms Elementary
Nicole Kohnke, Starms Elementary
Michael Kushner, MacDowell Elementary
John Libnoch, Riverside High School
Andre Oaccora, Non-MPS
Antonio Oliver, Sholes Middle School
Amber Pittman, Sarah Scott Middle School
Josh Quivoz, Non-MPS
George Robbins, University School
Abby Roidt-Jernberg, Roosevelt Middle School
Patricia Royster, Riverside High School
Adam Schaafsman, Heritage Christian Academy
Denzel Shafeef, Riverside High School
Addie Schultz, Lincoln Middle School
Alexis Sherard, Golda Meir Elementary
William Sherard, Golda Meir
Priscella Smith, Milwaukee School of Languages
Amy Sundquist, Ninety-fifth Street School
Ian Sustar, Tamarack
Irena Sustar, Tamarack
Jennifer Sustar, Tamarack
Julianna Trafton, Tamarack
Emily Vance-Curzan, Rufus King High School
Cari Wald, MacDowell Elementary
Daniel Wenszell, Heritage Christian Academy
Kate Wenszell, Heritage Christian Academy
Sara Wenszell, Heritage Christian Academy
Theresa Wenszell, Heritage Christian Academy
Lamont Williams, Morse Middle School
Justen Wink, Morse Middle School
Kristen Wink, Riverside High School

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COMMENDATION TO O'BRYAN MUNGON

WHEREAS, The Pulaski High School boys' wrestling team competed in the Wisconsin Interscholastic Athletic Association State Wrestling Championships in Madison; and

WHEREAS, O'Bryan Mungon, a Pulaski High School senior and three-time qualifier, competes at 125 pounds; and

WHEREAS, O'Bryan was named the Outstanding Wrestler and Outstanding Pinner of the Milwaukee City Conference; and

WHEREAS, O'Bryan is only the second four-time City Champion in the 50-year history of the conference; and

WHEREAS, O'Bryan finished the season with a 39-1 record; and

WHEREAS, In this year's State Championship, O'Bryan became the first city wrestler to win the gold and an individual state title since 1989; now therefore, be it

RESOLVED, That the Milwaukee Board of School Directors and the entire school community recognize O'Bryan Mungon for his dedication, sportsmanship, and outstanding achievements.

Other Awards And Commendations

Students

More than 300 high school students from 19 Milwaukee area schools competed in 24 technical contests at the 25th Annual Skill Olympics. This is a partnership between business and education to promote technical studies and to continue the development of a highly skilled workforce for the Metro Milwaukee Area. The following students were winners in this competition:

1st Place

Bridge Building	Bruce Fojut, Milwaukee Trade & Technical High School
Carpentry	Andrew Dietrich, Milw. Trade & Technical High School
Carpentry	Michael Williams, Milw. Trade & Technical High School
Chemical Technology	Tim Moore, Milw. Trade & Technical High School
Commercial Art	Romero Hernandez, Milw. Trade & Technical High School
Computer Numerical Control	Rodney Henry, Milw. Trade & Technical High School
Computer Numerical Control	Ben Schmiedeck, Milw. Trade & Technical High School
Foundry	Melissa Karow, Hamilton High School

2nd Place

Bridge Building and Demonstration Speed	Charles Crawford, Milw. Trade & Technical High School
Drafting/Architectural	Bernard Knoth, Milw. Trade & Technical High School
Foundry	Matthew Anderson, Hamilton High School

3rd Place

Chemical Technology	Leandrea Vernon, Milw. Trade & Technical High School
Demonstration Speed and Bridge Building	Prince Fady, Milw. Trade & Technical High School
Electrical Wiring	Justin Edinger, Milw. Trade & Technical High School
Foundry	Alex Butler, Hamilton High School
Job Interview	Fred Sanders, Milw. Trade & Technical High School
Printing	Larry Hoffman, Milw. Trade & Technical High School

The following eight students have been chosen as recipients of the 2001 Herb Kohl Foundation $1,000 Scholarship awards. These students have demonstrated academic excellence as well as high motivation to achieve.

Mario Estrada, South Division High School
Tanisa Johnson, Rufus King High School
Kimberly Malak, Bay View High School
Katelan McGinnity, Milwaukee High School of the Arts
Ripal Parikh, Rufus King High School
Katie Shanovich, Riverside High School
Cindy Simon, Milwaukee High School of the Arts
Jennifer Vonckx, Bay View High School.

Senator Herb Kohl also established the Kohl Student Initiative Award, which annually chooses three schools from which to recognize a student with exceptional initiative in the classroom. These recipients are:

Rubi Briceno, South Division High School
Alicia Moore, Kilmer South Alternative High School
Cliff Walters, Milwaukee School of Entrepreneurship

The following students are the winners of the Dr. Martin Luther King, Jr. Writing Contest for the 2000-2001 school year, sponsored by the Milwaukee Teachers' Education Association and the *Milwaukee Journal Sentinel*. This year's theme was "Injustice anywhere is a threat to justice everywhere."

1st Place

Kristina Allen, Grade 11, Riverside High School
Nick Drew, Grade 6, Roosevelt Middle School of the Arts
Mayrene Garcia, Grade 3, Riley Elementary School
Ophelia Miller, Grade 9, Riverside High School
Ellis Schriefer, Grade 5, Golda Meir Elementary School
Elm Creative Arts School, Group Project

2nd Place

Eva Lam, Grade 7, Morse Middle School
Brishon Merriweather, Grade 10, Juneau High School
Shanika Moore, Grade 4, Stuart Elementary School
Najah Perry, Grade 3, Golda Meir Elementary School
Crystal Tolbert, Grade 6, Roosevelt Middle School of the Arts

3rd Place

Sonia Martinez, Grade 9, Bay View High School
Rachel Mudek, Grade 6, Manitoba Elementary School
Christopher Reinoos, Grade 4, Golda Meir Elementary School
Joseph Strini, Grade 3, Elm Creative Art School

Latrell Fleming, a senior at Marshall High School, was one of only 1,800 high school basketball players nationwide to be nominated to the 2001 McDonald's All-American High School Basketball Team. From the field of nominees, 24 athletes will be chosen to compete in the McDonald's All-American Game in Durham, North Carolina.

Zer Her, a student at South Division High School, and Kelby Hall, a student at Edison Middle School, will travel into the Klondike territory to participate in the first ever *Special Olympics Global Youth Summit,* along with Milwaukee Public School Supervisor of Adaptive Athletics and Special Olympics Judy Gibbons. This event brings over 2,750 athletes and coaches from over 80 countries to the largest sporting event Alaska has ever held. Athletes will compete in one of seven different sports.

Romaine Drummonds, Toney Lock, and Rebecca Xiong, students at Sixty-eighth Street School, have been honored by the Wisconsin Art Education Association as outstanding young artists. Drummonds' artwork is on display at the Capitol Rotunda in Madison. Lock and Xiong's artwork is on public display at the Milwaukee Central Public Library during the entire month of March.

The following students have been selected to exhibit their artwork at the *Seventh Annual Youth Photography Showcase*, in the Rotunda of the Milwaukee City Hall. The program is sponsored by the Wisconsin Chapter of the Photographic Society of America. The Award of Merit winners received $100, and the Honorable Mention winners each received $50.

Award of Merit Winners

Stephanie Head, Rufus King High School
Maquilla Smith, Rufus King High School
Brittany Zingler, Rufus King High School

Honorable Mention Winners

Robyn Chamness, Pulaski High School
Vanessa Eggers, Rufus King High School
Melissa Moore, Rufus King High School
Emily O'Neill, Rufus King High School
Erin Rajchel, Rufus King High School
Alyssa Truong, Rufus King High School

Tainesha Johnson, a sixth-grade student at Samuel Morse Middle School, was recently awarded a private-lesson scholarship by the Milwaukee Symphony Orchestra. The competitive scholarship is available to minority students who complete an extensive application-and-interview process to demonstrate talent and work ethic.

Justin Rice, a junior at Pulaski High School, took fourth place in Division 1 at the 2001 WIAA State Wrestling Championships of Southeastern Wisconsin. His overall record is 35-7. Jeff Mennicke, a senior at Hamilton High School who took sixth place at the Championships, has an overall record of 38-8.

Tobias Kaemmerer, a senior at Milwaukee High School of the Arts and a member of the school's Jazz Lab, was one of 34 high school students selected nationwide to perform with the Grammy Jazz Band. He performed with one of the three student ensembles that performed at the Grammy Awards at the Staples Center in Los Angeles, California.

The Pulaski High School wrestling team has captured its eighth consecutive Milwaukee City Conference Wrestling championship. Pulaski's team included seven gold meadlists: Jose Cruz, Kou Yang, O'Bryan Mungon, Adam Dies, Justin Rice, Joe Flick, and Bob Langston. O'Bryan Mungon was also named the Outstanding Wrestler and Outstanding Pinner of the tournament, the second four-time City Champion in the 50-year history of the conference. The team is coached by John Welk.

The following students had their artwork on exhibition at the *Celebration of Art* held at the University of Wisconsin-Milwaukee on March 14:

Michael Borly, Burdick Elementary
Ricky Rasavong, Burdick Elementary
Kelsey Urbaniak, Alcott Elementary
Andrew Ihrcke, Audubon Middle School
Irenis Correa, Audubon Middle
Stephanie Shalewski, Bell Middle School
Nicholas Harlan, Brown Street Academy
Timothy Her, Brown Street Academy
Morgan Tate, Brown Street Academy
Trineka Wilder, Brown Street Academy
Mailee Lor, Bruce Street Elementary
Mitchell Wuhrman, Bruce Street Elementary
Asharae Saahir, Bryant Elementary
Princeton Perry, Cass Street Elementary
Taylor Donahue, Congress Year-Round School
Saul Guerrero, Forest Home Elementary
Melinda Salgado, Forest Home Elementary
Antoinette Miller, Franklin Elementary
Jazmune Houston, Garland Elementary
John Yang, Garland Elementary
Brittisha Duncan, Goodrich Elementary
Kiyla Irwin, Goodrich Elementary
Deneisha Robins, Goodrich Elementary
Alexandria Wright, Goodrich Elementary
Khou Xiong, Goodrich Elementary
Beatriz Luiz, Grand Avenue School
Nhia Yang, Grand Avenue School
Emilio Rivas, Grand Avenue School
Sunshine Yang, Grand Avenue School
Tianna Turner, Grand Avenue School
Ugssin Asid, Hamilton HS
Daniel Fritz, Hamilton HS
Brandon Walker, Hamilton HS
Donald Sanders, Hamilton HS
Jonathan Bertolas, Hartford Avenue School
Roderick Wilson, Hartford Avenue School
Jose Anguiano, Hayes Bilingual Elementary
Koralis Molina, Hayes Bilingual Elementary
Carrie Tillet-Saks, Hi-Mount Elementary
Antonio Reyes, Hi-Mount Elementary
Steven Lovett, Kluge Elementary
Marquis Phillips, Kluge Elementary

Khamtai Yang, Kluge Elementary
Chertoau Lor, Kluge Elementary
Margarita Klikizos, Fratney Elementary
Angel Montanez, Fratney Elementary
Quasha Boyd, Lancaster Elementary
Britnee Moton, Lancaster Elementary
Amanda Buszka, Maryland Avenue School
Ronnie Thomas-Winzer, Maryland Avenue
Chaiz Love, McNair Academy
Reggie Stanley, Milwaukee HS of the Arts
Marshall Moeck, Mitchell Elementary
Nakisha Burns, North Division HS
Thaddeus Mason, North Division HS
Vue Her, Pulaski HS
Choua yang, Pulaski HS
Chris Monigold, Pulaski HS
Jaquitta Grafton, Clemens Elementary
Javonte Love, Clemens Elementary
Canience Haynes, Sarah Scott Middle School
Kevin Moore, Sarah Scott Middle School
Shampoo Xaiyalath, Siefert Elementary
Erica Saffold, Siefert Elementary
Laquita Moss, Silver Spring Elementary
Ashanti Douglas, Tippecanoe Elementary
Christopher Robers, Tippecanoe Elementary
Xenia Smith, Tippecanoe Elementary

Schools

Audubon and Bell Middle Schools were selected by *Family PC* magazine as two of the nation's top 100 Wired Schools. The magazine is devoted to parenting in the digital area. The schools will be featured in an article in the upcoming May 2001 issue. This is the second year in a row that Bell Middle School was selected for this honor. Cary Werner, teacher at Audubon, and Anne Knackert and Ann Green, teachers at Bell, are responsible for technology at their schools.

Bay View High School's NJROTC color guard has been selected to present the colors at the annual meeting of the North Central Association Commission on Accreditation and School Improvement in Madison.

Byron Kilbourn Elementary School held a food drive to benefit Good Samaritan Church of God in Christ. The drive, which lasted about a week, resulted in the donation of 20 boxes of food. The school kicked off the drive by giving students a bowl of chicken noodle soup before sending them out for donations.

Dr. Martin Luther King Jr. Elementary School and Byron Kilbourn Elementary School were named as "model schools" by the Wisconsin Association of School District Administrators. A model school is one that believes all children can learn, regardless of familial, geographical, and cultural circumstances.

Rufus King High School received a $60,000 contribution from the Kimberly-Clark Corporation to create a partnership to support the school's mission. This will be an ongoing relationship, with annual contributions from the company based on the partnership objectives, which include scholarships, internships, and career opportunities.

Lloyd Street Elementary School students collected over $1,300 for the Leukemia and Lymphoma Society during their *Pennies for Patients* campaign.

Longfellow Elementary School students surpassed their goal by reading 6,573 books after Ronald McDonald visited their school and challenged them to read 5,000 books in one month. From January 5 through February 5, the students and teachers kept a running count of books read.

Fifteen students from the Milwaukee High School of the Arts will become the first dancers to perform at the American High School Theater Festival in Edinburg, Scotland. MHSA was one of 20 programs chosen from 300 applicants nationwide. The American High School Theater Festival was established in 1994 to allow American drama students to display their skills in an international setting. Lisa Serman-Colt, a dance teacher at the high school, is organizing the trip.

Samuel Morse Middle School's student council presented a check for $1,500 to Second Harvest, $800 of which was collected in pennies. The students raised the money over a four-day span during their lunch hours. Jacqueline Podolski is the student council adviser at Morse.

Dr. Cecil Austin and the Omo-Ana Children of the Spirit of the Drum, a group from Marshall High School, were chosen to perform at the Indiana Percussion Association Clinic Kick-Off held in Indianapolis. More than 300 students from across the state took part in clinics on percussion instruments.

Twenty-first Street Elementary School was awarded a $30,000 grant from the Helen Bader Foundation. The grant will be used to fund a special project called *History Alive 'We Came to Wisconsin,'* which will unite students using video distance technology to study the Underground Railroad and its impact on state immigrant history.

Staff

The following eight teachers from MPS were named recipients of $1,000 grant awards from the 2001 Herb Kohl Fellowship program. They have demonstrated their ability to inspire students with a love of learning and practice considerable service both inside and outside the classroom. These winners will become automatic applicants for the Wisconsin Teacher of the Year program.

Mary Jo Bellinger, Whitman Elementary School
Andre Cassini, Metropolitan High School
Mark Foreman, Eighty-first Street Elementary School
Mark Horowitz, Golda Meir Elementary School
Gail Milbrath, Lincoln Avenue Elementary School
Nanci Ulrich, Congress Year-Round Elementary School
Bonita Wagner, Alexander Mitchell Elementary School
Keith Zeise, Rufus King High School

William Andrekopoulos, principal of Fritsche Middle School, was selected as the 2001 Wisconsin Middle Level Principal of the Year by the Association of Wisconsin School Administrators. He was also named by the National Association of Secondary School Principals as Wisconsin's Middle Level MetLife Principal of the Year for 2000.

Michelle Mueller, a music teacher at 65th Elementary School, was named the recipient of the *Award for Excellence in General Music* as part of the 2001 Civic Music Association Awards of Excellence at the 19th Annual "Salute to Educators" during a concert at the Milwaukee Symphony Orchestra. Jack Watson, the head of the music department at Milwaukee High School of the Arts, received the *Lifetime Achievement* Award, and Byron Lampkins, a music teacher from Bell Middle School, won the *Award for Excellence in Instrumental Music*.

Margaret Rogers, principal at Benjamin Franklin Elementary School, was recently named the 28th president of the Epsilon Kappa Omega Chapter, Alpha Kappa Alpha Sorority, Inc. The chapter, which has 150 members, has a commitment to service in the community. The chapter sponsors the annual Debutante Cotillion, in which $95,000 was raised for scholarships and community donations. Ms Rogers will serve a two-year term.

John Schissler, retired teacher at Marshall High School, was honored by MPS this past Fall at Engelman Field at the University of Wisconsin-Milwaukee for his role in helping to create high school soccer programs in the state of Wisconsin. He began coaching in 1969 at Marshall High School, which was one of the first high schools in Wisconsin to offer soccer as an interscholastic sport. He received a certificate from the Governor, Mayor, and Common Council. His 30-year record prompted MPS to officially rename the Girl's Soccer Division the "Schissler Division."

Ann Tillmann Schwarten, a teacher at Marshall High School, had her artwork chosen for exhibition at Mount Mary College during "Exhibition 2000" last October. Her work was also exhibited during December and January at "In the Balance: Art Teachers as Art Makers," an exhibition that highlighted the work of artists who teach youth.

James Townes, principal on special assignment, has been named the winner of this year's Bob Love Award of Excellence at the National Black Association for Speech-Language and Hearing convention.

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APPROVAL OF MINUTES

The minutes of the regular Board meeting of February 26, 2001, were approved as printed.

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COMMUNICATION FROM THE SUPERINTENDENT OF SCHOOLS

(Item A) Disallowance of Claims

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

In accordance with established procedures, I present the following claims:

1. Notice of Claim filed against the Milwaukee Public Schools by Eric C. Cormany, attorney, on behalf of Romell Edwards, for damages resulting from an alleged injury sustained by Mr. Edwards while at Riverside University High School on August 31, 2000.

   Claim is being made in the sum of $125,000.

2. Notice of Claim filed against the Milwaukee Public Schools by Martin D. Stein, attorney, on behalf of Shevell Harmon and Sheila Harmon, for damages resulting from an alleged injury sustained by Shevell Harmon while at Burroughs Middle School on March 29, 2000.

   Claim is being made in the sum of $10,000.

3. Notice of Claim filed against the Milwaukee Public Schools by Alan D. Eisenberg, attorney, on behalf of Godella M. Petty for damages resulting from an alleged violation of her daughter's (Shyniecia L. Kennedy) civil rights beginning at Thoreau Elementary School on or about August 25, 1999.

   Claim is being made in the sum of $100,000.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that these claims be disallowed. Therefore, I recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

On the motion of Director Hardin, the claims were disallowed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin,, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

Temporarily absent—Director Spence—1.

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COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE/BOARD CLERK

(Item A) Rescheduling of the Board's Annual Organizational Meeting for 2001

Office of Board Governance

TO THE BOARD OF SCHOOL DIRECTORS

Board Rule 1.01(1) provides that the Board's annual organizational meeting shall be held on the fourth Monday in April. The 2001 organizational meeting is, therefore, scheduled for Monday, April 23. Several Board members, however, have notified the Office of Board Governance that they will be unable to attend the meeting on April 23.

State Statute 119.10(2) provides that "annually, no earlier than the 4th Monday in April and no later than the first Monday in May, the board shall hold its organizational meeting . . . ."

Under the provisions of this statute, the Board could hold its organizational meeting on any day between Monday, April 23, and Monday, May 7.

Recommendation

It is recommended that the Board suspend Board Rule 1.01(1) and reschedule the 2001 annual organization meeting (date to be determined at the Board meeting).

Director Johnson moved to suspend Board Rule 1.01.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

Director Johnson moved to schedule the 2001 annual organization meeting on May 3, 2001.

The motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Innovation/School Reform Committee, Item 2 (I.D.E.A.L. charter proposal);
Innovation/School Reform Committee, Item 3 (alternate portfolio assessment for students with special needs);
Innovation/School Reform Committee, Item 5 (research and survey policy);
Finance/Personnel Committee, Item 4 (funding for Highland charter school).

On the motion of Director Braun, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Action on a Recommendation to Phase Out the High School Program at Grand Avenue School Beginning in the 2001-2002 School Year

Background

1. The Administration submitted a recommendation to the Innovation/School Reform Committee in February 2001 to phase out the high school program(grades 9-12) at Grand Avenue School, beginning with the 2001-2002 school year. At its meeting on February 26, 2001, the Board referred the item back to committee and directed that the item be scheduled in March 2001.

Administration's Analysis

2. A grade-9-through-12 high school program was initiated at Grand Avenue School in the 1995-96 school year as a part of a process that was developed to review proposals for innovative options for operating schools. The Board voted to approve its establishment at its meeting in December 1994.

3. In the first year of operation, the high school program enrolled approximately 50 grade-nine students. In the current school year, the high school program has about 155 students enrolled in grades 9-12.

4. The Administration is recommending that the high school program at Grand Avenue School be phased out beginning with the 2001-2002 school year. The school does not believe it is programmatically or financially feasible to continue the program at Grand Avenue with such a small student population.

5. The three primary reasons for this recommendation are related to budget, enrollment, and space limitations. The cost to maintain the high school program is very expensive. The school budget allocation is unable to support the staffing levels needed to provide the range of courses and services to which the high school students are entitled.

The school has been unable to meet the target high school enrollment of 200 students in any of the past three years. In addition, in order to have reasonable 11th- and 12th-grade enrollments of about 50 students in each grade, the school would need enrollments of about 100 students each in grades 9 and 10 to account for attrition. The school facility, however, does not have space to accommodate that number of students.

6. A number of meetings were held with the School Governance Council to discuss the feasibility of continuing the program. An informational meeting for all school parents was held on Saturday, November 4, 2000, to obtain parent opinions and discuss concerns. After careful consideration and much discussion, the School Governance Council voted to recommend that the high school program be discontinued at Grand Avenue School.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

8. The recommendation is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

9. Upon approval and implementation of the program's phase-out, the school's budget allocation will be adjusted accordingly.

Implementation and Assessment Plan

10. Parents of the students currently enrolled in the high school program have been notified of the recommendation to phase out the program. The students currently enrolled will be allowed to continue if they choose to do so. Currently, the school has 20 seniors who are expected to graduate in June. Thirty-five (35) students are juniors, 49 are sophomores, and 51 are freshman. It is anticipated that a majority of the ninth-grade students will opt to choose other high schools.

The school will continue to work closely with parents of all of the students in the high school program to help them make school-selection decisions that will best meet the students' needs.

Administration's Recommendation

The Administration recommended that the Board approve the recommendation to phase out the grade-9-through-12 high school program at Grand Avenue School, beginning with the 2001-2002 school year.

Committee Recommendation

Your Committee reports that Grand Avenue high school has filed a charter proposal with the Office of Board Governance.

Your Committee recommends that the Board allow the Committee to hold this matter over for an additional 30 days, so that the Committee may hear the charter proposal and receive additional information, with a report to the Board by the April Board meeting.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action on Resolution 0001R-010 by Directors Gardner and Dannecker Regarding a Waiver to Allow I.D.E.A.L. Charter School to Reside in a Non-MPS Facility

Background

1. At its meeting of February 26, 2001, the Board referred the following resolution by Directors Gardner and Dannecker to the Innovation/School Reform Committee:

WHEREAS, According to MPS Administrative Policy 9.12, Charter Schools, "MPS charter schools that are instrumentalities of MPS must be located in MPS facilities"; and

WHEREAS, The Milwaukee Board of School Directors approved the concept of the petition submitted by the I.D.E.A.L. Charter School on November 28, 2000, and authorized the Office of Board Governance, Charter School Services, to enter into contract negotiations with I.D.E.A.L.; and

WHEREAS, I.D.E.A.L. parents and staff have been working with MPS Administration to locate a suitable facility for the 2001-2002 school year; and

WHEREAS, I.D.E.A.L. parents and staff and MPS Administration have been unsuccessful in locating a suitable facility for the 2001-2002 school year; and

WHEREAS, A significant number of families have selected I.D.E.A.L. for their school of choice for the 2001-2002 school year, and I.D.E.A.L. staff must begin to make preparations to open on the first day of the 2001-2002 school year; therefore be it

RESOLVED, That a waiver of Administrative Policy 9.12, Charter Schools, with respect to the facility for the I.D.E.A.L. instrumentality school, be granted which would allow the I.D.E.A.L. School to be located in a suitable non-MPS facility for the 2001-2002 school year.

Administration's Analysis

2. As part of its approval of the concept of the charter petition from I.D.E.A.L., the Board included the following contingency:

> *…A. Facility – The facility for this program must be determined by mutual agreement between the Board, the Administration, and the petitioners. The school must be located so that it can operate and serve students from overcrowded areas, with recruitment and enrollment to be conducted in a manner in keeping with the spirit of the Neighborhood Schools Plan…*

3. Approval of a waiver of Administrative Policy 9.12, Charter Schools, would require the district to lease space to house the program. There are a number of issues related to the leasing of space for I.D.E.A.L., most of which relate to timing and cost. These include:

a. The time required to locate a facility, inspect the facility to determine what modifications would be required to comply with the program needs and code requirements, and the time to negotiate a one-year lease incorporating all of the costs

b. Allocations of funds for design services, contracts for facility modifications, and lease costs

c. Allocations of funds to cover costs related to purchase of furniture and equipment and its setup, as well as other occupancy costs, such as moving, packing/unpacking, classroom setup, etc.

4. It is theoretically possible to complete all of the actions required to open the school in September 2001, assuming all of the following have occurred at the time the Board approves the waiver:

a. A suitable site has been identified;

b. Funding allocations and approved budget codes have been identified for all costs; and

c. The program needs are well defined and sufficiently detailed to enable design work to proceed.

If all of the above criteria are met, the following timeline will be necessary in order to enable the school to open at the start of the FY02 school year:

March 27, 2001	Board approves waiver
March 28–April 10	Inspection of the proposed site, and identification of required code requirements and modifications for compliance
March 28-April 17	Lease negotiation and completion
April 10-May 1	Completion of drawings and contract documents
May 4-17	Bidding
May 22	Recommendation to Finance/Personnel Committee on Award of Contract
May 27	Board approval – Award of Contract
May 30-August 17	Modifications commence and are completed
August 20	Occupancy and set-up

Because the above schedule does not permit any delays at all, the Administration is currently looking for space in existing buildings to house the program. While the space which may be ultimately identified may not be ideally located or configured, granting of a waiver will no longer be necessary, and costs associated with its housing will be considerably less than leasing. As such, this option is preferred by the Administration.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, and Goal 3, Family Satisfaction as measured by their choices in the education marketplace.

Statute, Board Policy or Rule Statement

6. Administrative Policy 9.12, Charter Schools, requires that instrumentality charter schools be located in MPS facilities. Granting a waiver for I.D.E.A.L. for the 2001-2002 school year will permit the school to begin operation. The Board must consider whether the granting of such a waiver would set a precedent for future charter petitioners to also request such a waiver.

Fiscal Impact Statement

7. Instrumentality charter schools will receive funds in the same manner as other MPS schools for FY 2002. Costs for leases for other schools are normally added to the school budget or funded from sources outside its budget. Since all of the funds are now decentralized, adding funds for significant renovations and/or lease payments would have to be accomplished in one of the following ways:

a. Reduce per-pupil funding for all schools proportionally to fund costs associated with the lease, or

b. Require I.D.E.A.L. to fund all the costs from its per-pupil allocation.

It will not be possible to determine the total cost of the lease until the site is known and the needed modifications identified. Since the lease will be for one year only, these costs will not be able to be amortized over a longer period, as with other leases now in effect. As such, the overall square footage lease costs will be at a premium rate.

Implementation and Assessment Plan

8. Should the Board grant the waiver, the Administration will proceed on the timeline as outlined in Pertinent Fact #4. It should be noted that, unless all of the conditions identified have been satisfied, it would not be possible for the space to be available for the start of the 2001-2002 school year.

Administration's Recommendation

The Administration recommended that a waiver of Administrative Policy 9.12, Charter Schools, for the I.D.E.A.L. School not be granted at this time, and that the school be located in MPS space as identified by the Administration in consultation with the staff and parents of the I.D.E.A.L. School.

Committee Recommendation

Your Committee forwards this matter to the Board without recommendation and reports that it has directed the Administration to work with representatives of I.D.E.A.L. to identify all possible solutions, then report those solutions and any possible agreement to the Board by March 23, allowing I.D.E..A.L. the opportunity to respond to the Board by written communication prior to the March Board meeting.

The administration and I.D.E.A.L. reported that agreement had been reached on a site for the school.

Director Johnson moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

* * * * *

(Item 3) Action on a Recommendation to Adopt an Alternate Individualized Education Plan Portfolio Assessment System for Students with Disabilities

Background

1. In 1997, the Individuals with Disabilities Education Act (IDEA) was reauthorized. A major provision of the Act is the requirement that all students with disabilities participate in state- and district-wide assessments.

2. Testing accommodations — i.e., changes in the ways in which tests are administered to, or responded to by, students — are intended to offset distortions in test scores caused by disabilities, without invalidating or changing what the test measures. Common testing accommodations involve extra time, assistance with directions, assistance with reading, and enlarged print size.

3. Some students with disabilities can participate in state and district assessments without any accommodations. Other students will require accommodations in some areas of assessment, but not in others. Some will require accommodations for some areas of assessment and alternate assessment for others. A small percentage of students with disabilities will participate through alternate assessment only — about two percent of the total school population, or approximately 600-800 students district-wide.

4. As defined in 1998 by Thurlow, Elliott, and Ysseldyke, lead researchers for the National Center on Educational Outcomes, an alternate assessment is "a different way to demonstrate learning and remain in the educational accountability system of the district or state . . . . a method of measuring the performance of students unable to participate in the typical district or state assessment." Students with significant developmental delays or cognitive disabilities are likely candidates for "alternate-only" assessments; however, no decisions can be made solely on the basis of the category of disability. The nature and extent of student participation in state and district-wide assessments is made by the Individual Education Plan (IEP) team.

5. In 1998, an MPS Alternate Assessment work group was established for the purpose of developing an alternate assessment process for students whose IEPs reveal that they cannot meaningfully participate in the regular district and state assessment, even with accommodations. The work group selected and developed a portfolio assessment after examining DPI guidelines and other states' approaches to alternate assessment.

6. To date, the work group has completed drafts of a portfolio handbook and curriculum supplement, including alternate assessment benchmarks. Information sessions with various groups were held beginning in the spring of 1999. Pilot activities were conducted in 1999 and 2000.

7. A week-long summer workshop was held in 2000. The pilots, informational sessions, and summer workshop resulted in further revisions of the Alternate IEP Portfolio Assessment.

Administration's Analysis

8. Features of the proposed MPS Alternate Assessment

- The Alternate IEP Portfolio Assessment , which would be completed during the fourth, eighth, and tenth grades, could expand to include a graduation portfolio.
- Compiling the Alternate Assessment Portfolio begins with the IEP process. Benchmark listings have been developed for each of the goal/curriculum areas to be included in the assessment. These listings capture performance ranging from a very basic awareness level to a more sophisticated goal-directed performance. IEP teams are asked to refer to these listings when developing/updating the goals and objective pages of the IEP. Copies of the corresponding IEP pages become part of the portfolio. Thus, the alternate assessment process begins with establishing benchmark performance in the fall (updating the IEP, if necessary) and ends with compiling a portfolio in late spring.
- The six major goal/curriculum areas in which students' progress will be evaluated include:
  a. Language/Literacy
  b. Mathematics
  c. Personal/Social
  d. Physical, Health, and Daily Functioning
  e. Career/Vocational
  f. Special Interest/Accomplishment
- Eight portfolio items will be collected to reflect accomplishments across the six major goal areas. These items will remain the same regardless of grade level.
- Portfolios will be centrally scored by teams of MPS teachers and parents. Results will be reported to the school and to the parents and included in the MPS Accountability Report. The portfolio becomes a part of the cumulative record so that future teachers can make use of this information.

9. Staff development will be required to ensure that the alternate assessment process is well understood and incorporated into the MPS Balanced Assessment System and IEP structure. Highlights of the staff development process include:

- District-wide staff development will be conducted in the spring for parents and for special education teachers, primarily those educating students with cognitive disabilities, autism, and multiple disabilities.
- The annual scoring session will provide a powerful means for staff development/parent leadership.
- Monthly drop-in sessions will be arranged to facilitate ongoing understanding/clarification of the alternate assessment process.
- A curriculum supplement will be available that includes the benchmark listings, example checklists, daily schedules, examples of routines, and example portfolio items from a range of students and classrooms.
- A link will be established with the Curriculum Design Assistant by entering examples of high-quality, activity-based instructional plans and routines based on the major goal areas of language and literacy, mathematics, personal/social, physical/health and daily functioning, and career/vocational. In addition, videotape segments will be incorporated into the lessons entered onto the Curriculum Design Assistant so that teachers have the opportunity to see an activity-based lesson.

10. The Alternate IEP Portfolio Assessment is a meaningful assessment that creates accountability for the two percent of the population. Furthermore, it is a powerful vehicle for raising expectations and setting high standards.

Strategic Plan Compatibility Statement

11. The recommendation is supportive of the MPS Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

12. The recommendation is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

13. Funding to implement the Alternate IEP Portfolio Assessment will be included in the Division of Special Services federal funds. Costs for fiscal year 2001 will be approximately $30,000. Costs for fiscal year 2002 will be approximately $38,000. Recurring annual costs are estimated at $37,000.

Implementation and Assessment Plan

14. The Alternate IEP Portfolio Assessment will apply to only a small percentage of students with disabilities, approximately two percent of the total school population. Students will be identified for participation based on their Individualized Education Plans. Implementation will begin in Spring 2001.

Administration's Recommendation

That the Board adopt the following Alternate IEP Portfolio Assessment System for students with disabilities whose IEPs identify them for participation in "alternate only" assessments.

ALTERNATE IEP PORTFOLIO ASSESSMENT

Major Goals/Curriculum Areas and Portfolio Items

(Items marked with an asterisk are not required for students with multiple disabilities whose IEPs do not include math and writing. Instead, these items will be substituted with checklists in the area of physical, health, and daily functioning.)

Curriculum Area	Portfolio Items
Language/Literacy	1. Communication Video Sample and Checklist 2. Enjoying/Reading Books or Materials — Video Sample and Checklist 3. Keeping a Journal/Writing — A Pre/Post Sample*
Mathematics	4. "Using Math" – a checklist of:* a. Making a purchase or b. Using numbers in routines
Personal/Social	5. Personal/Social Video Sample and Checklist
Physical, Health, and Daily Functioning	6. Daily Functioning Routines, 1-3 Checklists a. Managing physical, health, and hygiene needs, b. Managing dress, appearance and belongings, c. Eating and food preparation, d. Moving about and using community services, e. Developing recreation/leisure options, f. Learning and organizational habits.
Career/Vocational	7. Performing a Job Video Sample and Checklist/Job Log
Special Interest/Accomplishment	8. Special interest/accomplishment work sample.

Committee's Recommendation

A motion to approve having failed on a tie vote, your Committee reports this matter to the Board without recommendation.

Director Johnson moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, Johnson, Spence, and President Thompson—5.

Noes—Directors Hardin, O'Neil and Werra—3.

* * * * *

(Item 4) Action on Resolution 0001R-011 by Directors Dannecker, Gardner, Johnson, O'Neil, Spence, Thompson and Werra Regarding Commitments to Improve High School Student Retention, Graduation and Post-Graduation Performance

Background

1. At its meeting on February 26, 2001, the Board referred the following resolution by Directors Dannecker, Gardner, Johnson, O'Neil, Spence, Thompson, and Werra to the Innovation/School Reform Committee:

WHEREAS, The MPS Strategic Plan commits the District to make effective progress in student achievement, graduation, and post-graduation success; and

WHEREAS, MPS has made effective progress toward many strategic goals, including parental involvement and satisfaction, student academic achievement, student and faculty safety, and community partnerships; and

WHEREAS, These improvements have not yet resulted in improvements in students' retention or graduation rates; and

WHEREAS, MPS does not have an effective means of measuring post-graduate success; therefore be it

RESOLVED, That all MPS high schools, including partnership and charter high schools, will include, as part of their 2001-2002 education plans, specific ways to improve student retention and graduation rates and post-graduate success, with measurable annual benchmarks of effectiveness for each; and be it further

RESOLVED, That quantitative and qualitative analysis of success in reaching benchmarks with respect to student retention, graduation rates, and post-graduation success will be part of the evaluation of the education plan and leadership performance conducted by the Superintendent and school governance councils.

Administration's Analysis

2. The Administration shares the Board's concern regarding student retention, graduation rates, and post-graduation success and supports the resolution. The 2001-2002 Educational Plan template will

include a goal area, Career Awareness and Employability, devoted to improving student retention, graduation rates, and post-graduate success. Partnership schools and non-instrumentality charter schools are not required to use the Educational Plan template. If this resolution is adopted, high school partnership and charter school contracts will need to be revised to require schools to submit a plan to improve student retention, graduation rates, and post-graduate success with measurable annual benchmarks of effectiveness.

3. Graduation from high school is based on a combination of course and assessment requirements. The Administration is working with high school administrators and teachers to develop a focused awareness of the alignment of district-adopted standards, high school courses, classroom instruction, and required assessments.

Graduation rates are directly related to student success in courses based on rigorous standards and aligned assessments. Student success at the high school level is also directly related to the teaching and learning that takes place at the middle and elementary school level. Therefore, similar realignment is taking place at middle and elementary schools to ensure that district-adopted curriculum standards, instruction, and assessments are aligned.

4. High school staff members have had several opportunities recently to discuss with experienced educators effective school action plans relative to student retention and graduation rates.

5. The revised Accountability Plan is under development and will be submitted to the Board for approval in two phases in May 2001 and January 2002. It is anticipated that the percentage of fourth- and eighth-grade students promoted, the twelfth-grade graduation rate, and student attendance, which is directly related to success in school, will be accountability indicators.

6. The High School Graduate Post-Secondary Verification Report, which is completed yearly by the Office of Guidance and Career Education from information provided by regular and partnership high schools, provides district data regarding post-secondary acceptances (e.g., apprenticeships, 2-year colleges, 4-year colleges, work/employment, military). Scholarship data is also collected and reported. Longitudinal studies of graduates in the past have proven to be expensive activities with limited value due to low-percentage participation of graduates.

7. The Principal Performance Evaluation is aligned with the Educational Plan. Consequently, the evaluation of leadership performance can include improving student retention, promotion/graduation rates, and post-graduate success.

Strategic Plan Compatibility Statement

8. The resolution supports MPS Strategic Plan, Goal 1, Student Achievement, and Goal 2, Student success in further education and employment.

Statute, Board Policy or Rules Statement

9. The resolution is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

10. The costs of implementing this resolution will be covered within school and department budgets.

Implementation and Assessment Plan

11. If adopted, this resolution would be implemented during the 2001-2002 school year.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution, with the reporting requirement for charter schools deleted to conform to current Board policy.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 5) Action on a Recommendation to Adopt a Policy Regarding Research and Survey Proposals

Background

1. The Milwaukee Public Schools receives dozens of research requests each year. Some requests are from people who are interested in conducting surveys of staff or students; others are for permission to use existing student data, generally on academic performance, for further analysis. Some requests are even more intrusive and involve some kind of intervention with students, with the goal of contrasting pre-/post-intervention performance on a specific variable of interest using a control group of students.

Administration's Analysis

2. Although MPS has a policy in place regarding the release of student data from existing databases, the district does not currently have a formal policy or written administrative procedure regarding requests for research, whether from MPS or non-MPS employees. A formal policy should be developed that institutes a thorough review of all requests for research in order to:

- protect confidentiality of student information,
- ensure informed consent of participants, and
- ensure that the proposed research is aligned with the MPS mission and strategic plan.

3. The Administration has asked member districts of the Council of the Great City Schools to provide copies of their policies and procedures governing external research. These policies were reviewed and common practices were identified for inclusion in the proposed policy for MPS.

4. Common guidelines and practices include the following:

- Whenever the research is being conducted as partial fulfillment for an advanced degree from an institution of higher education, including research conducted by district employees pursuing advanced degrees, the research proposals are submitted along with a district application form and approval from the institution granting the degree. Proposals are reviewed by a committee comprising research staff, other central services staff, and at least one school-based person.
- Research proposals involving students include the proposed parental permission letter, along with copies of the proposed assessment or survey instrument.
- Proposals describe the sample size and selection methods, research design, and data collection and analysis procedures. Proposals also describe the research questions and hypotheses to be tested and their significance to the field of education.
- Proposals describe their relationship to the district's strategic plan and mission, identify benefit to the district, and are conducted without adversely affecting the instructional program in the schools. To ensure alignment with local values and standards, permission of principals and/or departments affected is also required prior to conducting any research study.
- Researchers provide written summaries of their findings to the Research Department prior to publication, with an assurance that confidentiality of data concerning students, employees, and the district will be maintained.
- Researchers compensate the district when their requests involve special programming or analyses. At least one district requires a minimal fee for processing the initial application.

Strategic Plan Compatibility Statement

5. The recommendation is compatible with and supports the MPS Strategic Plan, Goals 1, Student Achievement; Goal 2, Student success in further education and employment; and Goal 3, Family satisfaction, as measured by their choices in the education marketplace.

Statute, Board Policy or Rules Statement

6. The recommended new administrative policy is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

7. Costs associated with the review of proposals for research will be included as a part of the Office of Research and Assessment's and the Department of Student Services' annual per-pupil chargeback amount. No additional staff resources will be necessary.

Costs for photocopying, processing of applications, and additional programming or services will be borne by the research applicant.

Administration's Recommendation

That the Board adopt the following Administrative Policy regarding:

Research and Survey Proposals

While the Milwaukee Public Schools encourages educational research and the collection of information for educational decision making, the need for research and the collection of information should always be balanced against the District's mission and goals.

All requests for conducting research within Milwaukee Public Schools will be formally reviewed by a committee comprising staff from the Department of Research and Assessment, other Central Services departments, and at least one school-based individual, when applicable.

Criteria: The criteria that will be used in the evaluation of requests to conduct research are as follows:

a. Significance: Focuses on matters of concern and potential usefulness to the District. Promises worthwhile contribution to the field of education.

b. Alignment: Is consistent with District's Strategic Plan and goals, as well as with local values and standards.

c. Design: Is based on adequate conceptual framework, research questions, and data collection, analysis and inference procedures.

d. Protection of Human Rights: Has the approval of the Human Subjects Committee of the sponsoring university or other sponsoring organization; demonstrates procedures for informed consent to participate; maintains confidentiality of information pertaining to students, staff, and the District.

e. Logistics: Entails minimum disruption of the District, school, and classroom operations. Requires minimum time of students and staff.

f. Reporting: Proposes clear and timely arrangements for the dissemination of results to District staff.

g. Costs: Any additional costs to the District related to the proposal (e.g., duplicating or programming) will be borne by the research applicant.

Committee's Recommendation

A motion to approve having failed on a tie vote, your Committee reports this matter to the Board without recommendation.

Director Johnson moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, Johnson, O'Neil, Spence and President Thompson—6.

Noes—Directors Hardin and Werra—2.

* * * * *

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Award of Contracts

Below is a contract award recommendation for the March 2001 Finance and Personnel Committee. Adequate funding is available in the account as noted below.

MASONRY RESTORATION

Lee School

Prime Contractor
R. D. Woods Co., Inc.
6420 South Howell Avenue
Oak Creek, WI 53154

Low Bidder, Base Bid of.....$59,500.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	0%	0%	20	5	1	Corporation	0

Funds are being set aside from the account code 2-10-4-974-244-327-255009.

Total construction contract dollars awarded.....$59,500.00
Total dollars HUB participation.....$0.00
% of MBE participation.....0.00
% of WBE participation.....0.00
% of M/WBE participation.....0.00
% Minority employees within company.....25.00
% Women employees within company.....5.00

Authorization to Make Purchases

The TAC (Technology Advisory Committee) has reviewed these projects and recommends the following:

SS-589 Brio Software (Technology Dept. for Various)

Recommend authorization to purchase software licensing and related services totaling $220,400 for Brio software from Versifit Technologies LLC. User training, technical services, and the first year's maintenance are part of that total. An annual cost of about $25,000 will be budgeted for future maintenance that includes software updates. Total cost for the software license and maintenance agreement is $245,400.

The software will enable staff at schools to design and generate customized reports from the student data warehouse. These reports will allow better data-driven decision making by local school and District staff.

FY01 = 1-10-4-814-518-312-266000 — $166,718

FY02 = 1-10-4-814-518-312-266000: — $78,682

SS-590 Computers and Software (Special Services)

Recommend authorization to purchase 65 Apple G3 Powerbook laptop computers, 20 Toshiba laptop computers, 2 printers, 3 scanners, various software titles, and assistive devices totaling an estimated $372,768. The items will be used in the areas of assistive technology and staff development. Funds are available in the following accounts:

FY01	=	1-25-4-310-600-411-219000	=	$ 130,448.65
		1-25-4-310-600-411-221300	=	6,371.25
		1-25-4-310-600-551-110500	=	51,714.75
		1-25-4-310-600-551-219000	=	39,959.75
		1-25-4-312-600-411-221300	=	11,886.90
		1-10-4-663-584-551-156411	=	32,385.90
				$ 372,767.20

SS-591 Computer Printers (MPS Warehouse Stock Item)

The TAC's current recommendation is to continue to standardize on two Hewlett-packard networkable laser printers: The mid-volume model is needed for such applications as the SMS (Student Management Systems). A lower-volume model is also being warehoused.

The intent is to have the option of using this sole-source authorization for one year, as long as price, performance, and compatibility continue to be a good value. Estimated quantities would total approximately $440,000 for the next year. Pricing will be from a State of Wisconsin contract.

MPS warehouse stock items are initially charged to the MPS stock account #1-10-1-000-000-000-716120, which will be replenished by schools' accounts when they requisition the items from stock.

Information Item: Lease-Purchases

At its June 27, 2000 meeting, the Board authorized the Administration to obtain up to $5 million in lease/purchase financing for technology purchases. Three-year lease-purchases have been entered into for the following:

RFP-250 Mitel PBX Phone System (Technology Dept. for Various)

Equipment and installation totaling $1,478,975.31 through CitiCorp Leasing.

FY01	=	1-10-4-818-518-312-266050	=	$ 523,557.26 (Paid)
FY02	=	1-10-4-818-518-312-266050	=	$ 523,557.26
FY03	=	1-10-4-818-518-312-266050	=	$ 23,557.26
Total	=			$ 1,570,671.78

RFP-250 Mitel PBX Phone System (Technology Dept. for Various)

Equipment and installation totaling $2,160,219.52 through CitiCorp Leasing.

FY01	=	1-10-4-818-518-312-266050	=	$ 541,275.93(Paid)
FY01	=	1-10-4-818-518-312-266050	=	$ 223,441.78
FY02	=	1-10-4-818-518-312-266050	=	$ 764,717.71
FY03	=	1-10-4-818-518-312-266050	=	$ 764,717.71
Total	=			$ 2,294,153.13

B-5227 40 Gateway Computers (Story)

Computers totaling $56,976 through CitiCorp Leasing.

FY01	=	1-14-4-287-343-553-110000	=	$ 20,088.79(Paid)
FY02	=	1-13-4-287-343-553-110000	=	$ 20,088.79
FY03	=	1-14-4-287-343-553-110000	=	$ 20,088.79
Total	=			$ 60,266.37

SS-548 90 Apple iMac Computers (Audubon)

Computers totaling $73,800 through Apple Financial Services.

FY01	=	1-10-4-606-041-579-110500	=	$ 26,083.66(Paid)
FY02	=			$ 26,083.66
FY03	=			$ 26,083.66
Total	=			$ 78,250.98

Report of Revenues and Expenses

A. Statement of Revenues as of February 28, 2001:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$794,566,808	$22,572,753	$817,139,561	$8,855,076	$406,581,834	$410,557,727	50%
Categorically Aided	92,514,462	58,719,989	151,234,451	10,423,312	63,355,301	87,879,150	42%
School Nutrition	27,175,000	167,177	27,342,177	1,942,247	13,818,002	13,524,175	51%
Construction	21,073,121	20,267,454	41,340,575	5,063,182	30,843,928	10,496,647	75%
Extension	7,547,434	225,799	7,773,233	71,911	7,086,957	686,276	91%
Total All Funds	942,876,825	101,953,172	1,044,829,997	26,355,728	521,686,022	523,143,975	50%

B. Statement of Expenditures as of February 28, 2001:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$794,495,808	$22,572,753	$817,068,561	$71,698,109	$518,508,081	$298,560,480	63%
Categorically Aided	92,514,462	58,719,989	151,234,451	10,517,545	77,692,633	73,541,818	51%
School Nutrition	27,246,000	167,177	27,413,177	2,504,513	16,677,471	10,735,706	61%
Construction	21,073,121	20,267,454	41,340,575	12,348	27,173,694	14,166,881	66%
Extension	7,547,434	225,799	7,773,233	450,802	4,233,904	3,539,329	54%
Total All Funds	942,876,825	101,953,172	1,044,829,997	85,183,317	644,285,783	400,544,214	62%

(1) Represents Board-approved transfers during fiscal year 2001 and appropriations for purchases encumbered in fiscal year 2000.

Monthly Expenditure Control Report

The expenditure control report for February is attached to the minutes of your Committee's meeting.

Report on Administrative And School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Allen-Field	Frisch, Shay and Taylor, Inc.	$1,000	RIF Program
Bell	Jose Hamelan	$300	Apple computer
Bell	Mayfair Mall	$250	"Cash Back Program"
Browning	Pieper Power	$100	College scholarship fund
Burdick	Greenfield News & Hobby	$20	Certificates — door prizes
Burdick	Gold Rush Chicken	$20	Certificates — door prizes
Burdick	Circuit City	$50	Student incentives
Burdick	Coca-Cola	$90	Student incentives
Burdick	M&I Bank	$25	Student incentives
Burdick	Mister Z's	$40	Student incentives
Burdick	Sentry Foods	$10	Gift certificate
Burdick	Old Country Buffet	$616	Incentives, door prizes
Burdick	Chancery	$30	Gift certificates
Burdick	Nestle USA	$180	Student incentives
Burdick	Steren Management Corp.	$550	Student incentives
Carson	Sharon Jones Shaw	$100	Educational supplies
Cass	Kathleen Pizzani	$100	Timothy Howard Fund
Cass	John and Ann Berkman	$50	Timothy Howard Fund
Cass	Kenneth Warren	$1,000	Timothy Howard Fund
Cass	Richard A'Hearn	$25	Timothy Howard Fund
Clarke Street	Richard Hirschboeck	$3,500	Room 29, school spirit
Clarke Street	Daniel and Nancy Kaye	$500	Educational supplies
Clarke Street	Frisch, Shay and Taylor, Inc.	$700	RIF Program
Clarke Street	Master Lock Company	$100	Student activities
Curtin	Pick 'N Save	$115	"We Care" Program
Doerfler	Marquette University	$15	Marquette T-Shirt
Doerfler	Trisha Rebek	$40	Admirals game tickets

School	Donor	Value	Gift or Purpose
Douglass	Robin Rinehart	$150	Library books
Edison	AGAPE Community Center	$950	Movie field trip
Eighty-first Street	Rotary Club of Milwaukee	$200	RIF Program
Eighty-first Street	Joan Robertson	$1,000	Fifth grade winter camp
Engleburg	Potowatomi Casino	$350	Educational supplies
Fernwood	Pick ‘N Save	$163	“We Care” Program
Hamilton	Jacki Bagulski	$200	Fitness equipment
Hawthorne	Target	$88	Educational supplies
Hawthorne	Wal-Mart	$1,000	Field trips
Hawthorne	MPS – Excel Grant	$1,450	Student projects
Hawthorne	Hawthorne Family Club	$563	Field trips
Humboldt Park	Office Depot	$58	“Cash For Schools”
Humboldt Park	Sargento Foods	$300	Educational supplies
King, Jr.	Sandy Samse	$250	K5 Field Trips
MacDowell	T. Petri, S. Zipperer	$50	Educational supplies
MacDowell	Robert Doucette	$552	Donation – Fun Night
Manitoba	PTO	$10,000	Educational supplies
Marshall	Media Makers, Inc.	$910	Productions Video
Meir	Posner Foundation, Inc.	$100	Educational supplies
Meir	Matt and Paula Look	$50	Theater group
Meir	Loss Prevention Systems, Inc.	$150	Video Club
Meir	Response Security	$300	Video Club supplies
MHSA	Miller Brewing Company	$5,000	Jazz Studies
MHSA	Kaddish Foundation	$5,000	Jazz Studies
MHSA	Richard Hasse	$100	Jazz Studies
MHSA	Greater Milwaukee Foundation	$2,500	Jazz Studies
MHSA	Wauwatosa Woman’s Club	$337	Jazz Studies
MHSA	Cheri Briscoe	$100	Trip to France
MHSA	Christy Brooks	$500	Mural project
MHSA	Willliam and Ruby Dow	$200	Jazz studies
MHSA	Keith Mardak	$1,000	Jazz studies
MHSA	Mary Vandenberg	$250	Jazz studies
MHSA	Ellen Kellen	$100	Jazz studies
MHSA	Judith Ward	$100	Jazz studies
MHSA	William and Carol Bolton	$1,00	Jazz studies
MHSA	Christy Brooks	$100	Jazz studies
MHSA	J. Joseph Allen	$100	Jazz studies
MHSA	Barbara Brown Lee	$100	Jazz studies
MHSA	E. James Davis, Jr.	$250	Jazz studies
MHSA	Wilton J. Aebersold	$200	Jazz studies
MHSA	Robert Stefaniak	$4,000	Jazz studies
MHSA	Richard and Jody Kerzman	$4,000	Jazz studies
MHSA	Southern Poverty Law Center	$550	Dance Dept./Scotland trip
MHSA	Manpower	$1,000	Dance Dept./Scotland trip
MHSA	Inbusch Foundation	$2,000	Dance Dept./Scotland trip
MHSA	Gary and Elisabeth Shapiro	$100	Dance Dept./Scotland trip
Milwaukee Tech	Allan Salle	$4,900	’88 Camry — Auto Shop
MPS — Guidance Dept	Mary and Michael Bills	$6,000	Five scholarships
MPS — Special Services	Chris Kuehn	$2,400	12 Pentium computers

School	Donor	Value	Gift or Purpose
Pulaski	Donna Halaska	$200	Student Government
Story	Harley Davidson Co.	$880	Multicultural books
Tippecanoe	T. Sullivan, T. Kiebzak	$500	Continuation of the Arts
Twenty-first St.	C. and K. Price-Neuman	$325	Educational supplies
Twenty-first St.	R. and K. Kopesky	$50	Educational supplies
Twenty-first St.	John and Lucia Murtaugh	$25	Educational supplies
Vieau	Anonymous	$10,000	College scholarships
Vieau	Wisconsin Connection, Inc.	$200	Media Center
WCLL	Revay Wright	$850	Drum set
Whittier	M&I Bank	$100	Gifts for children

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above;
3. Accept the Report of Revenues and Expenses; and
4. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Deletion of Names from the List of Appointed Teachers; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Donna Arndt Honey Creek	School Secretary I $17,358.67/yr.	02-19-01
Reginald Cosey Fac & Maintenance Svcs	Electrician $25.29/hr. ($50,580.00/yr.)	02-26-01
Marcus Dewitt Student Services	School Secretary I $20,929.74/yr.	02-22-01
Willard Engelmann Department of Technology	Programmer/Analyst $50,500.00/yr.	03-12-01
Sylvia Matthews Sherman	School Secretary I $17,358.67/yr.	03-06-01
Talia Rosales Pulaski	School Secretary I $20,929.74/yr.	02-13-01
Yvette Sims Grand	Handicapped Children's Assistant $15,685.77/yr.	02-02-01

Ruth Velez Congress – South Campus	Child Care Worker $9.17/hr.($13,755.00/yr.)	01-22-01
Theresa Williams Happy Hill	School Secretary I $17,358.67/yr.	03-12-01

PROMOTIONS

Betty Berg Riverside	Food Service Manager V $24,873.93/yr.	12-04-00
Angela Chojnacki Milw Trade & Tech High	Food Service Manager III $19,425.55/yr.	02-19-01
Marie Helfenstein Townsend	Food Service Manager II $17,031.05/yr.	01-10-01
Edward Hoffman Riverside	Food Service Manager III $19,015.11/yr.	02-23-01
Vincent Murillo Custer	Building Service Helper II $23,926.76/yr.	02-10-01
Barbara Pike Browning	Food Service Manager II $17,588.98/yr.	01-10-01

CHANGES IN STATUS

Dale Chapman 53rd	Food Service Manager II $21,880.39/yr.	02-23-01
Nancy Gonia Technology	Sr. Programmer/Analyst $53,518.92/yr.	02-19-01
Rosemary Jude Riverside	Handicapped Children's Assistant $13,916.90/yr.	01-03-01

Approval of Certificated Appointments

Eth Code	Teachers — Schedule 01	Division	Yrs Salary	Exp. Credit	Start Date
nr	Jennifer M. Abler EC:EEN	B	$27,948	0	01/22/01
r	Sheri L. Abresch Elementary Education	B	$27,948	0	01/22/01
r	Kathryn H. Amann Upper Elementary	B	$27,948	0	01/19/01
r	Vojislav D. Brankov Music	B	$27,948	0	01/25/01
r	Lynda A. Calloway Biology/Science	B	$27,948	0	01/23/01
r	Carl A. Christopher Upper Elementary	B	$27,948	0	01/16/01
r	Jennifer O. Coleman Elementary Education	B	$27,948	0	02/05/01
r,b	Judith F. Collier-Thompson Mathematics	B	$32,578	4	01/22/01

nr	Lisa M. Dawes Physical Education	B	$27,948	0	02/19/01
r	Patricia A. Day E.D.	B	$36,545	7	02/05/01
nr	Jessica L. Dutkiewicz Elementary Education	B	$27,948	0	01/22/01
nr	Jennifer A. Felsing Elementary Education	B	$27,948	0	02/05/01
r	Jason E. Goede Business Education	B	$27,948	0	02/14/01
r	David V. Gussie L.D.	B	$29,932	2	02/19/01
r	Robin T. Hatcher Upper Elementary	B	27,948	0	02/01/01
r	Jill D. Kalkoske Art	B	$27,948	0	02/05/01
r	Heather L. Konzal Elementary Education	B	$28,611	1	01/26/01
r	Lisa D. Kromraj C.D.	B	$28,611	1	02/05/01
r	Susan K. Loewenstein Social Studies	B	$27,948	0	01/22/01
r	Gina M. Lowery PreK-6	B	27,948	0	01/19/01
nr	Julie A. Lustig Art	B	$27,948	0	01/23/01
r	Alyssa N. Monda Elementary Education	B	$27,948	0	01/22/01
r	Ruben Morales Bilingual/Mathematics	B	$28,611	1	02/05/01
nr	Daniel M. Multhauf Elementary Education	B	$27,948	0	01/22/01
nr	Katie A. Murphy Upper Elementary	B	$27,948	0	01/22/01
r	Tiffany J. Peters Upper Elementary	B	$27,948	0	01/22/01
r	Rachel A. Reid Upper Elementary	B	$27,948	0	01/19/01
r	Edith Richardson Mathematics	B	$27,948	0	02/08/01
r	Angela K. Rutter Counselor	B	$27,948	0	02/05/01
r	Matthew A. Strawn Music	B	$27,948	0	01/29/01
r	Leticia N. Stroud Grade 3	B	$27,948	0	01/26/01

r	Raymond C. Unanka O.I.	B	$28,611	1	02/12/01
r	Doua Vue Art	B	27,948	0	01/22/01
nr	Amy E. Waltho PreK-6	B	$27,948	0	01/31/01
r	Tammy N. Warren Speech Pathologist	C	$31,473	0	02/05/01
r	Daniel E. Wexler Biology/Science	B	$27,948	0	01/19/01
r,a	Maria D. Williams L.D.	BB	$31,387	1	01/11/01
r,b	Shauna D. Wilson Upper Elementary	C	$36,704	4	01/19/01

Approval of Certificated Appointments — School Social Workers

School Social Workers — Schedule 02	Salary	Yrs. Exp. Credit	Start Date
Eh Yang	$39,382		02/12/01

CODES
(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Maternity Leave, to June 11, 2001		
Claudia Hellerde Messer	Tippecanoe	February 28, 2001
Eileen Nelson	Clarke	March 6, 2001
Personal Leave, to January 2002:		
David G. Krueger	Grantosa	March 1, 2001
Sabbatical Leave, to January 2002:		
Margaret Lester	Custer	August, 2001
Sabbatical Leave, to June 2002:		
Irva Corbett	Philipp	August, 2001
Cristy Jefson	Steuben	August, 2001
Clara Mayorga	South	August, 2001

Report on Deletion of Names from the List of Appointed Teachers

On November 20, 2000, a 15-day conference letter was sent to each the following teachers, stating that each should respond within 15 days, or his/her name would be deleted from the list of appointed teachers. As of this date, no response has been received nor has the staff member informed the administration of his/her status.

Britt Petre	Rogers Coleman
Duane Strickland	Barbara Kintis
Darryl Weatherspoon	Antonio Martinez
Jacob Weber	Donna Niedzialkowski

Report on Resignations

Name	Position	Effective Date
Margaret L. Beaman	Teacher	06/11/01
Rebecca M. Beck	Teacher	06/11/01
Jill M. Biernacki	Teacher	06/11/01
David W. Borowicz	Teacher	06/11/01
Camille A. Brighten	Teacher	02/05/01
John P. Brlas	Teacher	06/11/01
Ned Buchbinder	Teacher	01/26/01
William G. Budvis	Teacher	06/11/01
Thomas A. Capps	Teacher	06/11/01
Marjorie R. Cervera	Teacher	02/19/01
Camra A. Finnie	Teacher	02/22/01
Antoinette M. Gorski	Teacher	06/11/01
Amy Grosch	Teacher	06/08/01
Susan E. Huff	Teacher	06/11/01
Solomon Johnson	Teacher	06/11/01
Judith E. Junker	Teacher	06/11/01
Kathleen Kaufman	Supervisor	02/26/01
Robert R. Kaufman	Teacher	06/11/01
James T. Kelly	Teacher	02/09/01
Joseph R. Kiehl	Teacher	06/13/01
Lynette Kiehl	Teacher	06/15/01
Dorothy M. Klein	Teacher	06/11/01
Darlene E. Kleman	Teacher	06/11/01
Barbara A. Koren	Teacher	06/11/01
Gerald A. Kriss	Teacher	06/11/01
James R. Kroll	Teacher	06/11/01
James L. Kurtz	Supervisor	03/05/01
Mary Beth Kuxhause	Teacher	02/23/01
Elaine A. Macardy	Teacher	06/11/01
Patrick M. Manders	Teacher	06/11/01
Mary A. Medo	Teacher	06/11/01
Dolores J. Mishelow	Principal	06/13/01
Tabitha C. Mitcham	Teacher	06/11/01
Daniel Multhauf	Teacher	02/07/01
Carol M. Orlandi	Teacher	06/11/01

Winfield W. Parkinson	Teacher	06/11/01
Lawrence Pizer	Teacher	06/11/01
Carol A. Potter	Teacher	06/11/01
Verla M. Presley	Teacher	06/11/01
Edith Pump	Teacher	06/11/01
Miodrag Rajkovic	Teacher	01/25/01
Marc F. Russo	Teacher	12/19/00
Jerome L. Salaja	Teacher	05/01/01
Ibis M. Sanchez	Teacher	02/19/01
Ilene E. Sand	Teacher	03/09/01
Miriam M. Sebald	Teacher	06/09/01
Joan C. Shotola	Teacher	06/11/01
Cyndi Smith	Teacher	09/13/00
Sewilla Snowden	Teacher	06/11/01
Michael P. Sonnenberg	Specialist	02/13/01
Clementean Stewart	Teacher	06/11/01
Virginia Waldron	Teacher	06/11/01
Walter E. Washington	Asst Princ	06/13/01
James C. Weiskopf	Teacher	06/11/01
Dennis M. Wilcox	Teacher	02/14/01
Nancy L. Young	Social Worker	06/15/01

Affirmative Action Report

The Affirmative Action report for February 2001 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Committee recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 3) Action on Resolution 0001R-007 by President Thompson Regarding the Feasibility of Establishing Walk-Zone Preference Policies for Montessori Schools

Background

1. At its meeting on December 19, 2000, the Board referred the following resolution by President Thompson to the Finance/Personnel Committee:

WHEREAS, MPS has approved the relocation of Greenfield Montessori School and the start of the conversion of Maryland Avenue School to a Montessori school; and

WHEREAS, Craig Montessori School has established a walk zone preference policy; and

WHEREAS, MPS has adopted policies to reduce bus usage and encourage neighborhood attendance; now, therefore, be it

RESOLVED, That the Administration work with the school councils and communities at the future Maryland Avenue Montessori and future Fernwood Montessori Schools to examine the feasibility and desirability of establishing a walk zone preference policy for each school; and be it

FURTHER RESOLVED, That the Administration report back with its recommendations by the March Committee meetings.

Administration's Analysis

2. By previous Board action, the MacDowell and Fernwood (Greenfield) Montessori Schools were exempt from establishing a walk-zone preference for students that reside within one mile from each school.

3. The Neighborhood Schools Plan did not specifically designate a walk-zone preference for Maryland Avenue School, the location of the District's fourth Montessori School.

4. As part of the Neighborhood Schools Plan, four Montessori regions were created and implemented as part of the 2001-2002-school selection process. The regions are as follows:

School	Region
Craig Montessori	North & Central
Fernwood Montessori	South & East
MacDowell Montessori	South & Central
Maryland Avenue Montessori	East & Central

5. During the month of January 2001, the Administration sent a communication to the Principals of Fernwood, MacDowell, and Maryland Montessori Schools, asking for input from the schools and the schools' governance councils regarding the establishment of walk zones. The Administration communicated directly with the principal of Maryland Avenue School in order to determine the school's position on establishing a walk-zone preference.

6. In the January 2001 communication to the Montessori schools, the Administration described the walk zone preference as follows:

a. 55% of the available seats at the entry grade will be available for pupils who live within one mile of the school.

b. Transportation is not available for walk-zone pupils.

c. Unfilled walk-zone seats will be allocated to non-walk-zone students prior to random selection.

d. Walk-zone pupils must satisfy the school's eligibility requirements and admission procedures.

7. The Montessori schools recommended that a walk-zone preference in the 25% to 40% range be used in order to incorporate ethnic and cultural diversity from the community and from the regions.

8. The Administration supports the recommendation by the Montessori schools to establish a walk-zone preference with a range of 25% to 40% of the entry level seats initially reserved for students within the walk zone.

Strategic Plan Compatibility Statement

9. The recommendation supports the MPS Strategic Plan, Goal 3, Family Satisfaction, as measured by their choices in the education marketplace, and the strategic initiative related to implementing the Neighborhood Schools Plan.

Statute, Board Policy or Rules Statement

10. The recommendation is consistent with district policies and rules.

Fiscal Impact Statement

11. The costs of implementing the recommendation will be covered within the school selection data processing cost.

Implementation and Assessment Plan

12. If approved, the recommendation will be incorporated into the school selection process beginning with the 2002-2003 school year.

Committee Recommendation

Your Committee recommends that the Board establish:

- A walk zone for all Montessori elementary schools, and
- A walk-zone preference of 40% of the entry-level seats initially reserved for students who reside within the walk zone.

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 4) Action on Resolution 0001R-009 by Directors Gardner, Dannecker, Werra and Johnson Regarding Funding for Three- and Four-Year-Old Students for Highland School

Background

1. At its meeting on February 26, 2001, the Board referred the following resolution by Directors Gardner, Werra, Dannecker, and Johnson to the Financial/Personnel Committee:

WHEREAS, The Milwaukee Public Schools (MPS) currently offer several Montessori school program options to parents and children, including Craig Montessori, Highland Community, Greenfield Montessori and MacDowell Montessori; and

WHEREAS, Three- and four-year-old students are integral to the Montessori educational program; and

WHEREAS, Highland Community School is also an MPS non-instrumentality charter school option for district parents; and

WHEREAS, According to MPS Administrative Policy 9.12,Charter Schools, "The per-pupil revenue amount for an MPS charter school student will be equal to the amount the state determines annually for charter schools operated by the Milwaukee Area Technical College (MATC), the University of Wisconsin at Milwaukee (UWM) and the City of Milwaukee"; and

WHEREAS, The per-pupil revenue granted by the state, as referenced in Administrative Policy 9.12, Charter Schools, does not anticipate funding for three-year-old students and allows for up to only 0.6 Full Time Equivalent (FTE) funding for four-year-olds; and

WHEREAS, MPS currently funds all MPS Montessori schools at a full FTE for three- and four-year-old students, except for Highland Community School, which currently does not receive any funding for its three-year-old students and only 0.6 Full Time Equivalent (FTE) funding for its four-year-olds; and

WHEREAS, Highland Community School was receiving full FTE funding for three- and four-year old students until this year, when it agreed to update its current MPS charter school contract; now, therefore, be it

RESOLVED, That Highland Community School be funded, for the 2000-2001 school year, as are all other MPS Montessori schools for their three- and four-year old students; and be it

FURTHER RESOLVED, That this budget adjustment be made not later than April 1, 2001.

Administration's Analysis

2. MPS Montessori programs are funded by head count rather than on a full-time-equivalent (FTE) basis. This method provides full per pupil funding for three- and four-year-old kindergarten students.

3. Highland's initial budget allocation was based on FTEs. The change in method qualifies the school for an additional $214,852, based on an additional 38 FTEs at $5,654 per pupil.

Strategic Plan Compatibility Statement

4. This action does not conflict with the MPS Strategic Plan.

Statute, Board Policy or Rules Statement

5. This action does not require a change to any statute, Board policy, or rule.

Fiscal Impact Statement

6. Funding of $214,852 for this allocation may be transferred from surplus in the Transportation account # 1-10-4-850-610-341-256730 to the Non-Instrumentality Charter School account # 1-10-4-876-981-510400-0000. A fiscal note is attached.

Implementation and Assessment Plan

7. The fund transfer will be made upon Board approval.

Committee Recommendation

Your Committee recommends that the Board approve the transfer of $214,852 from the Transportation account to the Highland Community Non-Instrumentality Charter School account.

Director Braun moved to adopt the administration's recommendation.

Director Spence moved to amend the recommendation by adding the following:

I move that the $214,852 allocation for Highland Community School be repaid to MPS in the same manner that traditional MPS schools repay a budget deficit. The Highland Community School charter contract should be amended to reflect a plan to repay the allocation over no more than a three year period.

The amendment failed of adoption, the vote being as follows;

Ayes—Directors Hardin and Spence—2.

Noes—Directors Braun, Gardner, Johnson, O'Neil, Werra and Thompson—6.

The question being on adoption of the administration's recommendation, it was adopted, the vote being as follows:

Ayes— Directors Braun, Gardner, Hardin, Johnson, Werra and Thompson—6.

Noes—Directors O'Neil and Spence—2.

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(Item 5) Action on a Recommendation to Authorize the Administration to Increase Expenditure Out of the District's Common School Fund Library Aid Allocation

Administration's Analysis

1. The Common School Fund loans monies to school districts and municipalities for capital improvement projects. The interest on these loans is paid out to districts as library aid.

In accordance with Chapter 43.70(3) of Wisconsin Statutes, Common School Fund Library Aid is a reimbursement for money spent on library books and other instructional materials for libraries. This includes such items as audiovisual materials, books, newspapers, periodicals, and instructional software. No other types of expenditures are eligible for reimbursement. In order for a district to take advantage of the reimbursement, it must buy and pay for eligible items for during the school year in which the allocation is distributed.

The district receives allocations based on the number of children between the ages of 4 and 20 residing in the district. Since 1993, the estimated per-pupil amount has been distributed to schools to spend as part of their local budgets according to a resolution passed by the MPS Board of School Directors. The amount of money available for distribution has been steadily rising.

2. As a result of the passage of Wisconsin's 1999-2001 biennial budget, the $14.3 million cap on Common School Fund reimbursement dollars was lifted. In an effort not to exceed the reimbursable amount of $2.7 million in this second year of the biennium, schools allocated $1.8 million for library materials. When approximate reimbursable amounts were posted to the Department of Public Instruction's web site, the figure for Milwaukee Public Schools indicated an additional reimbursable amount of $940,560

3. The approved expenditures last year have produced much enthusiasm from the schools. Since last August, over 1,800 staff members have been trained on one or more of these resources. With more and more schools able to access the Internet via the Milwaukee Public Schools WAN (Wide-Area Network), interest in these resources continues to grow. The three-year subscription means these resources will be available for two more years. All curricular areas are turning to these resources as an important adjunct to projects.

4. An MPS committee of the K-12 Library Media Council, along with a host of other individuals working directly with grant implementation and the Division of School Technology Support, served to coordinate development of a plan to spend the additional funds. The plan supports academic needs and enhances access to informational resources, primarily in an electronic format. Given the short timeline for expending the reimbursable amount, the plan takes advantage of this opportunity, provides resources to all schools, and takes care of the details without overburdening the schools.

The committee recommends purchasing online access to the following databases and sites for the schools as indicated. Some of the resources are add-ons to those purchased this year. These resources would also be available to students and staff from home. The online resources being recommended are as follows:

ABC-Clio — World Geography, U.S. Geography, American Government	3 years of access	All middle and high schools	$91,125
Wilson — Current Biography	2 years of access	All high schools	159,840
BigChalk — LION (Literature Online)	1 year of access	All high schools	51,120
World Book Online	3 years of access	All schools	101,914
Beyond Books	3 years of access	All middle and high schools	60,000
Newsbank Connections for Kids	3 years of access	All elementary schools	54,598
Total			$518,597

5. In addition to these online resources, the graphic organizer software *Inspiration* and *Kidspiration*, as well as the multimedia production tool *Hyperstudio*, would be purchased so that schools may make these resources as available as possible within their buildings. All middle schools and K-8 schools would receive Start-To-Finish kits including a book, CD, and a tape cassette specifically designed to help students struggling with reading or in need of alternative methods to "read" a book. Specific books for each level have also been recommended to support the social studies curriculum. The cost to purchase these materials totals $421,963.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statue, Board Policy or Rules Statement

7. The recommendation is consistent with Wisconsin State Statue 43.70(3), Common School Fund Library Aid, which limits the expenditure of funds for the purchase of library books and other instructional materials for school libraries.

Fiscal Impact Statement

8. The Department of Finance will establish a budget line (1-10-818-600-435-222200) within the MPS School Special Fund set of accounts for the authorized $940,560 of library purchases. A fiscal note is attached.

Implementation and Assessment Plan

9. With the Board's approval, the Administration will proceed to purchase the on-line resources and recommended library materials up to the approved estimated allocation amount.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to spend the Common School Fund Library Aid allocation up to the increased reimbursable limit of $940,560, as provided by the Department of Public Instruction's School Financial Services Team.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 6) Action on a Recommendation to Restructure the District's Intergovernmental Activity

Background

1. The Milwaukee Board of School Directors has asked the Superintendent to improve the administrative structure to support an aggressive legislative agenda at the federal, state, and local levels.

2. The Board has developed and begun to promote an aggressive state agenda. This agenda was developed through a public participation process staffed by the Office of Board Governance and the Department of Finance.

Administration's Analysis

3. MPS is dependent upon revenue streams from the state and federal governments. Sixty-five percent (65%) of annual funding comes from the state, while 17% from the federal government. Maintaining and increasing these revenue sources is the primary mission of the district's intergovernmental function. Coordination between this activity and district financial management, especially budgeting is critical.

4. The Intergovernmental Relations section serves as the primary liaison with federal, state, and local agencies, legislators, and public officials. The principal activities are to promote legislative and administrative action to support quality education in MPS and to provide the Board with timely and relevant information about federal, state, or local actions that may affect the school district.

5. The Intergovernmental Relations function has developed into a policy advisory function which, to work most effectively, requires effective working relationships with many other district functions; therefore, the Administration recommends that the Intergovernmental Relations function become a part of the Department of Finance. Placing the legislative policy function in the finance department allows the district to maximize the personnel resources devoted to lobbying by supporting the function with policy and financial analysis. Additionally, the financial management function is enhanced by increased contact with the legislative process.

6. The Finance Department is also organized to support dissemination, collection, and analysis of information relating to the impact of legislative policy changes on district operations and policies.

7. An additional goal in the restructuring is to improve the coordination between the Board and its staff and the Administration's lobbying activities. Specific and frequent points of contact are in place and in development for improving this vital link. Consultant services in the Superintendent's office will augment this effort.

8. The following elimination and creation of positions will accomplish the recommended restructuring:

Position Title	Level	Change	Proposed	Level
Chief Lobbyist	3-12A	Transfer from Supt. to Finance	Legislative Policy Manager	3-12A
Governmental Relations Specialist	3-7A	Transfer from Supt. to Finance	Legislative Policy Specialist	3-10A
Governmental Relations Specialist	3-6A	Transfer from Supt. to Finance	Policy Development Assistant	3-6A
School Secretary II	A-4A	Transfer from Supt. to Finance	School Secretary II	A-4A

Job descriptions for the proposed newly created administrative positions are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

7. The enhancement of the Intergovernmental Relations function supports the MPS Strategic Plan's initiative of improving district leadership.

Statute, Board Policy or Rules Statement

8. This item is brought before the Board in compliance with Board Policy 2.03, Administrative Organization Plan, which states in part, "Any major change in the administrative organization plan of the Milwaukee Public Schools and/or the elimination and creation of positions shall require Board approval."

The proposed restructuring is in support of Board Rule 2.08, Committee on Legislation, Rules and Policies — Powers and Duties; Rule 2.09, Legislative Representation; and BG 2.13, Board Legislative Program.

Fiscal Impact Statement

9. Funding for these positions and associated expenditures will be transferred from the budget of the Superintendent (1-10-4-757-539-xxx-232400-xxxx) to the Department of Finance Budget (1-10-4-757-509-xxx-232400-xxxx) in the amount of $216,007. A fiscal note is attached.

Implementation and Assessment Plan

10. Recommendations to fill the newly created positions are included in the item on Administrative Appointments and Promotions on this month's agenda.

Committee Recommendations

Your Committee recommends that the Board approve the proposed Central Office restructuring for the Intergovernmental Relations function, including the position changes listed above.

Your Committee further recommends that:

1) The Administration, after further review, report back to the Board for final approval in April with respect to the transfer of the Intergovernmental Relations function to the Department of Finance;

2) Any forthcoming recommendations regarding a transfer of the Intergovernmental Relations function include discussions with the chair of the Legislation, Rules and Policies Committee and the Office of Board Governance; and

3) An organizational chart and rationale for such a transfer be prepared.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 7) Follow-up Report on Resolution 0001R-002 by Director Hardin Regarding a Review of Current Discipline Policies and Procedures

Your Committee has received the following report from the Administration:

Background

1. On October 31, 2000, the Board adopted the following resolution by Director Hardin:

WHEREAS, Safe schools offer positive learning climates for students, and parents and the community have identified safety as a high priority for the district; and

WHEREAS, Good data collection and analysis is essential in evaluating and improving the effectiveness of the district's disciplinary policies and practices, and the Division of Safety has earmarked $70,000 to invest to bring its data management system up to date; and

WHEREAS, Policies and procedures related to student discipline should emphasize both prevention and meaningful and effective intervention; and

WHEREAS, District policies and procedures related to student discipline should include practices that are non-discriminatory; and

WHEREAS, In order to ensure that students and parents understand their rights and responsibilities as members of the MPS community, explanations of such policies and procedures must be published in clear and concise language unburdened by bureaucratic and legalistic jargon; now, therefore, be it

RESOLVED, that a committee composed of at least two principals from each level (elementary, middle, and high school), one parent from each level, the directors of the Divisions of School Safety and of Student Services, and three community representatives be established to review the current discipline policies and procedures; and be it

FURTHER RESOLVED, That the committee develop recommendations for revisions to the *Parent/Student Handbook on Rights, Responsibilities and Discipline* not only to reflect any changes in policies and procedures, but also to present those policies and procedures in a format more comprehensible and user-friendly to parents and students; and be it

FURTHER RESOLVED, That the committee make appropriate recommendations to the Board by March 2001.

Administration's Report

2. The first meeting of the committee to review and revise the *Parent/Student Handbook on Rights, Responsibilities, and Discipline*, met on November 16, 2000. Committee members were selected on the basis of the resolution by Director Hardin and the implementation plan recommended by the Administration.

The committee consisted of seven administrators from various levels, two teachers, three students, four parents, four community organizations, and seven others representing divisions within the Milwaukee Public Schools. A roster of committee membership is included as an attachment.

3. The committee reviewed the *Handbook* for format, appearance, and language and recommended that subcommittees be formed to work on the revision. Eventually two subcommittees were formed:

a. Subcommittee One, chaired by Dr. Aquine Jackson, Director of Student Services, to review *Handbook* content, format, and appearance;

b. Subcommittee Two, chaired by Mr. Peter Pochowski, Director of School Safety, to develop a new section for the *Handbook*, entitled "Intervention and Prevention."

4. The committee met on November 30, 2000; December 14, 2000; January 18, 2001; and February 8, 2001. The two subcommittees also met separately during this period of time.

5. During the meetings, the committee reviewed handbooks and documents that had been received from other districts to determine how other districts dealt with intervention/prevention strategies, formats, language, and organization.

6. The committee also reviewed the Board policies that dealt with the subjects covered in the *Handbook*. Important components of all discussions regarding the *Handbook* emphasized that:

- It should be developed and organized in such a way as to begin in a positive manner;
- It should include what parents and students really need to know; and
- It should reflect the viewpoint of parents and students.

7. The committee also discussed:

- The statistics of suspension;
- Staff development needs;
- The educational plans of schools; and
- A review of school handbooks used in MPS.

8. The committee recommended these changes in the *Handbook*:

a. Format/organization: Information for parents should be placed first in the *Handbook,* and the *Handbook* should begin on a positive note. This would include the newly developed material, "Best Practices" and "Questions and Answers."

b. Parent rights need to be expanded and rewritten.

c. A topic and word index should be included.

d. Citations of Board policy and state statutes should be included.

e. There should be a summary statement after selected sections, particularly those sections where certain legal language is required.

f. Jargon should be replaced with parent-friendly language.

g. Extraneous detailed information should be removed.

9. At the February 8, 2001 meeting of the committee, a number of people volunteered to rewrite and reorganize the Handbook addressing the above seven recommendations. The revisions to the Handbook will be completed by July 1, 2001 to allow time for printing and distribution for the 2001-2002 school year.

* * * * *

(Item 8) Semi-annual Report on Student Attendance

Your Committee has received the following report from the Administration:

Administration's report

At its August 27, 1997, meeting, the Board requested that the Administration make available for review on a semi-annual basis a summary of pupil attendance.

The semi-annual report described below and in the attachments represents the attendance summary for the first semester of the 2000-2001 school year for grades K-12 as well as the attendance percentage for the first semester of the 1999-2000 school year for grades K-12. The Administration compiles the monthly attendance report from pupil attendance information recorded by the schools.

In August 2001, the Administration will report to the Board the pupil attendance summary for the 2000-2001 school year. The annual summary will contain a comparison between pupil attendance for the 2000-2001 and the 1999-2000 school years.

The attendance report is presented by grade level rather than by school types. This format more accurately reflects the diverse grade-level configurations in our schools.

In the table below, the "Grade Eight at the High Schools" category refers to those students who did not pass the eighth-grade proficiencies. The "Other Schools" category represents the year-round and MPS alternative schools.

The attachment to the minutes of your Committee's meeting contains an alphabetical listing of the schools and the attendance information.

PERCENT ATTENDANCE SUMMARY
FIRST SEMESTER
2000 – 2001 SCHOOL YEAR

	1999-2000	2000-2001	Difference
Grades 9-12	81.2	77.7	-3.5
Grade 8 at the high schools	------	58.1	-----
Grades 6-8	88.5	87.3	-1.2
Grades 1-5	93.8	92.8	-1.0
Kindergarten	95.2	94.1	-1.1
Other Schools (year-round/MPS alternative schools)	80.0	87.8	7.8
TOTAL	89.7	88.0	-1.7

* * * * *

(Item 9) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

4(r)	Marybell Nieves Harris	Assistant Principal Allen-Field Elementary School	Schedule III, Range 10Z $49,546.49
2(r)	Lisa Marion	Assistant Principal Wheatley Elementary School	Schedule III, Range 10Z $51,604.49
5(r)	Jason Helgerson	Legislative Policy Manager Department of Finance	Schedule III, Range 12A $79,537.93
5(r)	Kristine Hinrichs	Budget Policy Planning Specialist Department of Finance	Schedule III, Range 11A $84,201.00
5(r)	Audra Millen	Legislative Policy Specialist Department of Finance	Schedule III, Range 10A $68,200.00
5(nr)	William Cosh	Fiscal Policy Analyst Department of Finance	Schedule III, Range 7A $62,000.00
5(r)	Timothy Manzke	Middle School Drug Prevention and Safety Coordinator, Division of School Safety	Schedule III, Range 6A $63,800.00
2(r)	Darrin Holt	Network Support Specialist Milwaukee Trade and Technical High School	Schedule III, Range 6A $62,700.00

2(r)	LaQuisha Harrell	Policy Development Assistant Department of Finance	Schedule III, Range 6A $54,895.00

Codes:
2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Assistant Board Clerk presented 27 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of February 26, February 27, February 28, March 1, March 2, March 6, March 8, March 9, March 12, March 13, March 14, March 15, March 19, and March 21, 2001.

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

Ayes— Directors Braun, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Noes—Director Hardin—1

* * * * *

RESOLUTIONS

Resolution 0001R-014

By Director O'Neil:

WHEREAS, The MPS Strategic Plan commits the district to make effective progress in student achievement and graduation success; and

WHEREAS, After a number of previous initiatives, there continues to be concern over the graduation rate; and

WHEREAS, At its March 27, 2001 meeting, the Board adopted a resolution to make improved graduation rates, along with annual measurable benchmarks, a required part of each high school's and each alternative school's education plan; and

WHEREAS, Qualitative and quantitative analysis of the success in reaching the benchmarks will be part of the evaluation of both a school's education plan and leadership performance conducted by the superintendent and the respective school governance council; and

WHEREAS, Reported graduation rates for MPS vary from 51% to between 85% and 90%, depending on the methods of calculation; and

WHEREAS, The method used by the State to calculate graduation rates is flawed, in that it does not track students who leave the district during their high school years to determine whether they actually do "drop out" or if they do, in fact, attend other high schools or alternative schools and ultimately graduate; and

WHEREAS, The district needs a more sophisticated and accurate means to gather and analyze the data in order to reflect the true picture of student graduation rates and thus better enable the district administration to plan more appropriate interventions and to accurately evaluate success; now, therefore, be it

RESOLVED, That the Department of Research and Assessment and the Department of Student Services shall aggressively seek to work with DPI and other large/urban school districts in Wisconsin to develop a statewide tracking system that will be used to gain a more accurate picture of the graduation rate and will allow for more effective follow-up of high school students who leave the district prior to graduation.

Referred to the Innovation/School Reform Committee.

The Board adjourned at 8:04 PM

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 19, 2001

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

Present—Directors Braun, Dannecker, Hardin, O'Neil, Werra, and President Thompson—6.

Absent and excused—Directors Gardner, Johnson and Spence—3.

The Director, Office of Board Governance/Board Clerk presented resolutions in honor of the two outgoing Board members.

Director O'Neil in the chair.

AWARDS AND COMMENDATIONS

(Item A) Adoption of Resolutions in Honor of Outgoing Board Members

RESOLUTION 0001R-015
in Honor of
Director Warren Braun

WHEREAS, Director Warren Braun was elected to the Board of School Directors in December 1995 to fill an unexpired term and was re-elected in April 1997 to a full term; and

WHEREAS, Director Braun is now retiring from the Board after having served nearly six years, including four years as Board Vice-President, from 1996-1997 through 1999-2000; and

WHEREAS, Director Braun, in addition to his regular committee assignments, served as chair of the Innovation/School Reform Committee for one year and chair of the Finance/Personnel Committee for three years; and

WHEREAS, Director Braun brought a wealth of experience in public service to the Board, having served as a Milwaukee Alderman from 1968 to 1976, and as a State Senator from 1976 to 1983; and

WHEREAS, Director Braun was a skillful committee chair, assisting his committees to successfully and expeditiously negotiate long and complicated agendas; and

WHEREAS, Director Braun, as director of the Archdiocese of Milwaukee's Department of Community Service, supported closer collaboration between the Archdiocese and MPS; and

WHEREAS, During his tenure on the Board, Director Braun supported charter schools, school-to-work, increased administrative accountability, and cooperative planning with suburban chapter 220 districts; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Warren Braun for his years of dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Director Warren Braun in tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

* * *

RESOLUTION 0001R-016
in Honor of
Director Bruce Thompson

WHEREAS, Director Bruce Thompson was elected to the Board of School Directors in April 1997; and

WHEREAS, Director Thompson is now completing four years of service as a member of the Board, including two years as Board President, 1999-2000 and 2000-2001; and

WHEREAS, Director Thompson, in addition to his committee assignments, has served as co-chair of the Strategic Planning and Budget Committee; and

WHEREAS, Director Thompson, during his tenure on the Board, supported the district's reform efforts, including greater accountability for administrators; decentralization and shifting of decision-making power from central administration to schools; charter schools; admission standards for middle and high schools; and expanded assessment procedures; and

WHEREAS, Director Thompson also supported increased emphasis on reading; programs for disruptive students; an improved process for the recruitment, selection, training and induction of school principals; and a strong legislative agenda, including financial relief for MPS from state-imposed revenue caps; and

WHEREAS, Director Thompson supported the district's neighborhood schools initiative, including reduction of busing and a home school for all elementary students; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Bruce Thompson for his years of dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Director Bruce Thompson in tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

The resolutions were adopted by unanimous consent.

Director Braun and President Thompson were also presented with a plaques from the Board, student artwork from the Superintendent, and awards from the Wisconsin Association of School Boards.

Following brief comments, President Thompson resumed the chair.

* * *

(Item B) Other Awards and Commendations

STUDENTS

The Wisconsin Interscholastic Athletic Association has named Malika Willoughby, a senior at Washington High School, to the First Team Girls Basketball All-Area Team for the 2000-2001 school year. Brenda Homar, a senior at Hamilton High School; Helen Johnson, a sophomore at Washington High School; and Ebony Hughes, a senior at Washington High School, were named to the Second Team. Litreece Hurn, a senior at Milwaukee Tech High School, and Bridgette Anderson, a sophomore at Madison High School, received Honorable Mentions.

The Wisconsin Chapter of the National Football League Players Association has named Sarah Newbury, a senior at Riverside High School, and Jeffrey Mennicke, a senior at Hamilton High School, as the recipients of the Professional Athletes Foundation Student Scholarship. They will each receive $2,000 to be used toward their college educations.

On Saturday, March 31, students competed in the MPS Fifth Annual P-5 Spelling Bee. Listed below are the winners:

Grade 3

1st Place.....Whitney Brown, Auer Avenue Elementary School
2nd Place.....Stephanie Tidmore, Siefert Elementary School
3rd Place.....Jeremy Sosa,Riley Elementary School

Grade 4

1st Place.....Xavier Nickerson, Dr. M. L. King, Jr. Elementary School
2nd Place.....Raschod Jackson, Pierce Elementary School
3rd Place.....Kayla Moore, Hopkins Street Elementary School

Grade 5

1st Place.....Forrest Agnew, Riley Elementary School
2nd Place.....Kayla Green, Twenty-seventh Street Elementary School
3rd Place.....Koree Williams, Kagel Elementary School

SCHOOLS

Pulaski High School has received the Metropolitan Milwaukee Association of Commerce Scholar Enrollment Award and the MMAC Scholar Academic Excellence Award for the second time in the program's history. This award is given to the target high school whose students have done well academically during their first year of college. On average, Pulaski High School graduates have achieved the highest grade-point averages of all the target high school scholars during the 199-2000 school year.

Neeskara Elementary School was the winner of Brain Quest's Great American "It's O.K. to be Smart" Tour competition in Milwaukee and received $500 worth of books. Students in grades 2, 3, 4, and 5 from nine MPS schools competed in this unique competition. Jabez, Deacon, grade 5,; Noel Reid, grade 4,; Chelsea Meh, grade 3; and Brittany Gottschalk, grade 2, were the members of Neeskara's winning team. The elementary schools participating in this competition were Manitoba, Forest Home, Lloyd Street, Hi-Mount, Garfield, Neeskara, Grantosa, Engleburg, and the Academy of Accelerated Learning.

Eighth Street School's Basketball Team won the 2001 Wisconsin Interscholastic Partnership Alternative Association State Championship. They are coached by Mr. David Winter.

Garden Homes Elementary School was featured in the April 2001 issue of *Teaching/K-8* Magazine. The story captured the staff's dedication, the excitement about learning, and the extremely creative teaching techniques and strategies at the school.

Hamilton High School orchestra students performed with the London Youth Philharmonic Orchestra at Royal Festival Hall in London, England, on March 23. The students performed in tandem with Bacon City Technology Trust students to a house of approximately 3,500 London students. In preparation for the performance, London Philharmonic Orchestra musicians individually tutored our students.

Marshall High School students in the Eagle Wing Productions program have partnered with the Wisconsin Department of Natural Resources on a video/web site project, "Easy Breathers." The project is aimed at improving air quality in Southeastern Wisconsin and across the nation, and the students are taking the lead in producing the video and developing the web site. The project will introduce teens to transportation and air-quality issues like hybrid cars, ozone pollution, fuel sells and hydrogen fuels, low-sulfur gasoline, and more. Students from Rufus King High School and North Division High School will be involved as well.

Whittier Elementary School students were selected as the first crew of students to sing the national anthem at the new Miller Park on April 8, the park's first *Family Day* event.

Zablocki Elementary School students read over 225,000 pages in a single month. Patricia Walia, principal of Zablocki, challenged the students by saying she would turn purple if they reached their goal. Now all she has to do is change colors for her avid readers.

Alcott Elementary School students exceeded their goal of 500 books during the school's book fair. This year the fair, held to encourage students to read, distributed a total of 656 books. Before the fair began, their principal, Kathy Bonds, promised to read a story to the students in her pajamas when they reached their goal.

The following schools were awarded grants through the Wisconsin Department of Public Instruction's Comprehensive School Reform grant. This is a three-year federal flow-through grant in the amount of $78,000 per year per school:

Hawthorne Elementary School
Hi-Mount Community School
Hopkins Elementary School
Riley Elementary School
Thirty-eighth Street School
Zablocki Elementary School
Bell Middle School
Fritsche Middle School
Walker International
Milwaukee High School of the Arts
Pulaski High School

STAFF

Fermin Burgos, Special Assistant to the Superintendent, was recently elected as the chairman of the Social Development Commission Board. SDC, a community action agency, operates more than 20 programs and serves over 100,000 people throughout Milwaukee County.

Milwaukee Public Schools was featured in the April 11, 2001, edition of the *New York Times* in an article titled, "Cybertimes Education," by Susan Stellin. Robert Nelson, MPS Director of Technology, was quoted in the article about MPS's technology initiatives and its challenges.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of March 27, 2001, were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

In accordance with established procedures, I present the following claim:

> Notice of Claim filed against the Milwaukee Public Schools by Steven G. Kmiec, attorney, on behalf of Jean Fugina, for damages resulting from an alleged injury sustained by her while operating a Laidlaw bus on March 23, 2000.
>
> Claim is being made in the sum of $50,000.

Wausau Insurance Companies, the third-party administrator that currently investigates the liability claims filed against the district, has requested that this claim be disallowed.

Therefore, I recommend that the Board disallow the above-mentioned claim and place it on file. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimant a period of six months in which to bring suit, if she so desires.

Respectfully submitted,

Spence Korté, Ph.D.
Superintendent of Schools

On the motion of Director O'Neil, the claim was disallowed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, O'Neil, Werra and President Thompson—6.

Noes—None.

* * * * *

(Item B) Status Report on Fund Raising for the Lynde and Harry Bradley Technology and Trade School

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS

At its meeting on November 28, 2000, the Board approved a Fourth Amendment to the Intergovernmental Cooperation Agreement among the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and the Milwaukee Public Schools to Develop and Operate the Lynde and Harry Bradley Technology and Trade School. The amendment extends the date for the provision of firm commitments for funding the development, construction, and equipping of the school to June 30, 2001.

At the time the Board approved the amendment, it requested monthly reports on the progress made in obtaining firm commitments for funding.

Based on the information I have received, I am satisfied that the firm commitments received to date are acceptable in form and substance and that the project should proceed.

Executive Director Kenneth Munson will present an update at the time the meeting.

Spence Korté
Superintendent of Schools

Mr. Munson presented an update on the fund raising status.

* * * * *

(Item C) Presentation and Update on the Neighborhood Schools Initiative

Office of
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS

A visual presentation on the Neighborhood School Initiative has been prepared by Quarles and Brady to update the Board on the status of the Initiative.

Spence Korté
Superintendent of Schools

Mr. Ostermeyer presented the report to the Board.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Legislation, Rules and Policies Committee, Item 2 (state legislative matters); and
Legislation, Rules and Policies Committee, Item 3 (federal legislative matters).

On the motion of Director Braun, the balance of the Committee reports was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, O'Neil, Werra and President Thompson—6.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Johnson presented the following report for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Innovation/School Reform presents the following report:

(Item 1) Hearing and Action on a Charter School Petition from Phoenix/Grand Avenue High School as an Instrumentality of the District and/or Action on a Recommendation to Phase Out the High School Program at Grand Avenue School Beginning in the 2001-2002 School Year

Background

On March 13, 2001, The Phoenix School submitted a proposal to become an MPS instrumentality charter school for the 2001-2002 school year. On Friday, March 23, 2001, members of the MPS Charter School Review Panel, along with the Superintendent's Charter School Review Team, met to review the charter school proposal, at which time staff members, students, parents and community members demonstrated their passion, commitment, and support for the Phoenix School's proposal.

Analysis

Following the demonstration, both the Panel and the Team decided to recommend the Phoenix School proposal to become an MPS instrumentality charter school. Both the Panel and the Team believe that the Phoenix School's proposal has the necessary components to establish a successful charter school. Some of the factors contributing to the endorsement are that the Phoenix School:

A. Has a dedicated staff willing to take ownership for the Phoenix School concept;

B. Has a small class size that is very attractive to a number of Milwaukee parents and high-school-age students;

C. Offers a full-inclusion model, with students participating in community experiences;

D. Has a unique blend of Native American beliefs with elements of traditional Western thought on behavior and counseling through its Circle of Courage;

E. Allows students the opportunity to earn college credits while fulfilling their high school requirements;

F. Has established the supportive infrastructure of students, staff, parents, and community stakeholders necessary to achieve its goals;

G. Has proposed a program that would fill a gap in MPS, in that it provides small class size and individualized instruction and targets students who are not likely to succeed in large high schools. It features a small personal environment, with practical community experiences, project-learning activities, and a discipline/ behavior focus that teaches responsibility and accountability; and

F. Has recognized a need for, and the value of, having the independence to set curriculum, goals, and standards for its own students.

The MPS Charter School Review Panel, along with the Superintendent's Charter School Review Team, recommends that the proposal be approved at this time; however, clarification and/or modifications must be made in the following areas:

A. Due to the short timelines, the Administration and the Phoenix staff need to work to identify a mutually agreeable site as soon as possible.

B. The financial impact of the facility must be addressed with regard to the ability to maintain a full complement of teaching staff.

C. The school staff needs to further develop the cooperative governance structure and secure the necessary Memorandums of Understanding (MOUs) to implement the cooperative structure, including the staff evaluation component.

D. The staff needs to focus on innovative ways to increase student achievement.

Strategic Plan Compatibility Statement

The recommendation is compatible with and supports the MPS Strategic Plan, Goal 2, Student Success in further education and employment, and Goal 3, Family Satisfaction as measured by their choices in the education marketplace.

Statute, Board Policy, Or Rule Statement

The recommendation is consistent with Wisconsin Statute 118.40, Charter Schools, and Administrative Policy 9.12, Charter Schools.

Fiscal Impact Statement

Upon approval, the FY2002 budget allocates funds to MPS instrumentality charters in the same manner as it does other non-contracted MPS schools.

Committee Recommendation

Your Committee recommends that the Board authorize the Office of Board Governance-Charter School Services, in consultation with the Superintendent's designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Phoenix School in anticipation of the establishment of an MPS instrumentality charter school for the 2001-2002 school year.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action on a Recommendation for the Adoption of the Elementary Language Arts and K-12 Spanish Textbooks

Administration's analysis

1. In accordance with the textbook adoption rules of the Board of School Directors (Administrative Policy 7.26), the textbook evaluation committees which were formed as a result of the Board's action a year ago in opening subject areas for adoption studies have made the necessary studies with respect to textbook adoptions and have reported their findings and recommendations to the Superintendent of Schools.

2. The recommendations of the textbook evaluation committees represent a great amount of work. It is important to acknowledge these efforts and to extend a word of appreciation to all who have contributed to this process.

3. Emphasis is placed on selecting materials to promote multicultural understanding and deep thinking. Committee members used a guide by the Council of Interracial Books for Children, "Ten Ways to Analyze Children's Books for Racism and Sexism," and the Council of Great City Schools' document, "Guidelines for Selection Criteria." The following criteria are illustrative:

a. Materials should present different groups in relation to one another, rather than as isolated and separate. Language and imagery should not present one culture, race, ethnic, religious, or gender group as superior.

b. Materials should be written by, and include the perspectives and viewpoints of, American Indians, Alaska Natives, African Americans, Hispanic Americans, Asian Americans, Pacific Islander Americans, women, the elderly, children, different religious groups, and the physically challenged.

c. Materials should promote critical and creative thinking and the development of higher-order thinking skills. The content should be presented thoroughly and accurately.

d. The organization and teaching aids should include stated objectives, frequent checks for understanding, guided and independent practice, and enrichment.

e. Materials should support the Education for Employment standard, which requires school districts to provide all students, throughout their education, access to classes and programs designed to prepare them for employment.

f. General factors to be considered for book quality should include format clarity, readability, copyright date, cost, and durability.

4. Textbook publishers, who are very much aware of national standards for various curricular areas, are giving increased attention to instructional practices that are reshaping education, such as cooperative learning, portfolio assessment, and writing across the content.

5. Each textbook evaluation committee further develops its own specific criteria applicable to the subject area under consideration. The textbook committee members apply the K-12 teaching and learning goals, standards of professional organizations such as the National Council of Teachers of Mathematics, and the Wisconsin Department of Public Instruction guides in evaluating texts.

6. As part of the K-12 teaching and learning reform, the textbook evaluation process is being tied to a larger plan for reassessing and enriching curriculum and instruction. The process varies depending on the needs of particular subject areas.

7. Other elements of the textbook adoption procedure:

— The textbook evaluation committees obtain reactions and assistance in reviewing the textbook materials from other staff members such as other teachers, department chairpersons, etc.

— Textbook committee members often obtain the involvement/input of students in the trial use of materials under consideration in their own schools as well as in other schools.

— All parents of students in the district are invited to serve on the Parent Advisory Textbook Evaluation Committee. In addition, a letter is sent to Urban Day School, the PTA/PTO district president, and LaCausa, inviting their participation in the textbook evaluation process. Parents are in-serviced on the process, provided evaluation instruments, and meet with curriculum specialists. This committee meets three times during the process.

— During the 2000-2001 school year, the following number of individuals served on the various textbook evaluation committees

Parent Advisory Committee for Textbook Evaluation ..... 15 parents

Elementary Language Arts ..... 12 teachers

Foreign Language Middle School/High School Spanish and Japanese ..... 23 teachers

— Textbook publishers are invited to submit materials to each member of the evaluation committee for study. Textbook evaluation committees meet directly with publishers' representatives in order to clarify any questions or problems with respect to materials submitted by the publishers.

— Textbook evaluation committees, where appropriate, develop advisory ballots for use by teachers in a particular subject area in order that all teachers concerned with a particular subject have an opportunity to express their input on text materials being considered.

— Upon completion of the evaluation process, the textbook evaluation committees submit their recommendations to the Administration, which, in effect, concludes their year-long efforts in the evaluation process.

Strategic Plan Compatibility Statement

8. The recommendations support the MPS Strategic Plan, Board Goal 1, Academic Achievement, and Goal 2, Student Success in Further Education and Employment.

Statute, MPS Policy, or Board Rule Implication Statement

9. The above procedure follows Administrative Policy 7.26 and Administrative Procedures 7.26, Textbook Adoptions.

Fiscal Impact Statement

10. The estimated cost for adoption of the recommended textbooks is $3 million out of the FY02 budget.

The cost of the elementary language arts/spelling textbooks will range from $1.5 to $1.9 million, depending upon the selection made by the schools. The cost of the foreign language textbooks is $1.3 million.

Approximately $25,000 will be allocated out of the FY02 textbook budget to cover translation costs.

Implementation and Assessment Plan Statement

11. Textbooks and supplementary materials for high school and middle school Japanese and Spanish; elementary Language Arts, K-5-Gr. 5; and Spelling, Grades 1-5, will be purchased with funds allocated in FY02.

Committee Recommendation

Your Committee recommends that the Board adopt and purchase the high school and middle school Japanese and Spanish; elementary Language Arts, K-5-Grade 5; and Spelling, Grades 1-5, textbooks, using funds in the FY02 budget.

Elementary School
Language Arts/Spelling

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for elementary language arts K-5-Grade 5:

   McGraw Hill Language Arts, K-5-Grade 5
   McGraw Hill, 2001

   McGraw Hill Language Arts (Spanish), Grades 2-5

   Artes del Lenguage, Grades 2-5
   McGraw Hill, 2001

   Houghton Mifflin English, K-5-Grade 5
   Houghton Mifflin, 2001

   Houghton Mifflin Lenguaje Grades 2-5
   Houghton Mifflin, 2001

2. That the following textbooks, including teacher manuals and resource guides be approved for elementary spelling:

   McGraw Hill Spelling, Grades 1-5
   McGraw Hill, 1998

   Houghton Mifflin Spelling and Vocabulary, K-5-Grade 5
   Houghton Mifflin, 2001

3. That related supplementary materials, including CD roms and videos, be approved for use with the adopted series.

4. That schools have the option to select either McGraw Hill English/Spanish or Houghton Mifflin English/Spanish for their elementary language arts K-5-Grade 5 programs.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternative materials must be submitted to the superintendent for approval.

Foreign Language

Middle School Spanish

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for Middle School Spanish:

   SPANISH FOR SPANISH SPEAKERS: MIDDLE SCHOOL

   Tu Mundo, Lionetti
   Nuestro Mundo,Lionetti
   McDougal Littell, 2002

   Sueños y Palabras 6
   Sueños y Palabras 7
   Sueños y Palabras 8
   Editorial Norma, S.A., 2000

SPANISH FOREIGN LANGUAGE, MIDDLE SCHOOL

En Español, Level 1A
En Español, Level 1B
Galaha
McDougal Littell, 2000

Adelante, Level 1A
En Camino, Level lB
By Humbach
Holt, Rinehart & Winston, 1999

2. That related supplementary materials, including trade books, be approved for use with the adopted textbooks.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the superintendent for approval.

High School Spanish

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for High School Spanish:

SPANISH FOR SPANISH SPEAKERS: HIGH SCHOOL

Sendas Literarias l
Sendas Literarias 2
Prentice Hall, 2001

Nuevas Vistas, Curso Avanzado 1
Nuevas Vistas: Curso Avanzado 2
Holt, Rinehart & Winston, 2003

Literatura y Arte
Holt, Rinehart & Winston, 2001

Conversacion y Repaso
Civilizacion y Cultura
Holt, Rinehart & Winston, 2001

Abriendo Paso, Lectura, 2e
Abriendo Paso, Gramatica
Prentice Hall, 2001

SPANISH FOREIGN LANGUAGE: HIGH SCHOOL

Ven Conmigo, Level 1
Ven Conmigo, Level 2
Ven Conmigo, Level 3
Holt, Rinehart and Winston, 2000

Abriendo Paso, Lectura, 2e
Abriendo Paso, Gramatica
Prentice Hall, 2001

Nuevas Vistas: Curso Avanzado 1
Nuevas Vistas: Curso Avanzado 2
Holt, Rinehart & Winston, 2003

Literatura y Arte
Holt, Rinehart & Winston, 2001

Conversacion y Repaso
Civilizacion y Cultura
Holt, Rinehart & Winston, 2001

Tesoro Literario
Glencoe, 1997

A Nextstext Spanish Reader
McDougal Littell, 2001

2. That related supplementary materials, including trade books, be approved for use with the adopted textbooks.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the superintendent for approval.

Middle School and High School Japanese

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for Middle School and High School Japanese:

JAPANESE FOREIGN LANGUAGE: MIDDLE SCHOOL

Kisetsu, Vol 1
Kisetsu Educational Group, 2000

Genki, Vol 1
The Japan Times, LTD, 1999

JAPANESE FOREIGN LANGUAGE: HIGH SCHOOL

Kisetsu, Vol 1
Kisetsu, Vol 2
Kisetsu, Vol 3
Kisetsu, Vol 4
Kisetsu, Vol 5
Kisetsu Educational Group, 2000, 2001

Genki, Vol 1
Genki, Vol 2
The Japan Times, LTD, 1999, 2000

2. That related supplementary materials, including trade books, be approved for use with the adopted textbooks.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the superintendent for approval.

Adopted with the roll call vote on the balance of the Committee reports.

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(Item 3) Follow-up Report on the Eighth-Grade Transitional Program

Your Committee received the following report from the Administration:

Administration's Analysis

At its February 1996 meeting, the Board directed the Administration to develop learning proficiencies in mathematics, science, and communication for the eighth-grade class of 2000. The Board approved the middle-grades proficiencies in June 1997 and mandated that students in the eighth-grade class of 2000, and those who come after, must meet the middle-grades proficiency requirements in order to be promoted to ninth grade.

Students could demonstrate they met middle school proficiency/promotion requirements in two ways:

- Coursework completed, through which points were earned; or
- An alternative project.

In December 1999, the Board adopted two educational programs for eighth-grade students who do not meet proficiency requirements:

- Remain at current location — Students who are retained would be in eighth grade for another year and receive focused support to help them achieve proficiency.
- Enter a transitional program — MPS high schools will be the provider of specific services for transitional students, with the high school per-pupil allocation adjusted according services provided and funding allocated through the annual adopted budget.

THE EIGHTH-GRADE CLASS OF 1999-2000

The 6,338 eighth-grade students in the MPS school district last Fall fell into the following proficiency categories:

- Proficient
  - School Year
    - Point system: 3,438 (54%) students
    - Project: 1,171 (18%) students
  - Summer
    - Project: 703 (11%) students
- Not Proficient
  - Grade-8 Transition students 847 (13%) students

THE NINTH-GRADE CLASS OF 2000 - 2001

Data from the end of the first semester in January 2001 indicate that 5,315 newly entered ninth-grade students with recorded GPA and attendance data achieved proficiency in the following ways (see Chart A in the attachments):

	Number of Students	
• Point system during school year	2,870	(54%)
• Project during school year	982	(18%)
• Project during summer school	596	(11%)
• Grade 8 Transition students	529	(10%)
• Came from non-MPS schools	335	(6%)

First-semester data, as illustrated in Charts B through E in the attachments, show the relationship between grade-point averages of students in the various proficiency groups and attendance. The data reveals that students having earned proficiency through the point system during the school year have a higher attendance rate and grade-point average than do those from the other groups.

	GPA	Attendance
• School-year point system	2.124	85.0%
• School-year project	1.676	84.0%
• Summer school project	1.098	82.7%
• Grade-8 Transition students	0.710	57.9%
• Total Average	1.800	81.1%

The following data also reflect a difference in the average GPAs of the proficiency groups enrolled in middle schools, K-8 schools, and alternative schools:

	Middle School	K-8	Alternative Schools
• School-year point system	1.971	2.335	0.920
• School-year project	1.537	1.708	n/a
• Summer school point system	1.792	n/a	n/a
• Summer school project	1.062	1.393	0.972
• Grade-8 Transition students	0.485	0.975	0.306

2000-2001 EIGHTH-GRADE TRANSITION STUDENTS

Students non-proficient following summer school were enrolled in regular ninth-grade classes and the transition programs at each high school. Students follow individualized programs using the Plato educational software, and mentoring is provided. First-semester data for this group of students indicate the following:

- Average GPA = 0.710
- Average attendance = 57.9%

Chart F in the attachments illustrates the average percent improvement in skill level for the first semester for 365 students who used the Plato learning software. The following is a summary:

	Initial Skill Level	Current Skill Level	Improvement
Language Arts	2.60	5.34	105%
Math	4.06	5.87	45%
Reading	3.88	6.75	74%

First-semester data also indicate that students who spent an average of 8.6 hours during the first semester working on their Plato programs improved their skill levels by more than 50%. Conversely, those working fewer than 8.6 hours during the first semester improved less than 50%. (See Chart G in the attachments).

Preliminary review of up-to-date Plato data indicates continuing improvement of student achievement in this program.

2001-2002 EIGHTH-GRADE TRANSITION PROGRAM

The Administration will continue to provide the Plato Web Learning System Courseware to students identified for the transition program, while the 2001 high school summer program will offer the Plato System to new eighth-grade transitional students. This will enable high school sites to take responsibility earlier for the newly identified transitional students. Students will be able to acclimate themselves to a high school setting as well as work on their proficiency status prior to the start of the new school year.

At the beginning of the next school year, students not proficient will continue using the Plato Learning Software in the transition program at their assigned schools until the required levels of proficiency are achieved

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LEGISLATION, RULES & POLICIES COMMITTEE

(Item 1) Action with Respect to Adoption of a Vision Statement to Guide Legislative Action

Background

The district's strategic plan defines the priorities for MPS over the next five years. This vision statement is an attempt to synthesize those priorities into a comprehensive concept for how MPS can best serve Milwaukee's children. Once adopted, this vision will serve as a premise upon which the district's legislative activity will be based.

Administration's Analysis

1. The Administration proposes the following vision statement for the district:

A Vision for Serving Milwaukee's Children

Milwaukee Public Schools stands committed to serving needs critical to the city's children, directly or through partnerships. This commitment extends beyond both the traditional school day and the typical list of educational services. MPS sees its schools as catalysts for neighborhood redevelopment and for improving the lives of Milwaukee's children. This commitment and vision is demonstrated in several important ways:

- Quality Educational Services Provided for All Children: MPS remains committed to providing an excellent education to every child who attends a Milwaukee public school. Milwaukee's citizens have many educational options open to them and MPS will improve its educational services so that district schools are constantly the first choice of Milwaukee parents. MPS seeks to support high performing schools and improve schools that fail to meet the high standards of our parents. This commitment to educational excellence extends to all children.

- Extended Day Services: Many MPS schools no longer simply open their doors when classes begin and close them when the regular school day is complete. Rather, MPS now serves children for up to 12 hours a day and almost 365 days a years in an increasing number of our schools. Nonetheless, surveys demonstrate that an alarming number of parents are choosing to put their children on buses as a form of daycare. In order to eliminate the need for "daycare on wheels" MPS seeks to expand its before- and after- school services.

- Early Childhood Education: MPS is one of the premier urban districts in the country in providing early childhood education. This commitment to early childhood education comes from the knowledge that far too many children enter America's public schools developmentally behind their peers. When that happens, children get frustrated and become more likely to drop out as they get older. MPS is actively exploring ways to maintain and strengthen its commitment to early childhood education within current budget constraints.

- Partnerships with Community Stakeholders: The planning process associated with the Neighborhoods School Initiative taught the district many important lessons. One key lesson is that in order to effectively serve children — particularly low-income children — MPS needs help from other community stakeholders. Many organizations already effectively serve Milwaukee's youth and the district can no longer afford to ignore the natural roles and contributions of these important partners.

Providing Essential Social Services to Low Income Children: Low-income children have many needs that often have a significant effect on academic achievement. In order for schools to be effective, various social services such as health care must be provided; if not, the other great things happening in Milwaukee's schools will prove ineffective. As a result, MPS has established important partnerships with health care providers and other groups in order to meet all the needs of Milwaukee's youth. MPS hopes to expand the number of these partnerships in the future.

- Revitalizing Milwaukee's Neighborhoods: Although neighborhood redevelopment is not typically a school district's responsibility, MPS understands that the economic stability of city neighborhoods dramatically affects the lives of children. If a neighborhood is suffering, it will adversely affect children in that neighborhood. Through the Neighborhood Schools Initiative and other partnerships with state, county and city offices, MPS will work to help stabilize city neighborhoods.

In order to help turn this vision into reality the district has developed an aggressive legislative agenda, which includes strategies for every level of government. Milwaukee Public Schools will fight to leverage as many resources as possible to serve the needs of the city's youth. MPS also remains committed to working with other Wisconsin school districts facing similar challenges in order to more effectively serve all of the state's children.

Strategic Plan Compatibility Statement

2. The recommendation supports the MPS Strategic Plan, Goal 1, Improve student achievement; Goal 2, Improve student success in further education and employment; and Goal 3, Improve family satisfaction.

Statute, Board Policy or Rules Statement

3. This proposal is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

4. There is no direct fiscal impact of endorsing this statement.

Committee Recommendation

Your Committee recommends that the Board adopt the proposed Vision Statement to be used as a premise for district legislative actions.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action with Respect to Positions to be Taken Regarding Current Legislative Matters, Including, but not Limited to, the Governor's Budget Bill

Background

The MPS legislative agenda provides district officials with direction and guidance pertaining to the State budget process. The Governor released his proposed budget in early February. Based on an analysis of the Governor's proposals, the Administration is recommending an updated legislative agenda.

Administration's Analysis

The district's legislative actions should promote the district's vision for our school communities. The legislative agenda should focus on those items that are included or excluded in the budget that support or hinder efforts to achieve this vision. Provided below is a revised list of district legislative proposals, along with an analysis of their impact on the district.

LEGISLATIVE PRIORITIES FOR THE STATE OF WISCONSIN'S
2001-03 BUDGET CYCLE

1. Support efforts to link the growth rate of revenue limits to the true cost of education.

   - The Governor has proposed freezing the rate of growth in the per-pupil revenue limit at $220.29. This change will reduce the cost of the state's 2/3 commitment to education by $3.3 million in FY02 and $10.8 million in FY03.
   - The Governor has also proposed rolling back, from a revenue limit perspective, the value of summer school students from 0.4 FTE to 0.25 FTE. This change will reduce the cost of the state's 2/3 commitment to education by $2.3 million in FY02 and $6.1 million in FY03.
   - In sum, these changes will force MPS to reduce spending (i.e. cut programs) by $600,000 in FY02 and $2.35 million in FY03.
   - If revenue limits are not allowed to keep up with the cost of education, districts around the state will be forced to slash programs and the quality of education in Wisconsin will decline.

2. Allow school districts to count children for a full FTE of funding for participating in all-day K4 programming.

   - Over 12,800 children are currently enrolled in K4 programs around the state (248 districts have K4 programs.)
   - Under current law, the maximum allowable level of revenue limit authority is 0.6 FTE. As a result, many districts that wish to offer all-day K4 have to cut or eliminate other programs to find the necessary funding.
   - In a recent survey of MPS parents, 75% of respondents indicated that they would send their children to an all-day K4 kindergarten program if it were offered.
   - Private schools (through the choice program) are attracting children away from MPS because the private schools are offering all-day K4, while public schools are not.

3. Provide either additional funding or revenue limit relief so that school districts can fund essential before- and after-school programs as well as community recreation services.

   - Before- and after-school programs represent the district's primary means of ending the practice of parents' choosing schools based solely on the length of a bus route so as to ensure that their children are safe throughout the day (i.e., "daycare on wheels").
   - Currently, school tax levies used to fund community recreation programs (including before- and after-school programs) are subject to the state-imposed revenue limit.
   - Due to this inclusion, districts are being forced to cut back or eliminate community recreation programs in order to maintain other educational programs.

4. Seek a substantial increase in the amount of state funding for special education. In addition, as a replacement to the current approach, support the Governor's proposal to allocate all new special education funds on a "census basis" that includes a factor for district poverty.

   - The costs of special education are growing rapidly, not only for MPS but for districts all around the country. Additional funding from the state is needed or districts around the state will be forced to cut programs for all types of children.
   - The Governor's "census" proposal would decrease the incentive to "over-identify" special needs children. A 1999 Wisconsin Legislative Audit Bureau study found that Wisconsin had the 7th highest special education identification rate in the nation.

- Under current law, districts that are better able to control special education costs are penalized because they receive less aid than districts with costs that rise at a faster rate.
- MPS would also be open to alternatives that reduce the incentive to over-identify.
- The Governor's proposal is consistent with federal law.

5. Support the Governor's proposal to require DPI to allocate the maximum amount of federal funds allowable under current law directly to school districts.
   - Currently, DPI retains $24 million in federal funds. Of this total amount, $7 million is used to fund administrative expenses, with the remaining amount, $17 million, used to fund programs administered by DPI.
   - In the area of special education funding, DPI retains approximately $14 million for a series of state-funded programs. Much of this money could and should be allocated to districts to help in the funding of special education.
6. Fight to ensure that the manner in which choice and charter schools are funded does not place an unfair burden on Milwaukee taxpayers.
   - Current law that relates to the way choice and charter schools are funded treats Milwaukee more equitably than the way the program was originally funded.
   - Some groups around the state would like to see current law overturned and have the old law reinstated. Such a move would raise property taxes in Milwaukee, home to the state's most economically disadvantaged residents.
   - MPS is willing to support other funding strategies that treat Milwaukee's low-income taxpayers fairly.
7. Support the "Spence Proposal" for funding education in Wisconsin
   - The Spence Proposal represents the district's long-range goal for systemic reform of the state's education finance system.
   - The Spence Proposal calls for eliminating the current state education finance system and replacing it with a new regional model for funding education.
   - The state would establish an "adequate" funding amount that each district would be required to spend.
   - In addition to the adequate amount, each CESA could elect to spend more and could raise necessary revenues from the institution of either a sales or property tax.
   - Each CESA would have to adopt an "equalization plan." After each plan is fully implemented, the lowest-spending district in each CESA would be within 90% of the highest-spending district.
8. Other District Positions
   - Oppose plans to restrict SAGE schools that have student populations that are less than 50% low-income from expanding the program to grades 2 and 3;
   - Allow health care providers that serve our schools to qualify for free liability coverage. Currently the free coverage is available only if services are provided in not-for-profit agencies. Extending the eligibility to governmental agencies would create more opportunities for meeting our students' healthcare needs;
   - Explore mechanisms for providing access to low-cost capital for our partnership agencies;

- Oppose plans to establish a high-cost special education aid preference policy that potentially will drain funds from districts with high levels of poverty;
- Increase funding (or increase the revenue limit) from the state to assist the district in meeting the new teacher licensure changes (as recently adopted by DPI). The estimated cost of compliance is $4.4 million;
- Allow school districts to count 3 year-old children for up to 0.5 FTE of funding for half-day educational programming;
- Increase "on-time" accessibility to TEACH funding;
- Provide additional funding to help support the district's Administrator and Principal Leadership Program ($100,000 per year);
- Provide additional funding for the Milwaukee Teacher Education Center (MTEC) program (increase from $250,000 to $400,000 per year).
- Increase the district's revenue limit by $6.5 million, so that the Desegregation Settlement Programs presently required by the state can be funded without other district programs having to be effected;
- Remove the $16 million ceiling from the Medicaid reimbursement formula, and make the percentages the same for administrative and school-based medical services: 90% to the school district, and 10% to the state;
- Provide an additional $1 million a year in funding for the Preschool to Grade 5 (P-5) Program. This additional funding will allow schools to maintain their current programs in the face of rising education costs;
- Index the per-pupil allocation for the Student Achievement Guarantee in Education (SAGE) program to CPI-Urban (or another price index that more appropriately reflects changes in education costs.) This is to ensure that schools have sufficient resources to reduce class size to a 15:1 student-teacher ratio;
- Maintain the district's discretion in the area of employee residency requirements;
- Request full funding of all state mandates (e.g., library media specialists);
- Endorse increased flexibility in hiring professionals to teach in the trades;
- Encourage efforts to better coordinate state programs providing services to children (i.e., the Children's Cabinet);
- Support increased funding for bilingual/bicultural education;
- Advocate for increased school district flexibility;
- Support school districts' ability to control school-year calendar.

Strategic Plan Compatibility Statement

9. The recommendation supports the MPS Strategic Plan, Goal 1, Improve student achievement; Goal 2, Improve student success in further education and employment; and Goal 3, Improve family satisfaction.

Statute, Board Policy or Rules Statement

10. This proposal is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

11. There is no direct fiscal impact of endorsing this agenda.

Committee Recommendation

Your Committee recommends that the Board adopt the proposed Legislative Agenda and that the Legislative Policy Office/Superintendent be authorized to pursue policies, issues, and proposals which are advantageous to MPS and which are not specifically referred to in these documents.

Director Dannecker moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, O'Neil, Werra and President Thompson—6.

Noes—None.

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(Item 3) Action with Respect to Positions to be Taken Regarding Current Federal Legislative Matters

Background

The Elementary and Secondary Education Act (ESEA) authorization has expired, and Congress is expected to reauthorize the Act during this legislative session. Several versions of reauthorization bills have been introduced, and the final result will likely comprise components of each. Also, several education-related bills have been, and will be, introduced that are separate from the ESEA reauthorization. In addition, the expected record federal surplus provides an opportunity for the federal government to increase its level of financial support for education programs.

Administration's Analysis

The district's federal legislative actions should promote the district's vision for our school communities. The Administration proposes the following list of district positions relating to components of the ESEA reauthorization, other pending legislation, and requests for additional funding through appropriations.

LEGISLATIVE PRIORITIES FOR THE 107TH CONGRESS

Actions related to the reauthorization of the Elementary and Secondary Education Act (ESEA)

The Elementary and Secondary Education Act authorization has expired and is expected to be re-authorized during this session of Congress. Several versions of reauthorization bills have been introduced, and the final result will likely comprise components of each. The district takes the following positions on various components as opposed to supporting any bill in sum.

1. Fight to maintain or increase the targeting of funds to the district level.

   - The intent of most federal programs is to ensure additional resources for specific populations of students and for specific federal priorities. These programs specifically direct the state to allocate funds to districts based on defined formulas.
   - There is support for some proposals that would eliminate this targeting requirement. This could lead to a significant reduction in federal funds for MPS.
   - MPS supports any proposals that would further the federal government's role in increasing equity in education and opposes those that would undermine this goal.

2. Support efforts to increase district level control of federal funds.

   - Currently, federal dollars come with several strings attached. The federal government directs the use of funds at the district and school level, preventing our schools from focusing these resources to meet their greatest needs.
   - In an environment of limited resources, the ability to focus those resources most effectively is critical.
   - Transferability provisions, such as in the Senate Three R's bill, would allow districts to transfer a certain percentage of federal dollars between programs.
   - Consolidation of existing programs, which occurs to some degree in each bill, also increases district flexibility; however, it is critical that the consolidation does not result in decreased funding relative to our share under existing programs.

3. Ensure that accountability provisions are comprehensive and fair.

   - Proposals to increase flexibility or local control are accompanied by increased accountability provisions.
   - MPS must ensure that such accountability provisions are fair to low-income districts by assessing progress in terms of growth.
   - In addition, MPS must ensure that the State is held accountable for all districts.

4. Fight for increased funding authority, particularly for targeted programs such as Title I.

   - The Title I program is the most effective means for ensuring equity in education funding, as the funds are allocated based on poverty.
   - If fully funded, the Three R's bill as currently written would increase Title I funding for MPS by an estimated $35 million over the 2000-01 academic year.

5. Seek authority for MPS to become a charter district.

   - As a charter district, MPS would receive its federal categorical funds directly from the federal government.
   - Currently, MPS receives about $58 million under these programs. Under this proposal, the district would receive an additional amount that currently represents the state administrative set-aside.
   - The funds would be freed from most of the current spending requirements for both the district and our schools.
   - The district and schools would be relieved of the administrative burdens these funds currently impose, giving them the ability to target resources to best achieve academic success.
   - MPS does not endorse charter state proposals that do not preserve the targeting of grants to districts, resulting in less federal funding for MPS.

Actions Related to Appropriations

6. Seek a substantial increase in the amount of federal funding for special education and Title I.

The costs of special education are growing rapidly, not only for MPS but for districts all around the country. Additional funding from is needed or else districts will be forced to cut programs for all types of children.

7. Seek funding for continuation of 21st Century Learning Centers

- The grant period for several of our before- and after-school programs expires this year for many of our sites.
- Our middle and high school programs that do not qualify for other sources of funds to support such programs, e.g., child-care subsidies, SAGE..
- MPS is committed to providing before- and after-school programs as part of the Neighborhood Schools Initiative.
- MPS also supports efforts that would alter this program to provide a sustainable source of funds, targeted to low-income children.

8. In general, seek funding to support innovative district programs.

Actions Related to Other Administrative or Legislative Action:

9. Support School Construction/Renovation Bills

There are several bills that would provide districts with relief for accessing capital for school improvements or construction.

10. Support efforts that support the district's Technology initiatives

- Support efforts to reduce administrative complexity of the E-Rate program.
- Oppose attempts to reallocate bandwidth away from educational programming.

Strategic Plan Compatibility Statement

11. The recommendation supports the MPS Strategic Plan, Goal 1, Improve student achievement; Goal 2, Improve student success in further education and employment; and Goal 3, Improve family satisfaction.

Statute, Board Policy or Rules Statement

12. This proposal is consistent with State of Wisconsin statutes and Board policies.

Fiscal Impact Statement

13. There is no direct fiscal impact of endorsing this agenda.

Committee Recommendation

Your Committee recommends that the Board adopt the proposed Legislative Agenda and that the Legislative Policy Office/Superintendent be authorized to pursue policies, issues, and proposals which are advantageous to MPS and which are not specifically referred to in these documents.

* * * * *

Director Braun moved to approve the item, except for section 5.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, O'Neil, Werra and President Thompson—6.

Noes—None.

The question being on section 5, Director Dannecker moved to approve it, with the words "Seek authority for MPS to become a charter district" replaced with the words "Continue discussions with citizens, relevant agencies and governmental representatives regarding the possibilities, benefits and disadvantages for MPS becoming a charter district."

The motion failed of adoption on a tie vote:

Ayes—Directors Braun, Dannecker and President Thompson—3.

Noes— Directors Hardin, O'Neil and Werra—3.

COMMITTEE ON FINANCE/PERSONNEL

Director Braun presented the following report for the Committee on Finance/Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; and Acceptance of Donations

Award of Contracts

NEIGHBORHOOD SCHOOLS INITIATIVE ASSISTANCE

Public Relations and Communication Assistance

Evan Zeppos and Associates.....$100,000
735 North Water Street
Milwaukee, WI 53202

As part of the Neighborhood Schools Initiative, Zeppos and Associates was contracted to assist the district in marketing and communication efforts. Authority for a small initial contract of $24,000 has been exhausted; therefore, the Administration is requesting new contracting authority for further marketing and communication efforts.

Funds are available in account number 1-10-4-755-537-398-263000

Legal Services and Representation

Change order to contract PR3-10693

Quarles and Brady. LLP.....$350,000

Funds will be transferred to account number 1-10-4-850-610-341-256730 from the Transportation account via the attached fiscal note number 1-10-4-860-600-398-255000. A fiscal note is attached to the minutes of your Committee's meeting.

LAN TECHNOLOGY UPGRADE — BID PACKAGE #30

Division 1 — Burdick School

Prime Contractor:
Roman Electric Co., Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Cumulative Bidder — Base Bid of $142,400, plus $121,900 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $23,100 for Mandatory Alternate Bid, 2 to provide all new work indicated in non-instructional areas; plus $1,200 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$288,600.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	5% MBE 5% WBE	298	22	14	Corporation	2

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

Division 2 — Hartford Avenue School

Prime Contractor:
Roman Electric Co., Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Cumulative Bidder — Base Bid of $123,900, plus $16,600 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $20,600 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $2,400 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$163,500.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	5% MBE 5% WBE	298	22	14	Corporation	2

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package #32

Division 1 — Milwaukee French Immersion School

Prime Contractor:
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder — Base Bid of $100,334, plus $49,299 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $21,989 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $768 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$172,390.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	60	5	2	Corporation	1

Funds are being set aside from the Department of Technology's account code 1-10-4-818-518-551-266400 and the Department of Finance's account code 1-40-4-853-600-327-253023.

Division 2 — Milwaukee German Immersion School

Prime Contractor:
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder — Base Bid of $133,566, plus $63,713 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $23,315 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $446 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$221,040.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	60	5	2	Corporation	1

Funds are being set aside from the Department of Technology's account code 1-10-4-818-518-551-266400 and the Department of Finance's account code 1-40-4-853-600-327-253023.

LAN TECHNOLOGY UPGRADE — Bid Package #34

Garland School

Prime Contractor:
Staff Electric Co., Inc.
P.O. Box 917
Butler, WI 53007

Low Cumulative Bidder — Base Bid of $77,785, plus $29,030 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $16,580 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $661 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX for a total contract of.....$124,056.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	5% MBE 5% WBE	265	13	18	Corporation	2

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package #35

Morse Middle School

Prime Contractor:
Meer Electric, Inc.
3058 Highway 145
Richfield, WI 53076

Low Cumulative Bidder — Base Bid of $232,800, plus $47,200 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $52,000 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $2,930 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$334,930.00

M/WBE Participation			M/WBE Participation				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	35	1	3	Corporation	2

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package #37

Division 1 — Elm Creative Arts School

Prime Contractor:
Connectivity Solutions Inc. of WI
W226 N825 Eastmound Drive
Waukesha, WI 53186

Second Low Cumulative Bidder — Base Bid of $154,353, plus $84,084 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $24,407 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $1,846 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $264,690.00

Employee Info			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	74% MBE	60	4	3	Corporation	1

Note: Low bid contained a clerical error.

Funds are being set aside from the Department of Technology's account code 1-10-4-818-518-551-266400 and the Department of Finance's account code 1-40-4-853-600-327-253023.

Division 2 — Starms Early Childhood School

Prime Contractor:
Connectivity Solutions Inc. of WI
W226 N825 Eastmound Drive
Waukesha, WI 53186

Low Cumulative Bidder — Base Bid of $90,554, plus $5,544 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $15,240 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $1,846 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$113,184.00

M/WBE Participation			Employee Info				
	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	63%	60	4	3	Corporation	1

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package #38

Roosevelt Middle School

Prime Contractor:
Town & Country Electric, Inc.
3720 North 124th Street
Wauwatosa, WI 53222

Low Cumulative Bidder — Base Bid of $82,702, plus $32,175 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $16,101 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $921 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$131,899.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	675	19	57	Corporation	1

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package #44

Trowbridge School

Prime Contractor:
Roman Electric Co., Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Cumulative Bidder — Base Bid of $71,530, plus $4,600 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $17,970 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $1,240 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$95,340.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	5% MBE 5% WBE	298	22	14	Corporation	2

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package #50

Division 1 — Eighth Street School

Prime Contractor:
Connectivity Solutions Inc. of WI
W226 N825 Eastmound Drive
Waukesha, WI 53186

Low Cumulative Bidder — Base Bid of $105,158, plus $72,544 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $26,004 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $1,846 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$205,552.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	63%	60	4	3	Corporation	1

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

Division 2 — Eighty-first Street School

Prime Contractor:
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder — Base Bid of $115,393, plus $91,879 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $19,993 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $979 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of.....$228,244.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	60	5	2	Corporation	1

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

LAN TECHNOLOGY UPGRADE — Bid Package "C"

Lowell School

Prime Contractor:
Roman Electric Co., Inc.
640 South 70th Street
Milwaukee, WI 53214

Second Low Cumulative Bidder — Base Bid of $57,950, plus $74,300 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $18,060 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; plus $980 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $151,290.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	5% MBE 5% WBE	298	22	14	Corporation	2

Note: Low Bid contained clerical error.

Funds are being set aside from the Department of Finance's account code 1-40-4-853-600-327-253023 and Facilities and Maintenance's account code 2-40-4-978-600-327-255000.

BOILER REPLACEMENT

Curtin School

Prime Contractor:
T. M. Braden Mechanical Corporation
W233 N7076 Blacksmith Court
Sussex, WI 53089

Low Bidder, Base Bid of $215,330.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	23% MBE	9	1	1	Corporation	7

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-122-324-254320.

Engleburg School

Prime Contractor:
Grunau Company Inc.
1100 West Anderson Court
Oak Creek, WI 53154

Second Low Bidder, Base Bid of $138,700.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	250	5	11	Corporation	5

Note: Low Bidder did not meet HUB requirement.

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-152-324-254320.

John Muir Middle School

Prime Contractor:
Grunau Company Inc.
1100 West Anderson Court
Oak Creek, WI 53154

Low Bidder, Base Bid of.....$340,400.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	250	5	11	Corporation	5

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-053-324-254320.

Hampton School

Prime Contractor:
Butters-Fetting Co., Inc.
1669 South First Street
Milwaukee, WI 53204

Low Bidder, Base Bid of.....$191,000.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	22% MBE	160	14	9	Corporation	4

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-205-324-254320.

ROOF REPLACEMENT

Congress School

Prime Contractor:
J.T. Roofing, Inc.
350 Tower Drive
Saukville, WI 53080

Low Bidder, Base Bid of.....$250,334.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	5%	5% MBE	130	75	5	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 1-40-4-858-116-324-254310.

GREEN SPACE CONSTRUCTION

Congress School

Prime Contractor:
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder, Base Bid of $54,850.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	14% WBE	15	7	2	Corporation	2

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-116-327-255000.

PLAYGROUND RECONSTRUCTION

Granville School

Prime Contractor:
Stark Asphalt Division of
Northwest Asphalt Products Inc.
11710 West Hampton Avenue
Milwaukee, WI 53225

Low Bidder — Base Bid of $201,430, plus $2,800 for Mandatory Alternate Bid #1, to provide and install two new benches, for a total contract of.....$204,230.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	29	1	1	Corporation	4

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-197-327-255009.

Clemens School

Prime Contractor:
Payne & Dolan, Inc.
P.O. Box 781
Waukesha, WI 53187

Low Bidder, Base Bid of.....$144,830.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	591	95	68	Corporation	6

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-114-327-255000.

NEW TOT LOTS — Bid Package #1

Division 1 — Bruce School

Prime Contractor:
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder — Base Bid of $58,680, plus $700 for Mandatory Alternate Bid #1, to provide a new catch basin, for a total contract of.....$59,380.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	12% MBE	15	7	2	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-975-093-327-255000.

Division 2 — Bryant School

Prime Contractor:
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder — Base Bid of $51,930, plus $6,500 for Mandatory Alternate Bid #1, to replace existing inlet with new catch basin, for a total contract of $58,430.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	12% MBE	15	7	2	Corporation	1

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-974-094-327-255000.

NEW TOT LOTS — Bid Package #2

Division 1 — Burdick School

Prime Contractor:
Durafun Recreation Products LLC
2143 Lehman Street
Eau Claire, WI 54701

Low Bidder, Base Bid of.....$53,120.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	16% MBE	2	0	1	Sole Proprietor	8

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-975-098-327-255000.

Division 2 — Lowell School

Prime Contractor:
Durafun Recreation Products LLC
2143 Lehman Street
Eau Claire, WI 54701

Low Bidder — Base Bid of $45,610, plus $7,590 for Mandatory Alternate Bid #1, to provide a new catch basin, for a total contract of.....$53,200.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	16% MBE	2	0	1	Sole Proprietor	8

MPS Facilities and Maintenance will set aside funds from account code 2-10-4-975-098-327-255000.

TRADE & TECH ASSEMBLY SHOP (Phase I)

Webster Middle School

Prime Contractor:
Joseph Lorenz, Inc.
N73 W32438 River Road
Hartland, WI 53029

Low Bidder, Base Bid of $70,950.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	48% MBE	20	1	3	Corporation	1

MPS Facilities and Maintenance will set aside funds from account codes 1-10-4-771-560-312-221100 and 1-10-4-771-560-395-221100.

CONTRACT LABOR

Based on the terms and conditions of the Contract Labor Request For Proposal awarded by the Board on April 18, 2000, the Division of Facilities and Maintenance Services is recommending to add the position of Census Enumerator with Argus Technical Services at the following rate: Straight Time — $13.00 per hour.

TECHNOLOGY INFRASTRUCTURE PROGRAM MANAGEMENT SERVICES

Recommendation is being made to extend the contract of Intelligent Network Solutions for three years to continue/complete the design work and project management services related to the implementation of the District's Infrastructure Technology Plan and to allow for continued funding through the State of Wisconsin's TEACH Program. All terms and conditions of existing contract are to remain in effect. Eighty to ninety percent of their fees are subject to reimbursement from the State of Wisconsin's TEACH Program.

Total construction contract dollars awarded.....$4,329,469.00
Total dollars HUB participation.....$837,663.60
% of MBE participation.....18.10
% of WBE participation.....1.25
% of M/WBE participation.....0.00
% Minority employees within company.....10.82
% Women employees within company.....6.77

Authorization to Make Purchases

Copies of all bids are sent to ten resource centers for minority- and women-owned businesses for posting and distribution to any interested suppliers:

African-American Chamber of Commerce
Hispanic Chamber of Commerce
Milwaukee County Disadvantaged Business Development
Milwaukee Indian Economic Development Agency
Milwaukee Minority Chamber of Commerce
Milwaukee Urban League
The Business Council Inc.
Wisconsin Women's Business Initiative Corporation
Wisconsin Business Resource Center Inc.
Women's Business Educational Consortium, Inc.

B-5265 Cylinders and Locks (F&M for Various)

Schlage Items:

Recommend authorization to purchase various locks, cylinders, and related items totaling $136,413.68, less 2%/10 days, from the lower bidder, LaForce Inc.

Van Duprin Items:

Recommend authorization to purchase various mullions and exit devices totaling $94,595.29, less 2%/10 days, from the low bidder, LaForce Inc.

The bid results are listed below:

Bidder	Schlage Cylinders and Locks	Von Duprin Mullions and Exit Devices(1)	Terms
LaForce Inc.	$136,413.68	$ 94,595.29	2%-10
American Millwork & Hardware	$139,654.46	$ 97,982.60	1%-10
Precision Metals & Hardware Inc.	$142,196.50	$ 95,833.33	1%-11
IDN H. Hoffman Inc.	$148,507.56	$108,079.85	Net
M-D Wholesale Hardware	$151,640.84	$102,968.10	1-1/4%-10
Clark Security Products	$154,624.36	$107,040.83	Net
Bonafide Safe & Lock Inc.	$160,750.72	$119,690.85	3%-10
Builders Hdware & Hollow Metal	N.B.	$100,288.00	Net

(1) The fourth, fifth and sixth items in this group will be a separate award.

Bids were solicited from one disadvantaged business. The result was that disadvantaged businesses responded.

Fiscal Note: Both purchases will initially be charged to Facilities and Maintenance Division account #1-10-0-000-000-000-713280. When the jobs are completed, the account will be reimbursed through individual schools' account codes.

Ref: Work order 2-502289, req. 13793 — Douglas
Work order 2-502290, req. 77110 — Pulaski

SS-548 Lease-purchase of Apple Computers

Authorization to enter into a lease-purchase agreement to acquire 552 iMac DV computers and other equipment at a cost of $447,227. Financing is through Apple Financial Services. A combination of individual school budgets and the MPS Technology Department's TEACH budget will be used. As indicated, some schools requested that the first two annual payments be charged to the current fiscal year.

Gaenslen — 70 iMac DVs totaling $50,400
FY01 = $35,626.45 = 1-10-4-612-185-579-110500
FY02 = $15,683.17 = 1-10-4-612-185-579-110500

Hayes Bilingual — 14 iMac DV's totaling $10,080
FY01 = $7,125.29 = 1-10-4-609-214-579-110500
FY02 = $3,136.63 = 1-10-4-609-214-579-110500

38th Street — 60 iMac DV's totaling $43,200
FY01 = $30,536.96 = 1-14-4-287-347-579-110500
FY02 = $13,442.72 = 1-14-4-287-347-579-110500

Westside Academy I — 37 iMac DV's totaling $26,640
FY01 = $18,831.12 = 1-10-4-611-370-551-110000
FY02 = $ 8,289.68 = 1-13-4-291-518-551-110500

Burdick — 60 iMac DV's totaling $43,200
FY01 = $15,268.48 = 1-10-4-612-098-579-110500
FY02 = $15,268.48 = 1-10-4-612-098-579-110500
FY03 = $15,268.48 = 1-10-4-612-098-579-110500

Kilmer South — 52 iMac DV's totaling $37,440
FY01 = $13,232.68 = 1-10-4-695-019-579-110500
FY02 = $13,232.68 = 1-10-4-695-019-579-110500
FY03 = $13,232.68 = 1-14-4-291-518-551-110500

Kilmer South — Other Apple computers etc. totaling $24,598
FY01 = $ 8,693.84 = 1-10-4-695-019-579-110500
FY02 = $ 8,693.84 = 1-10-4-695-019-579-110500
FY03 = $ 8,693.84 = 1-10-4-695-019-579-110500

Steuben — 45 iMac DV's totaling $32,400
FY01 = $11,451.36 = 1-10-4-606-062-579-110500
FY02 = $11,451.36 = 1-10-4-606-062-579-110500
FY03 = $11,451.36 = 1-14-4-291-518-551-110500

Washington High — 38 iMac DV's totaling $27,360
FY01 = $ 9,670.04 = 1-10-4-603-035-579-110500
FY02 = $ 9,670.04 = 1-10-4-603-035-579-110500
FY03 = $ 9,670.04 = 1-10-4-603-035-579-110500

Morse Middle — 140 iMac DV's totaling $100,800
FY01 = $ 4,000.05 = Morse's school budget
FY02 = $35,075.17 = 1-13-4-143-052-551-110500
FY03 = $35,075.17 = 1-14-4-143-052-551-110500
FY04 = $35,075.17 = 1-13-4-143-052-551-110500

Title I — (Non-Public) 36 iMac DV's and 8 file servers totaling $51,104
FY01 = $18,062.04 = 1-14-4-162-610-551-110500
FY02 = $18,062.04 = 1-13-4-162-610-551-110500
FY03 = $18,062.04 = 1-14-4-162-610-551-110500

Acceptance of Donations

School	Donor	Amount	Gift or Purpose
Alcott	Target	$422	"Take Charge of Education"
Audubon	Target	$121	Target Promotion
Bell	Target	$108	"Take Charge of Education"
Browning	Target	$95	College scholarship fund
Burdick	Funds Raised By School	$475	Popcorn machine – school use
Burdick	Funds Raised By School	$1,209	Laminating machine
Dover	Jeff Bermann	$350	Trumpet for music class
Dover	Potawatomi Bingo & Casino	$105	Library
Fernwood	Target	$123	"Take Charge of Education"
Gaenslen	Target	$125	"Target Charge of Education"
Grantosa	Keith Olson	$200	Collector card redemption
Hamilton	Tom Stang	$1,500	Athletics
Hamilton	H. Alureus, J. Elewing	$350	School orchestra
Juneau	Froedert Hospital	$11,434	Certified Nursing Program
Starms Centers	Milwaukee Medical College	$6,087	Community-based services
WCLL	Laura Werner	$25	8th-grade Washington D.C. trip
WCLL	Tami Parey	$25	8th-grade Washington D.C. trip
WCLL	Jerry Tesch	$100	8th-grade Washington D. C. trip

School	Donor	Amount	Gift or Purpose
WCLL	Lois Myers	$595	8th-grade Washington D. C. trip
WCLL	Denise Hodkiewicz	$15	8th-grade Washington D. C. trip
WCLL	Lynn Maholias	$25	8th-grade Washington D. C. trip
WCLL	Tammi Torrence	$25	8th-grade Washington D. C. trip
WCLL	Peggy Holtman	$595	8th-grade Washington D. C. trip
WCLL	Jeff & Donna Figueroa	$50	8th-grade Washington D. C. trip

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed above;
2. Authorize the purchases as listed above; and
3. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Patricia Cramblit Facilities & Maintenance Services	School Secretary I $21,557.64/yr.	03-19-01
Eyarna M. Stewart Congress	Child Care Worker $9.70/hr.	03-12-01
Ephonia Van Dyke-Brown Madison Univ High School	School Secretary I $17,879.33/yr.	03-19-01
Erica McKinstry Congress	School Secretary I $18,862.87/yr.	03-12-01
Geraldine Lewis-Smith Educational Services	School Secretary I $28,977.26/yr.	03-21-01
	CHANGES IN STATUS	
Julene Crockett Holmes	Handicapped Children's Assistant $13,444.91/yr.	03-01-01
Felicia Brown Mitchell	Handicapped Children's Assistant $13,916.90/yr	01-03-01
Karen Rosio Thoreau	Handicapped Children's Assistant $13,916.90/yr	01-03-01

Certificated Appointments — Teachers

	Teachers — Schedule 01	Division	Salary	Yrs. Exp. Credit	Start Date
r	Cynthia J. Benner PreK-3	B	$27,948	0	03/05/01
r	Kenneth T. Bruseth E.D.	B	$28,611	1	02/26/01
r,a	Brenda D. Dennis Elementary Education	BB	$29,998	1	02/26/01
nr	David M. Dettmann Physical Education	B	$27,948	0	03/19/01
r,b	Kathelyne Dye Business Education	D	$53,387	14	03/07/01
nr	Rebecca J. Feider L.D.	B	$27,948	0	01/22/01
r	Susan E. Hirthe PreK-6	B	$27,948	0	03/05/01
nr,b	Lisa J. Schwab Elementary Education	D	$44,533	8	02/26/01
r	Amy R. Stempniewski Grades 1-9	B	$27,948	0	02/20/01
r	Renae M. Verstegen PreK-3	B	$27,948	0	03/12/01

Certificated Appointments — School Social Workers

School Social Workers — Schedule 02	Salary	Yrs. Exp. Credit	Start Date
Cheryl V. Brown	$39,382		03/07/01

CODES
- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Resident who must become a resident
- (r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 11, 2001		
Anne Curtis	Hartford	February 27, 2001
Tracy Hill	Garden Homes	March 30, 2001
Heather Lewin	Traveling Music Teacher	February 7, 2001
Thomas Martinko	Burroughs	March 14, 2001
Maternity Leave, to June 11, 2001		
Jean Gatz	Cooper	March 12, 2001
Personal Leave, to June, 2001:		
Chris Nicholson	Scott	April 9, 2001

Sabbatical Leave, to June, 2002:

Annie Coleman	Robinson	August, 2001
Jeanette Guernsey	Sholes	August, 2001

Report on Resignations

Name	Position	Effective Date
Jo Ella Adams	Teacher	06/11/01
Patricia J. Anderson	Teacher	06/11/01
Richard D. Anderson	Teacher	06/19/01
Lynn S. Arndt	Teacher	06/25/01
Ronald F. Auer	Teacher	06/11/01
Anne E. Bergmann	Teacher	06/11/01
Linda R. Bohan	Teacher	06/11/01
Virgie M. Bond	Teacher	06/11/01
Bill D. Borchardt	Asst Princ	06/15/01
Susan L. Braeger	Teacher	06/11/01
Lance B. Brown	Teacher	06/11/01
Heidi Bruns	Teacher	01/22/99
Theodoris Canada	Teacher	06/16/01
Kathleen E. Caravella	Teacher	06/11/01
Mary E. Ceci	Teacher	06/11/01
David E. Christiansen	Teacher	07/21/01
Catherine Clodjeaux	Teacher	03/18/01
Marguerite M. Drasler	Teacher	06/11/01
Joyce L. Dunning	Teacher	06/11/01
Richard A. Flayter	Teacher	06/29/01
Derek M. Gallagher	Teacher	08/05/01
James H. Gauthier	Teacher	06/11/01
James E. George	Teacher	06/11/01
Timothy R. Goss	Teacher	03/02/01
Joan L. Grampp	Teacher	06/11/01
Dennis K. Gustafson	Teacher	06/11/01
Hazel J. Hadnot	Teacher	06/11/01
Vandy J. Harmon	Teacher	06/11/01
Thomas R. Herboek	Teacher	06/11/01
Thomas B. Holt	Teacher	06/11/01
Edward C. Irmiger	Teacher	06/11/01
Janice K. Jorgensen	Teacher	06/11/01
Mary J. Juno	Teacher	06/11/01
Bonita C. Kerwin	Teacher	06/15/01
Lynda R. Kimmel	Teacher	06/11/01
Lou H. Kirschling	Teacher	06/11/01
Marianne L. Koehler	Teacher	06/11/01
Dennis D. Konkel	Teacher	06/11/01
Betty A. Kopp	Teacher	06/11/01
Glenn D. Kukla	Teacher	06/11/01

John F. Kunz	Teacher	06/11/01
Julia M. Kurlinski-Plant	Teacher	06/11/01
Jennifer E. Larsen	Teacher	06/11/01
Maureen F. Lipton	Teacher	03/19/01
Gregory A. Lott	Principal	06/13/01
Gary S. Lundgren	Teacher	06/11/01
Shirley McCarty	Principal	06/22/01
Richard A. Madero	Teacher	06/11/01
John A. Maniscalco	Teacher	06/11/01
Antonina P. Mendoza	Teacher	06/11/01
Martin L. Morgan	Assist Princ	06/18/01
Carol A. Muderlak	Teacher	06/11/01
Saundra J. Orr	Teacher	06/11/01
Kay E. Pakroo	Teacher	06/11/01
Walter H. Parker	Teacher	06/11/01
Sharon A. Payne	Teacher	06/11/01
Susan A. Petersen	Teacher	06/11/01
Lois K. Peterson	Teacher	06/11/01
Joanna B. Pichelmeyer	Teacher	06/11/01
Nancy J. Pieper	Teacher	03/14/01
Faye L. Polivka	Teacher	06/11/01
Annette M. Plunkett	Teacher	06/11/01
Arlene M. Ramm	Teacher	06/11/01
David E. Ratka	Teacher	03/23/01
Vera N. Rogers	Teacher	03/05/01
Jerry Schnoll	Teacher	06/11/01
William A. Schwengel	Teacher	06/11/01
Linda G. Short	Teacher	07/28/01
Judith E. Skurnick	Teacher	06/11/01
Shirley P. Sobocinski	Teacher	06/11/01
C. Susan Sonnenberg	Teacher	06/11/01
Kathleen E. Stevlingson	Teacher	06/11/01
Carolyn A. Thill-Ritter	Teacher	07/09/01
Frances P. Tisdale	Teacher	06/11/01
Gale A. Tracy	Teacher	06/11/01
James E. Turner	Teacher	06/11/01
Barbara G. Vesaas	Teacher	06/11/01
Eileen T. Welsh	Teacher	06/11/01
Patricia L. Winkler	Teacher	06/11/01
Robert D. Winkler	Asst Princ	06/13/01
Kathleen M. Yach	Teacher	06/11/01
Catherine S. Young	Teacher	06/11/01
Kathleen R. Zeiger	Teacher	06/11/01
Patricia A. Zimmerman	Teacher	06/11/01

RESIGNATION RESCINDED

Tabitha C. Mitcham	Teacher	06/11/01

Affirmative Action Report

5. The Affirmative Action report for February 2001 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required of the Committee.

Committee recommendation

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 3) Authorization to Enter into an Intergovernmental Agreement with the Milwaukee Public Library to Provide Technical Training for Teachers, MPS Students and Community Members to Support the Use of Computers

Administration's analysis

1. The Milwaukee Public Schools has been awarded a TEACH grant to develop technical assistance training in the use of Milwaukee Public Library (MPL) computers and to recruit MPS high school students to work as MPL Computer Service Aides. MPS will use the TEACH grant to enter into an intergovernmental agreement with the Milwaukee Public Library to provide technical training for community members and teachers.

2. MPL has developed a series of technology-related training courses for teachers and community members. MPS teachers will receive training courses taught by MPL instructors, and teachers will work with Milwaukee Public Librarians to develop various curriculum projects. Students who have completed the Cisco Network Academy program will be placed at the MPL to provide technical support for library computers. The agreement with the MPL will also secure the services of a Library Public Training Coordinator, who will assist in the promotion of classes, coordinate registration, and evaluate the training activities. The term of the agreement will be from May 1, 2001, through December 31, 2002, at a total cost not to exceed $110,000.

Strategic Plan Compatibility Statement

3. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement.

Statute, Board Policy or Rule Statement

4. No Board policy or rule would require modification.

Fiscal Impact Statement

5. The total cost of the agreement is $110,000. Funds are available in account #1-14-4-273-695-312-110000.

Implementation and Assessment Plan

6. MPL will maintain and provide records in accordance with the guidelines contained in the TEACH Wisconsin Board agreement with MPS.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into an intergovernmental agreement with the Milwaukee Public Library to provide technical assistance in accordance with the grant approved by the TEACH Wisconsin Board, at a cost not to exceed $110,000.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 4) Action on a Recommendation for a Sole-Source Purchase of Licenses for Web-Based Computer Learning Courseware for the Transitional Program and the MPS Summer School Program at High School Sites

Background

On June 18, 1997, the Board approved the middle-grades proficiencies and mandated that students who are in the eighth-grade class of 2000 and thereafter must meet middle-grade proficiency requirements in order to be promoted to ninth grade. The Board decided on December 21, 1999, that students who did not meet eighth-grade requirements would be retained or become transitional students.

Milwaukee Public Schools is the recipient of a State of Wisconsin Department of Public Instruction Grant that supports the transition program. The grant application anticipated the use of a common curriculum and assessment tool such as the PLATO Learning System Courseware.

Administration's Analysis

1. Transitional students in high school are a heterogeneous population that has achieved various levels of proficiency. They need an academic support program that will meet their varied needs. In order to support the diverse learning styles of students, the Administration recommends that the transitional program continue to use the computer-based instructional system PLATO.

2 Nineteen MPS high schools are presently using the PLATO local network system to help meet student needs during the regular school year. Features of the PLATO system include:

- Alignment with Wisconsin Academic Standards
- MPS Academic Standards and Grade Level Expectations — Grades 6-8
- ACT and SAT Alignment
- PLATO Pathways Assessments & Management System, including curriculum, course, and skill-level assessments and Internet applications.

3. The PLATO system will continue to provide authentic problem-solving environments that foster critical thinking skills and enable teachers to support the learning process by assessing the students' skills at a variety of levels. Teachers develop individualized learning plans for each student, while the PLATO assessment process allows students to progress as fast as their abilities allow.

4. Summer school for eighth-grade transitional students, which will include the PLATO Web Learning System, will enable participating high schools to take responsibility for this year's non-proficient eighth-graders in June. During and following this time, students will have 24-hour, 7-day-a-week access to work on their proficiencies at school, home, and other community locations.

5. The PLATO Learning System is a sole-source purchase because it:

- Provides a common curriculum and assessment learning system that is being used successfully at MPS high school sites for the transitional program;

- Incorporates individualization of learning and assessment;
- Uses a student monitoring system that will provide detailed information on student progress;
- Fulfills part of the requirements of the transitional program Alternative Education Program grant from the Wisconsin Department of Public Instruction;
- Provides the district with a cost-effective web-based learning system courseware;
- Converts the existing courseware to a net-based product and expands usage.

6. The total cost for licenses and training for the PLATO Web-Learning Network from July 1, 2001, to July 1, 2002, will not exceed $193,200. This subscription cost includes:

- 750 license subscriptions and a credit for an additional 1,250 license subscriptions, for a total of 2,000 for 2001-2002
- 5 on-site training days.

7 For the 2002-2003 school year and beyond, the license subscriptions are estimated to cost a minimum of $395,700 annually. This subscription package includes:

- 1,500 licenses
- 5 on-site training days.

Strategic Plan Compatibility Statement

8. The Administration's recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rules Statement

9. Implementation of the PLATO Web Learning Curriculum by way of summer school and the transition program complies with state statutes and with Board policies and rules.

Fiscal Impact Statement

10. The total cost for license subscriptions and training for the PLATO Web-Learning Network from July 1, 2001, to July 1, 2002, will not exceed $193,200. Funding is available in the FY01 budget in the Department of Educational Services (budget code:1-10-4-620-600-398-110-000).

The PLATO license subscription and training package is estimated to cost a minimum of $395,700 annually, beginning with the 2002-2003 school year. Requests for funding will need to be included in the district's annual budget.

Implementation and Assessment Plan

11. The PLATO Web-Learning Educational Program will be implemented during the 2001 Summer School Program and the 2001-2002 school-year transition program.

12. Teacher training will occur prior to the beginning of each session.

13. Assessment is imbedded in the software itself and will occur according to MPS guidelines. The transitional program grant from the DPI also includes a detailed evaluation component that will provide feedback and permit assessment of progress toward achieving intended outcomes.

TIMELINE

May 2001 .....Purchase and Installation

June 2001 .....Staff Development

Summer 2001 .....Summer School for Transition Students

August 2001 .....Continued Student Access to PLATO

Fall 2001 .....Continued implementation of PLATO for transitional program

October 2001.....Review implementation

Committee Recommendation

Your Committee recommends that the Board approve the sole-source subscription purchase for licenses on the PLATO Web-Learning Network from PLATO Learning, Inc., at a cost not to exceed $193,200.

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

(Item 5) Action on Recommended Administrative Appointments and Promotions

Recommendations

A. Your Committee recommends that the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

5(r)	Helen Bugni	Assistant Principal, Bay View High School	Schedule III, Range 12Y $68,641.34
5(r)	Thomas Fleter	School Technology Instructional Specialist, Department of Technology	Schedule III, Range 10A $64,872.18
5(r)	Joseph Kluber	Special Education Supervisor, Division of Special Services	Schedule III, Range 8A $72,738.38

B. Your Committee recommends that the following individual nominated by the Fritsche School Governance Council be promoted or appointed to the classification indicated, effective upon assignment following approval by the Board:

2(r)	Juanita Lee	Assistant Principal, Fritsche Middle School	Schedule III, Range 11Z $58,756.19

Codes:
2 African American
5 White
r Resident who must remain resident
nr Non-resident who must become resident

Adopted with the roll call vote on the balance of the Committee reports.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 27 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of the following dates and times:

March 22, 2001, at 11:30 a.m.
March 26, 2001, at 11:30 a.m. and 2:00 p.m.
March 27, 2001, at 9:30 a.m. and 11:30 a.m.
March 28, 2001, at 9:30 a.m., 11:30 a.m., and 2:00 p.m.
March 29, 2001, at 9:30 a.m. and 11:30 a.m.
March 30, 2001, at 9:30 a.m. and 11:30 a.m.
April 02, 2001, at 9:30 a.m., 11:30 a.m., and 2:00 p.m.
April 03, 2001, at 11:30 a.m.
April 04, 2001, at 9:30 a.m.
April 05, 2001, at 9:30 a.m., 11:30 a.m., and 2:00 p.m.
April 06, 2001, at 9:30 a.m.
April 09, 2001, at 11:30 a.m.
April 10, 2001, at 9:30 a.m. and 11:30 a.m.
April 11, 2001, at 9:30 a.m.
April 12, 2001, at 11:30 p.m. and 2:00 p.m.

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

Ayes— Directors Braun, Dannecker, O'Neil, Werra, and President Thompson—5.

Noes—Director Hardin—1.

* * * * *

UNFINISHED BUSINESS

(Item A) Final Approval with Respect to the Transfer of the Intergovernmental Relations Function to the Department of Finance

Background

1. At its regular meeting of March 27, 2001, the Board directed that the Administration report back for final approval of the transfer of the Intergovernmental Relations function to the Finance Department.

2. The Board further directed that, in developing those recommendations, discussions be held with the Chair of the Legislation Rules and Policy Committee and with the Office of Board Governance. The Board also directed that the resulting Board Item include an organization chart and rationale for the transfer.

Administration's Analysis

3. Pursuant to the Board's directive, a discussion was held on April 5 with the Chair and Vice Chair of the LRP Committee and the Director of the Office of Board Governance to outline the parameters of the working relationship between the Office of Board Governance and the Legislative Policy Development staff.

4. The organization chart attached to the minutes of your Committee's meeting shows this relationship graphically. That is, while the Legislative Policy Manager and staff are part of the Finance Department, the staff also takes policy direction from the Chair of the LRP Committee and works closely with the Board staff.

5. The coordinated resources of the Finance Department represent a unique mix of financial and operating policy analysis, coordination, and communication skills. Additionally, the effectiveness of the district's financial planning will be enhanced by combining the revenue and expenditure planning processes and using this information to enhance the advocacy for the district's positions.

Strategic Plan Compatibility Statement

6. The enhancement of the Intergovernmental Relations function supports the MPS Strategic Plan's initiative of improving district leadership.

Statute, Board Policy or Rules Statement

7. This item is brought before the Board in compliance with Administrative Policy 2.03, Administrative Organization Plan, which states, in part, "Any major change in the administrative organization plan of the Milwaukee Public Schools and/or the elimination and creation of positions shall require Board approval."

The proposed restructuring is in support of Board Rule 2.08, Committee on Legislation, Rules and Policies — Powers and Duties; Rule 2.09, Legislative Representation; and BG 2.13, Board Legislative Program.

Fiscal Impact Statement

8. Funding in the amount of $216,007 for these positions and associated expenditures will be transferred from the budget of the Superintendent (1-10-4-757-539-xxx-232400-xxxx) to the Department of Finance Budget (1-10-4-757-509-xxx-232400-xxxx). A fiscal note is attached.

Implementation and Assessment Plan

9. To implement the restructuring of this function, the following processes have been or will be implemented immediately

- COMMUNICATION PLAN
  - — Regularly scheduled and ad hoc issue meetings will be held between OBG and Finance staff throughout the course of the legislative session.
  - — Work plans and strategies will be developed in collaboration with OBG staff and the Chair of the LRP Committee.
  - — Meeting and legislative tracking documents will be available to the entire legislative team, including OBG staff, finance department, and other administrative staff active in advocating for the MPS legislative agenda.
- STAFF SUPPORT PLAN
  - A. Finance Department staff will assist OBG staff in supporting public information processes, including hearings, forums, and town hall meetings. This assistance may include, but not be limited to, producing and distributing background materials and analyses and drafting testimony.

B. Individual Board members may, at their discretion, receive Finance Department staff support for public meetings and appearances. In these circumstances, staff's role will be limited to provision of information as requested for background or clarification or to providing staff assistance at meetings. In no circumstances will staff advocate for a position unauthorized or in conflict with the Board's adopted legislative agenda.

Recommendation

That the Board approve the transfer of the Intergovernmental Relations function to the Department of Finance.

Director Hardin moved that the Board take no action on this item and that the Chair of the Legislation, Rules and Policies Committee engage in further meetings with the Superintendent and the Office of Board Governance and the Finance Department to prepare a description of the office and reporting relationships that will insure a direct reporting relationship to the Board for purposes of maintaining the Board's role in policy development and advocacy in accordance with the Board's responsibility.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Hardin, O'Neil and Werra—5.

Noes—President Thompson—1.

The Board adjourned at 7:50 PM.

SUZANNE M. LUNDIN
Director, Office of Board Governance/
Board Clerk