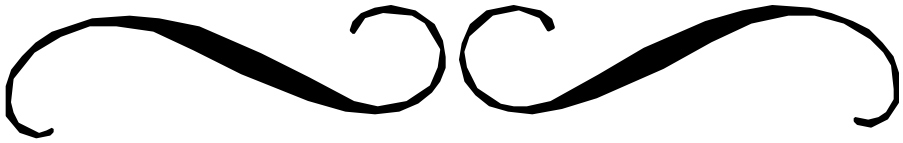
PROCEEDINGS

of the

Board of

School Directors

Milwaukee, Wisconsin



April 26, 1999—April 20, 2000

BOARD OF SCHOOL DIRECTORS

		Term expires April
Braun, Warren (6th)	4904 W. Woodlawn Ct. (53208)	2001
Dannecker, Joe. (8th)	2824 S. Wentworth Av. (53207)	2003
Gardner, John (at large)	3135 W. Juneau Av. (53208)	2003
Hardin, Charlene (4th)	2829 N. 17th St. (53206)	2001
Johnson, Kenneth L. (3rd)	3250 N. Richards St. (53212)	2003
O'Neil, Lawrence J. (7th)	6529 W. Dodge Place (53220)	2001
Spence, Jeff (2nd)	3180 N. Colonial Dr. (53222)	2003
Thompson, Bruce (5th)	P. O. Box 93104 (53203)	2001
Werra, Donald E. (1st)	8724 N. 76th Pl. (53223)	2003

Numbers behind the Directors' names indicate the districts from which they were elected. Director Gardner represents the city at large.

President — Bruce Thompson

Vice-President — Warren Braun

Superintendent of Schools — Spence Korté, Ph.D.

Director, Office of Board Governance/Board Clerk — Suzanne M. Lundin, Ph.D.

STANDING COMMITTEES

INNOVATION/SCHOOL REFORM
Directors Johnson, chair; Werra, vice-chair; Dannecker, Gardner, Hardin

LEGISLATION, RULES AND POLICIES
Directors Dannecker, chair; Gardner, vice-chair; Braun, Johnson, Spence

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

STRATEGIC PLANNING AND BUDGET
Director Spence, chair; Thompson, vice-chair; Braun, Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 26, 1999

Annual organizational meeting of the Board of School Directors called to order by the Director, Office of Board Governance/Board Clerk, at 6:33 PM.

The Director, Office of Board Governance/Board Clerk, read into the record the certification of the City Clerk that the following persons, who were elected or re-elected to membership on the Milwaukee Board of School Directors on April 6, 1999, had taken the oath of office and were duly qualified to serve:

Four-year term expiring April, 2003:

Joseph Dannecker
John Gardner
Kenneth Johnson
Jeff Spence
Donald Werra

The following members responded to roll call:

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

Absent—None.

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 Gardner	Director Thompson
Director Hardin	Present
Director Johnson	Director Thompson
Director O'Neil	Director Thompson
Director Spence	Director Thompson
Director Thompson	Director Thompson
Director Werra	Director Thompson

Director Thompson—8.

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

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 Braun
Director Dannecker	Director Braun
Director Gardner	Director Braun
Director Hardin	Director Braun
Director Johnson	Director Braun
Director O'Neil	Director Braun
Director Spence	Director Braun
Director Werra	Director Braun
President Thompson	Director Braun

Director Braun—9.

Director Braun 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 would not serve as the Board’s representative on the Library Board.

Director O'Neil moved that the Board suspend Board Rule 1.17 (7) to allow appointment of a representative this evening.

The rule was suspended, the vote being as follows:

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

Noes—None.

Director Gardner moved to appoint Director Braun to the Library Board.

The motion prevailed, the vote being the same as that preceding:

Ayes—9; Noes—0.

APPOINTMENT OF REPRESENTATIVES TO THE MILWAUKEE AREA TECHNICAL COLLEGE APPOINTMENT COMMITTEE

Director Gardner moved to appoint Director Johnson, Ms. Sherry Street, Mr. Tyrone Dumas, and Miss Anne Kinney to the MATC Appointment 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.

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.

APPOINTMENT OF REPRESENTATIVE TO CESA #1

Director Braun moved to appoint Director Hardin as the Board's representative to CESA #1.

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.

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:

Board of School Directors

	Item	Author	Title
1	9899R-031	Todd	ASC Prohibited Practice Lawsuit
2	9899R-044	Todd	Negotiations with the Administrators and Supervisors Council
3	9899R-087	Todd	Teachers Supplemental Retirement Plan
4	9899R-088	Gardner and Sinicki	Teachers Supplemental Retirement Plan

Accountability/Audit Committee

#	Type	Author	Title
5	9899R-014	Hardin	Regarding Evaluation of Specialty Schools and Programs
6	9899R-018	Small	Study of the Reporting of Dropouts
7	9899R-098	Hardin and Todd	Establishment of Performance Measures for All Central Service Programs and Operations
8	9899R-109	Hardin, Fisher, O'Neil, Small and Todd	Parent Notification of Student Absence and Tardiness
9	9899R-112	Small, Fisher and Hardin	Assessments
10	9899R-115	Todd	Preparedness for Y2K
11	9899R-122	Gardner	Have Board Members Take the MPS High School Writing and Mathematics Proficiency Examinations
12	9899R-124	Todd	Audit of the Community Learning Centers
13	9899R-126	Thompson	Assess the Effectiveness of Colleges of Education in Preparing Teachers to Work in MPS

Finance/Personnel Committee

#	Type	Author	Title
14	9899A-002	Admin.	Report of the Surplus Property Task Force.
15	9899A-004	Admin.	Superintendent's Central Services Reorganization Plan
16	9899A-016	OBG	Year-end 1998 Audits: Commentary Report and Supt's Response to Comments
17	9899C-004	US Navy Officer Recruiting Station	Release of Senior High School Student Names and Addresses

Finance/Personnel Committee, cont'd

#	Type	Author	Title
18	9899R-001	Todd	Creation of an Office of Audit/Accountability Standards in the Office of Board Governance
19	9899R-002	Todd	Direct the District to Sever Its Relationship with Ameritech Corporation under Certain Circumstances
20	9899R-005	Todd	Consolidating Previous Resolutions on Reorganization
21	9899R-006	Todd	Purchase of Apparel from Responsible Contractors
22	9899R-016	Hardin	Cost Analysis of All Schools Offering a Breakfast Program to Students Eligible for Free or Reduced Price Lunch
23	9899R-022	Sinicki and Thompson	Develop a Plan for Job Sharing
24	9899R-032	Todd	Regarding Random Drug Testing for MPS Students
25	9899R-038	Todd	Transfer the Division of Research and Assessment to the Office of Board Governance
26	9899R-043	Todd	Analysis of the Number of Employees, Vacancies, Underfilled Positions, Part-Time Positions and Consultant Services Currently in MPS
27	9899R-047	Todd	Contracting with the Milwaukee Education Trust and Other Vendors, Pass-Through Services and Board Approval of Title I Expenditures and Payments to Vendors
28	9899R-049	Todd	Move the Office of Governmental Relations to the Office of Board Governance
29	9899R-050	Todd	Regarding Elimination of the Facilities Planning Function and Reorganization of the Department of School and Community Services
30	9899R-051	Todd	Move the Department of Communications and Public Affairs to the Office of Board Governance
31	9899R-060	Todd	Residency Requirements
32	9899R-062	Todd	Partnership Schools, Charter Schools and State Funding
33	9899R-066	Hardin	Provide Funding to Support Phase I of the North Division Task Force Plan
34	9899R-068	Sinicki	Voice Mail at Central Services
35	9899R-073	Thompson and Gardner	Retirement Plan Funding
36	9899R-095	Small	Establish a Process to Handle Facility Modification Requests Pending the Development of a Facilities Master Plan
37	9899R-097	Hardin	Modification of the Formula for Racially Balancing Certificated Staff
38	9899R-099	Hardin	Analysis of MPS Special Education Programs
39	9899R-104	Thompson, Todd, O'Neil, Small, Gardner, Fisher and Sinicki	Copies of Formal MPS Correspondence to Parents

Finance/Personnel Committee, cont'd

#	Type	Author	Title
40	9899R-106	Todd	Policy on the Plowing of Alleys
41	9899R-108	Todd	Transfer of the Labor Relations Function to the Office of Board Governance
42	9899R-110	Hardin, Fisher, O'Neil, Small and Todd	Elimination of the Causes and Effects of Lead Poisoning
43	9899R-113	O'Neil, Fisher, Hardin, Small and Todd	Analysis of Middle School Budgets
44	9899R-116	Todd	Remove Restrictions on Collections at Religious Services Held in MPS Facilities.
45	9899R-118	Todd	Criminal Background Checks for Returning Employees
46	9899R-120	Todd	Require Payment of the Prevailing Wage Rate for All MPS Contracts
47	9899R-123	Todd	Evaluation of Exceptional Education Students for Lead
48	9899R-129	Hardin	Authorize the Administration to Expand the contract with the V.E. Carter Development Group
49	9899A-002	Admin.	Report of the Surplus Property Task Force.
50	9899A-004	Admin.	Superintendent's Central Services Reorganization Plan
51	9899A-016	OBG	Year-end 1998 Audits: Commentary Report and Supt's Response to Comments

Innovation/School Reform Committee

#	Type	Author	Title
52	9899R-009	Thompson	Develop Procedures for Charter Schools as Instrumentalities of the Board
53	9899R-012	Hardin	Parent Coordinator Funding
54	9899R-015	Hardin	Cost Analysis of Placing Safety Assistants on School Buses
55	9899R-020	Small, Fisher, Hardin, and Todd	Development of a Comprehensive Reading, Writing, and Language Arts Curriculum
56	9899R-021	Thompson	Development of a Comprehensive Plan to Deal with Disruptive Students
57	9899R-027	Hardin	Ensure the Provision of Appropriate Placements for Students with Exceptional Education Needs
58	9899R-033	Todd	Regarding Selection of At-Risk Students by Partnership Schools
59	9899R-037	Todd	Stabilize the School Lives of MPS Children
60	9899R-041	Todd	Summer School and Other Extended School Year Options
61	9899R-048	Todd	Feasibility Study to Increase Safety and Security Around MPS Schools.
62	9899R-053	Small	School Safety Plans

Innovation/School Reform Committee, cont'd

#	Type	Author	Title
63	9899R-063	Todd	Close and Reconstitute Steuben Middle School
64	9899R-064	Todd	Close and Reconstitute Andrew Douglas Middle School
65	9899R-065	Todd	Dissolve and Reconstitute the MPS Central Administration
66	9899R-071	Thompson and Gardner	Middle School Admission Standards
67	9899R-074	Thompson and Gardner	K-12 Program at South Division High School
68	9899R-090	Sinicki	Interviewing of New Teachers
69	9899R-096	Hardin and Todd	Report on the Status of the Implementation of Community Learning Centers
70	9899R-107	Todd	Offering of W2 Job Training Courses through the MPS Recreation Division
71	9899R-114	O'Neil, Fisher, Hardin, Small and Todd	Expansion of At-Risk Academy Offerings
72	9899R-117	Small	Replication of the Characteristics of Top-performing Schools
73	9899R-121	Todd	Evaluation of LD Students for Phonemic Awareness

Legislation, Rules and Policies Committee

#	Type	Author	Title
74	9899A-013	OBG	Report on the Timing of Board elections and the Structure of Board Districts
75	9899R-004	Todd	Board Support of the Sixteen Reforms Proposed by the Milwaukee Minority Ministerial Alliance
76	9899R-008	Braun	Limit the Use of the Term "Director" to Elected Members of the Board
77	9899R-010	Hardin	Create a Purchasing and Transportation Committee of the Board
78	9899R-019	Small	Regarding Better Distribution of the Workload Among the Various Committees
79	9899R-025	Small and Todd	Authorize the Director, Office of Board Governance to Retain Outside Legal Counsel on Behalf of the Board
80	9899R-030	Gardner, Fisher, O'Neil, Sinicki, Thompson and Todd	Expand the Membership of the Special Committee on Available Facilities
81	9899R-034	Todd	Reporting Pending Items of Business at the Annual Organizational Meeting
82	9899R-036	Todd	Cooperative Planning with Suburban Chapter 220 Districts

Legislation, Rules and Policies Committee, cont'd

#	Type	Author	Title
83	9899R-045	Todd	Regarding Support of a Constitutional Amendment to Abolish the Position of State Superintendent of Public Instruction
84	9899R-070	Thompson and Gardner	Procedure to Verify Accusations Contained in Resolutions
85	9899R-084	Todd	Sue the State of Wisconsin to Recover Charter School Funds
86	9899R-085	Todd and Fisher	Increase the Number of SAGE Schools
87	9899R-086	Todd and Small	Separate Funding for Charter Schools
88	9899R-092	Todd	Remove the Office of Board Governance from the Revenue Limits
89	9899R-093	Todd	Remove the Construction Fund Limit from Chapter 119
90	9899R-094	Todd	Reduce MPS Dependency on Chapter 119
91	9899R-101	Thompson	Develop a Legislative Proposal to Base Future Revenue Limits on Past Revenue Limits
92	9899R-102	Thompson	Develop a Legislative Proposal to Include Choice Payments in the Total Shared Cost for Equalization Purposes
93	9899R-103	Thompson	Develop a Legislative Proposal to Base Reimbursement for Exceptional Education on 70% of the DRG
94	9899R-111	Hardin, Fisher, O'Neil and Todd	Making Martin Luther King, Jr. Day an MPS District-wide Holiday
95	9899R-127	Hardin	Establish a Provision for Board Members to Withdraw Resolutions
96	9899R-128	Hardin	Move the Date of the Regular Monthly Board Meeting from the Last Wednesday of the Month to the Last Tuesday of the Month
97	9899A-013	OBG	Report on the Timing of Board elections and the Structure of Board Districts

Strategic Planning and Budget Committee

#	Type	Author	Title
98	9899A-012	OBG	Report of the Special Committee on Available Facilities August 25 Meeting
99	9899R-042	Todd	Provision of Policy Options That Include Weighted Formulas for Exceptional Education
100	9899R-078	Sinicki	New Milwaukee Tech
101	9899R-083	Todd	Attendance Area Racial Balance Policy
102	9899R-119	Todd	Middle School Budgets

Separate consideration was requested of items 5, 7, 8, 11, 13, 14, 17, 22, 23, 33, 38, 39, 42, 43, 48, 49, 52, 53, 54, 56, 57, 61, 62, 66, 67, 69, 71, 72, 76, 77, 80, 91, 92, 93, 94, 95 and 96.

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

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 items set aside were referred to the Committees indicated.

RESOLUTIONS

RESOLUTION 9900R-001

By Directors Gardner and Dannecker:

WHEREAS, The In$ite (Financial Analysis Model-FAM) reports provide financial information on a school-by-school basis; and

WHEREAS, Certain information included in the In$ite reports is not currently reported in the schools' monthly Detailed Responsibility Reports; and

WHEREAS, Most Central Service operations, functions, and programs are operating as a service to the school; and

WHEREAS, The In$ite report allocates Central Service operations, functions, and program expenditures to the schools; and

WHEREAS, The allocation of service costs to the school provides a more realistic picture about total operational cost of each school; and

WHEREAS, The initial In$ite FY2000 school budget reports were based on the FY99 budget; and

WHEREAS, The completion of the In$ite FY2000 school budgets using the actual FY2K budget information was contingent on the Board approval of the FY2K proposed budget; and

WHEREAS, The Board on April 22, 1999, approved the FY2000 budget; now, therefore, be it

RESOLVED, That an In$ite report on a school-by-school total cost allocation basis which reflects the Board adopted FY2000 budget be prepared no later than June 10, 1999.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-002

By Director Gardner:

WHEREAS, A primary objective of Central Services is to support district schools by providing the schools with instructional support and operational support services; and

WHEREAS, The effective and efficient management of the system would be enhanced by allocating instructional support and operational support service costs to the schools for both Central Service operations and Central Service administered programs; and

WHEREAS, Currently the schools' monthly Detailed Responsibility Report does not include allocations for all instructional and operational support services; and

WHEREAS, The In$ite (FAM) reports include allocations and definitions of instructional and operation support service costs; now, therefore, be it

RESOLVED, That district administration develop and implement a general ledger allocation process that fairly distributes the cost of Central Service instructional support and operation support services to each district school; and be it

RESOLVED, That the school's monthly Detailed Responsibility Report be restructured to report to the school the school's allocated portion of the instructional and operation supportive services; and be it

FURTHER RESOLVED, That administration report back to the Board by June both the allocation formula and a timeline for a December 1999 implementation.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-003

By Directors Gardner and Dannecker:

WHEREAS, During the February 24, 1999 Regular Board meeting, the Board voted to direct the Administration to coordinate procurement of student workstations, contingent upon the district's ability to designate funds for implementation; and

WHEREAS, The estimated cost to the District for year one of this proposal is $50,000; and

WHEREAS, Concerns have been expressed regarding the timing and completeness of this proposal; and

WHEREAS, Many of these questions and concerns were not addressed in the original proposal; and

WHEREAS, There may be other funding options available; and

WHEREAS, More investigation into the types of equipment and the costs has been requested; now, therefore, be it,

RESOLVED, That the $50,000 designated to fund computers for every high school student at home be removed from the budget.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-004

By Director Gardner:

RESOLVED, That the Board amend the FY2000 budget adopted April 22, 1999, by rescinding the provision to provide $500,000 for Middle Schools with below average funding, and that the FY2000 School Operations Contingent Fund be increased by $500,000.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-005

By Director Gardner:

RESOLVED, That the Board amend the FY2000 budget adopted April 22, 1999, by rescinding the provision to provide $52,374 for Field and Shop Operations, page 334, line 05600, to restore one shade shop mechanic, and that the FY2000 School Operations Contingent Fund be increased by $52,374.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-006

By Director Gardner:

WHEREAS, The Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers was significantly expanded to provide greater benefits effective with the 1997-1999 MTEA-Teachers contract; and

WHEREAS, This resulted in an immediate $34.6 million increase in the Plan's past service liabilities due to the combined effect of the greater benefits and service recognition and an increase in the assumed rates of retirement anticipated to occur due to the greater benefits; all of which increased the total accrued liability under the Plan to $89.1 million; and

WHEREAS, The $34.6 million increase in the Plan's accrued liabilities resulted in a decline of the Plan's funded status from 31.8% to 21.9% as of July, 1998 which is significantly below the funded status of the state of Wisconsin (WRS) pension plan at 94.1% and the city of Milwaukee (ERS) pension at 102.2 %; and

WHEREAS, The Plan's assets may not be sufficient to absorb significant adverse turns in areas such as investment performance of assets, a greater than assumed amount of teachers retiring earlier, etc. all of which can result in volatile swings in annual contributions that would have an immediate and direct negative impact on MPS budgets; and

WHEREAS, The amortization (the funding) of this past service liability is on a 30-year basis similar to a mortgage and the interest expense to service this debt is arguably placing a disproportionate burden on future taxpayers; and

WHEREAS, An infusion of additional money into the Plan can only improve its financial health and stability; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the administration to report on the impact that an immediate $17 million additional contribution would have on the financial condition of the Plan including the resulting impact on future contributions and interest and to advise the Board as to how this payment can be structured to minimize the impact to the District's budget; and be it

FURTHER RESOLVED, That the Board approve an immediate $17 million additional contribution to the Plan.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-007

By Director Gardner:

WHEREAS, On March 30, 1994, the Board of School Directors approved a three-year pilot to fund Hi-Mount Elementary School on a per-pupil calculation based on a percentage of total district per-pupil spending; and

WHEREAS, Hi-Mount and the district agreed that the percentage of funding for FY95, FY96, and FY97 would be 75%, 80% and 85%, respectively, of the total district per-pupil spending; and

WHEREAS, The Board has continued through the adoption of the annual budget to fund Hi-Mount under various variations of the above formula; and

WHEREAS, Fritsche Middle School since the 1996-97 school year has received a funding allocation of 71% of the total district per-pupil spending; and

WHEREAS, Congress Elementary School since the 1997-98 school year has received a funding allocation of 70% of the total district per-pupil spending; and

WHEREAS, The administration of various funding formulas is cumbersome and may result in inequitable funding between the schools; and

WHEREAS, a need exists to develop a uniform formula for all schools that choose to be funded at a percent of total district spending; and

WHEREAS, Per-pupil spending is based on actual expenditures reported in the Comprehensive Financial Annual Report and include categorical fund expenditures; now, therefore, be it

RESOLVED, That Hi-Mount, Fritsche and Congress receive a per-pupil allocation for each full-time pupil attending the school; and be it

FURTHER RESOLVED, That the 1999-2000 school year allocation be determined using the following formula:

Projected Average Enrollment Based on September 1999 and January 2000 Membership Counts

Times: 85% of Total District Per-Pupil Actual Expenditures as Reported in the June 30, 1998 Comprehensive Annual Financial Report (CAFR) [i.e., 85% of $8,022 or $6,818.70]

Less: Funds Allocated to the School as Categorical Grants

Equals: School Allocation Net of Categorical Allocations

BE IT FURTHER RESOLVED, That all subsequent years per-pupil allocations for Hi-Mount, Fritsche and Congress be determined based on the above formula updated to reflect the most current projected enrollments as well as the most recent year-end CAFR information.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9900R-008

By Directors Gardner and Dannecker:

WHEREAS, During the November 11, 1997 Innovation/School Reform Committee Meeting consideration was given to act on the recommendation to adopt a proposed policy and model for School Governance Councils; and

WHEREAS, During that November meeting, the word governance was struck from the proposal due to a concern regarding the ambiguity of the word; and

WHEREAS, On November 25, 1997, the Board adopted the revised Administrative Policy 9.11 School Councils; and

WHEREAS, School Councils' authority is primarily advisory; and

WHEREAS, the word governance covers a wide spectrum, which can and frequently does mean principally advisory; and

WHEREAS, the term governance more accurately reflects the Board's wishes to have council members consider themselves formally and democratically invested in the education plan of that school; now, therefore, be it,

RESOLVED, That effective immediately, the word governance be reinstated into Administrative Policy 9.11 as originally put forth; and be it

FURTHER RESOLVED, That every time the term "school council" appears in Administrative Policy 9.11, it shall be replaced with the term "school governance council".

Referred to the Innovation/School Reform Committee.

RESOLUTION 9900R-009

By President Thompson:

WHEREAS, From time to time, issues arise which need the application of special expertise or greater attention than the Board's standing Committees have time to give them, given the ongoing business of the district; now, therefore, be it

RESOLVED, That the Board establish the following special committees with members appointed by the president, to report back to the Board with recommendations:

1. Committee on Board Compensation and Benefits, to analyze present Board compensation and benefits and make recommendations (no Board members shall serve on this committee); and

2. Committee on Children with Special Needs, to analyze exceptional education at MPS and other districts, the impact of state and federal law, and to make recommendations concerning the organization and funding of special needs services; and be it

FURTHER RESOLVED, That all other special Board committees are hereby dissolved.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9900R-010

By President Thompson:

WHEREAS, It is appropriate to periodically fine tune the Board's Rules to bring them into agreement with current conditions and expectations; and

WHEREAS, The Board's Rules should provide the Board with a flexible and responsive Committee structure; and

WHEREAS, Various issues relating to the appropriateness of some Board members conduct have recently arisen which need to be addressed in the Rules; now, therefore, be it

RESOLVED, That the Office of Board Governance prepare revised Board Rules for Board consideration and approval, reflecting the following changes:

Allow the appointment of any five Board members to the Legislation, Rules and Policies Committee;

Dissolve the Accountability/Audit Committee and transfer its functions to the Innovation/School Reform Committee and the Finance/Personnel Committee;

Make explicit that Board members are free to contact any MPS employee for information that will help in carrying out the Board member's responsibilities and that any employee may contact a Board member to offer information the employee reasonably believes would aid the Board member in his/her responsibilities. In all such contact, the Board member shall be cognizant of the need not to interfere with the employee's job responsibilities or the chain of command, nor shall this policy be taken as permission for employees to harass directors;

Make clear that the Board directors are free to express their personal opinions to other legislative bodies, but in doing should clearly delineate when they speak for themselves and when they represent the Board; and

Require that all MPS-paid travel by directors be funded out of the Board budget, with permission from the president required, and prohibit attendance at MPS expense at conventions or other meetings by lame-duck directors.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9900R-011

By Director Thompson:

WHEREAS, There currently exists MPS Administrative Policy 3.05 Fund Carryover; and

WHEREAS, In that policy 3.05, there exists section 4.c which states: "Schools and alternative schools may be allowed to automatically carry over a maximum of 1.5% of the total revisedschool budget each year up to a total accumulated carryover of 3% without written justification or Board approval. Amounts carried over can only be applied to non-position salary accounts. Requested carryover amounts in excess of the maximum may be allowed with Board approval"; and

WHEREAS, Policy 3.05, section 4c states: "The amount of any projected deficit should determine the extent of the reduction/elimination of carryovers. If the district projects a year-end deficit:

First, departmental carryovers should be denied.

Second, current-year school carryovers should be reduced/eliminated.

Last, school carryovers from prior years should be reduced/eliminated.

School carryovers should be reduced, based on an evenly applied percentage"; and

WHEREAS, Schools may currently carryover funds for a variety of reasons, including but not limited to "saving up" funds for large expenditures which they are otherwise unable to afford during a single year's budget; and

WHEREAS, It is not the Board's intention to penalize schools where strong fiscal management and foresight has resulted in surplus funds; now, therefore, be it,

RESOLVED, That beginning with the FY2000 budget, school carryovers for both current-year and prior years shall not be reduced; and be it

FURTHER RESOLVED, That MPS Administrative Policy 3.05, section 4d be amended as follows:

The amount of any projected deficit should determine the extent of the reduction/elimination of carryovers. If the district projects a year-end deficit:

First, Departmental carryovers should be denied.

Second, ~~current-year school carryovers should be reduced/eliminated~~ a plan should be prepared and submitted for Board approval detailing how any deficit in excess of the departmental carryovers will be eliminated.

~~Last, school carryovers from prior years should be reduced/eliminated.~~

~~School carryovers should be reduced, based on an evenly applied percentage.~~

Referred to the Strategic Planning and Budget Committee.

The President announced that he was appointing Directors Werra and Spence to the MPS Foundation.

The Board adjourned at 7:02 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
APRIL 27, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:36 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:

April 26, 1999

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of Directors Braun, Gardner and Thompson and pursuant to Board Rule 1.03 (1), a special meeting of the Board of School Directors will be held at 6:30 PM on Tuesday, April 27, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering, giving public hearing and taking action on the following matters of business:

1. Amendment of Existing and/or Adoption of New Policies, Procedures and Guidelines for Charter Schools.
2. Action on a Request to Approve Charter School Planning and Implementation Subgrant Guidelines and Process and Authorization for the Superintendent and the Director, Office of Board Governance, to Review, Approve or Deny, Sign and Submit Charter School Planning and Implementation Subgrant Applications to the Department of Public Instruction.
3. Action on Charter School Planning and Implementation Subgrant Applications for Various Schools
4. Suspension of Board Rule 1.02 (4) to allow the regular May Board meeting to be held at South Division High School.

SUZANNE M. LUNDIN
Board Clerk

(Item 1) Amendment of Existing and/or Adoption of New Policies, Procedures and Guidelines for Charter Schools

Background

1. At its meeting on February 7, 1996, the Board adopted policies related to charter schools. This action was taken under the provisions of Chapter 118.40 of the Wisconsin Statutes, and the policy adopted was incorporated in the Administrative Policies of the Milwaukee Public Schools as policy 9.12. As part of the implementation of this policy, and to guide applicants for charter status, the Deputy Superintendent's Office later published a document entitled *Charter Schools: Request for Proposals*.

2. Chapter 118.40 was challenged in the courts, and Sections 118.40(3)(c) and (7), which dealt with charter schools which were not instrumentalities of the district, were enjoined from implementation. The portions of the law which allowed the Board to establish charter schools as instrumentalities of the district were left standing.

3. A settlement agreement on the litigation pertaining to charter schools was reached by all parties involved. The Office of the City Attorney filed a Notice of Voluntary Dismissal on February 19, 1999, on behalf of the Board. The Wisconsin Supreme Court granted this dismissal on the same day.

4. At its meeting on June 24, 1998, the Board adopted Resolution 9899R-009 by Director Thompson:

WHEREAS, There is a permanent injunction against any further action under Section 118.40 (3) (c) and (7) of the State Statutes, which prevents MPS from granting charters to schools which are not instrumentalities of the district; and

WHEREAS, There is no injunction under Section 118.40 (1m), which allows teachers within the district to petition the Milwaukee Board of School Directors to establish a charter school as an "instrumentality of the district;" and

WHEREAS, If the Board denies such a petition, the teachers may appeal to the Department of Public Instruction, pursuant to Section 118.40 (2) (c) of the Statutes; and

WHEREAS, The Board may establish charter schools by Board initiative rather than by teacher petition; and

WHEREAS, It must be determined whether or not such a school is an instrumentality of the district; and

WHEREAS, If a charter school is established as an instrumentality of the district, the district must employ all personnel for the charter school and certificated employees so employed may participate in the Wisconsin Retirement System and non-certificated employees so employed may participate in the City of Milwaukee Employees Retirement System; and

WHEREAS, There are no legal barriers preventing MPS from establishing charter schools; and

WHEREAS, The Board has no guidelines or procedures in place to process such requests; now, therefore, be it

RESOLVED, That Board direct the Office of Board Governance to work with the City Attorney to develop guidelines relating to the designation of charter schools within the MPS system; and be it

FURTHER RESOLVED, That the Board direct the Office of Board Governance to work with the City Attorney to develop guidelines for the establishment of an MPS Charter Review Committee.

The Proposed New Policy

5. The Office of Board Governance has worked with the Administration, the City Attorney, and numerous interested parties in order to develop the guidelines called for in the resolution. These interested parties have included parents, principals, and bargaining unit representatives.

6. In an attempt to further clarify and mark distinctions between policy and procedures, the Office of Board Governance, in collaboration with the City Attorney's office, drafted two separate documents: Administrative Policy 9.12, Charter Schools, and Administrative Procedure 9.12, Charter School Petitions and Proposals.

7. While the Office of Board Governance sought broad input and received many valuable suggestions, the documents presented this evening are the products of the Office of Board Governance and do not imply endorsement by any party or group consulted. All parties who participated in the development of the documents were mailed copies.

8. The two documents which require Board action — Administrative Policy 9.12, Charter Schools, and Administrative Procedure 9.12, Charter School Petitions and Proposals — have been reproduced in the recommendations section below.

9. The changes in these two documents reflect modifications made to accommodate the revision of Chapter 118.40, an updating of the guidelines and procedures for non-instrumentality schools, as well as the addition of procedures and guidelines for establishing MPS Charter Schools as instrumentalities of the district.

Recommendations

That the Board adopt the following revised Administrative Policy 9.12, Charter Schools, and the new Administrative Procedure 9.12, Charter Schools Petitions and Proposals.

ADMINISTRATIVE POLICY 9.12:
CHARTER SCHOOLS

I. AUTHORITY TO ESTABLISH CHARTER SCHOOLS

Section 118.40, Stats., the Wisconsin Charter School Law, authorizes the Milwaukee Board of School Directors ("Board") to establish by contract Milwaukee Public Schools ("MPS") charter schools. No MPS charter school shall be established until a contract has been negotiated, reduced to writing, and formally approved and executed by the Board. As set forth in more detail in Section VIII below, an MPS charter school may be an instrumentality of MPS or it may not be an instrumentality of MPS. The Board shall notify the Wisconsin Department of Public Instruction ("DPI") whenever the Board establishes an MPS charter school.

The Board may not enter into a contract for the establishment of a charter school located outside the City of Milwaukee unless it enters into an intergovernmental agreement with another public school board under sec. 66.30, Stats., in which case the charter school may be located in either the City of Milwaukee or the district of the other contracting school board.

The Board may not enter into a contract that would result in the conversion of a private, sectarian school into an MPS charter school.

An MPS charter school may be created under secs. 118.40(1m), (2), and (3), Stats., by contract between the Board and a person based upon a petition signed and submitted by MPS teachers. The process for petitioning the Board to establish an MPS school is set forth in more detail in Section III below.

An MPS charter school may also be created under sec. 118.40(2m), Stats., by contract between the Board and a person based upon the Board's own initiative. In an effort to facilitate the establishment of MPS charter schools based upon the Board's own initiative, the Board may seek and consider proposals from persons who would like to operate an MPS charter school. The process for submitting a proposal to the Board to establish an MPS charter school is set forth in more detail in Section IV below.

The Board encourages the establishment of charter schools as vehicles to support improvement of academic achievement of pupils of MPS.

II. DEFINITION OF AN MPS CHARTER SCHOOL

An MPS charter school is a public school created by contract under sec. 118.40, Stats. Regardless of whether an MPS charter school is or is not an instrumentality of MPS, the charter school shall:

1. Be exempt from the provisions of chs. 115 to 121 of the Wisconsin Statutes, except as otherwise explicitly provided; and

2. Be nonsectarian in its programs, admissions policies, employment practices and all other operations; and

3. Be free from tuition and without mandatory fees, unless such fees are consistent with MPS policy; and

4. Not discriminate in admission or deny participation in any program or activity on the basis of a person's sex, race, religion, national origin, ancestry, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability; and

5. Enroll students in the school on a purely voluntary basis. No pupil may be required to attend an MPS charter school without his or her approval, if the pupil is an adult, or the approval of his or her parents or legal guardian, if the pupil is a minor; and

6. Give preference in admission to any pupil who resides within the attendance area or former attendance area of that MPS school if an MPS charter school replaces a public school in whole or in part; and

7. Be held, at a minimum, to the proficiency and performance standards that are applied to other MPS schools.

III. PETITION BY MPS TEACHERS TO ESTABLISH AN MPS CHARTER SCHOOL

The Board may convert an existing MPS school into an MPS charter school following submission by MPS teachers of a written petition requesting the Board to establish the school as an MPS charter school. The petition must comply with this policy and sec. 118.40, Stats. Section 118.40(lm), Stats., states: "The petition shall be signed by at least 10% of the teachers employed by the school district or by at least 50% of the teachers employed at one school of the school district." Section 118.40(lm)(b), Stats., requires that the petition include all 15 of the items specified in that section and set forth in detail in Section VII.B.1-15 below. A petition must also indicate whether or not the proposed MPS charter school is intended to be an instrumentality of MPS. All charter school petitions by MPS teachers shall be reviewed by the MPS Charter Schools Review Panel in accordance with Section VII.A below.

In accordance with sec. 118.40(2), Stats., the Board will hold a public hearing within 30 days after receiving a petition by MPS teachers to establish an MPS charter school. At the hearing, the Board shall consider the level of employee and parental support for the establishment of the MPS charter school described in the petition and the fiscal impact of the establishment of the charter school on MPS. Within 30 days after the public hearing, the Board shall either grant or deny the petition. If the Board denies the petition, the person seeking to establish the MPS charter school may, within 30 days after the denial, appeal the denial to the DPI. Within 30 days after receiving the appeal, DPI shall issue a decision that is final and not subject to Ch. 227 judicial review.

IV. CREATION OF MPS CHARTER SCHOOLS BY BOARD INITIATIVE

The Board may establish an MPS charter school upon its own initiative in accordance with sec. 118.40(2m), Stats. The Board may seek and consider proposals to establish an MPS charter school under this provision from parents, educators, community groups, nonprofit organizations, individuals, and combinations of these entities. All proposals must comply with this policy and include all of the provisions specified under sec. 118.40(lm)(b), Stats. which are set forth in Section VII.B 1-15 below. A proposal must also indicate whether or not the proposed MPS charter school is intended to be an instrumentality of MPS. All proposals under this Section shall be reviewed by the MPS Charter Schools Review Panel, in accordance with Section VII.A below.

The Board shall hold a public hearing at least 30 days before entering into a contract if the contract would either: (1) convert a private school to an MPS charter school or (2) establish an MPS charter school that is not an instrumentality of MPS. At the hearing, the Board shall consider the level of employee and parental support for the establishment of the MPS charter school and the fiscal impact of the establishment of the MPS charter school on MPS. In all other cases, the Board is not required to hold a hearing.

V. WHERE AND WHEN TO FILE PETITIONS AND PROPOSALS

Petitions and proposals may be submitted any time during the year. Those petitions and proposals received after 4:30p.m. on October 31'" in any year may not be considered for start-up the following school year. All petitions and proposals are to be filed in the office of Board Governance, MPS Administration Building, Room 273, 5225 West Vliet Street, Milwaukee WI 53208.

VI. TYPES OF SCHOOLS LIKELY TO BE SUPPORTED BY THE BOARD

The Board is interested in those petitions and proposals that replicate highly successful MPS schools, create high quality innovative schools, reduce class size, reduce or re-enter student drop outs, and originate in school communities that wish to assume more responsibility and leadership in the educational process. The Board shall give preference in awarding contracts for the operation of an MPS charter school to those schools that serve children at risk, as that term is defined in sec. 118.153(1)(a), Stats. However, high quality and/or innovative charter school petitions and proposals outside of these areas will also be considered.

VII. DUTIES OF OFFICE OF BOARD GOVERNANCE

Subject to Board approval, the Office of Board Governance shall determine the procedures for processing MPS charter school petitions and proposals. The Office of Board Governance shall transmit all MPS charter school proposals and petitions to the Board, the Superintendent, and all members of the MPS Charter Schools Review Panel.

A. Review of Petitions and Proposals

An MPS Charter Schools Review Panel shall be established to review, evaluate and make recommendations to the Board with regard to MPS charter school petitions and proposals. The panel may invite those submitting a petition or proposal to make a presentation to the panel. Members of the panel shall be appointed by the Board president. The Office of Board Governance shall provide such staff assistance to the panel as may be required.

B. Development of Model Contract

The Office of Board Governance, in consultation with the Superintendent's designees and the City Attorney's Office, shall develop a model MPS charter school contract that shall be presented to and approved by the Board. All MPS charter school contracts shall include the following provisions as well as other provisions agreed to by the parties:

1. The name of the person who is seeking to establish the charter school.
2. The name of the person who will be in charge of the charter school and the manner in which administrative services will be provided.
3. A description of the educational program of the school.
4. The methods the school will use to enable pupils to attain the educational goals under s. 118.01.
5. The method by which pupil progress in attaining the educational goals under s. 118.01 will be measured.
6. The governance structure of the school, including the method to be followed by the school to ensure parental involvement.
7. Subject to sub. (7)(a) and (am) and ss. 118.19(1) and 121.02(1)(a)2., the qualifications that must be met by the individuals to be employed in the school.
8. The procedures that the school will follow to ensure the health and safety of the pupils.
9. The means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the school district population.

10. The requirements for admission to the school.

11. The manner in which annual audits of the financial and programmatic operations of the school will be performed.

12. The procedures for disciplining pupils.

13. The public school alternatives for pupils who reside in the school district and do not wish to attend or are not admitted to the charter school.

14. A description of the school facilities and the types and limits of the liability insurance that the school will carry.

15. The effect of the establishment of the charter school on the liability of the school district.

16. The term of the contract which shall be for any term not exceeding 5 school years and may be renewed for one or more terms not exceeding 5 school years.

17. The amount to be paid to the charter school during each school year of the contract.

C. Negotiating, Drafting, and Administering MPS Charter School Contracts

The Office of Board Governance, in consultation with the Superintendent's designees and the City Attorney's Office shall, negotiate, and draft MPS charter school contracts. All proposed contracts for MPS charter school contracts shall be brought to the Board for final approval and execution. The Office of Board Governance, in consultation with the Superintendent's designees, shall be responsible for the administrative oversight of all MPS charter school contracts.

VIII. SIGNIFICANCE OF INSTRUMENTALITY STATUS

Section 118.40(7)(am), Stats., provides that a private school that is converted to an MPS charter school shall not be an instrumentality of MPS. In all other cases, the Board shall determine whether or not an MPS charter school shall be an instrumentality of MPS. The major differences between an MPS charter school that is an instrumentality of MPS and an MPS charter school that is not an instrumentality of MPS are as follows:

A. Employees

If the Board determines that an MPS charter school is an instrumentality of MPS, the Board shall employ all personnel for the charter school.

If an MPS charter school is not an instrumentality of MPS, the Board shall not employ any personnel for the charter school.

B. Public Hearing

The Wisconsin Charter School Law distinguishes on the basis of instrumentality status between those charter schools intended to be established on a school board's initiative with respect to whether or not a public hearing is required.

If the Board intends to create an MPS charter school on the Board's initiative under sec. 118.40(2m), Stats., that is an instrumentality of MPS, the Board is not required to hold a public hearing before entering into the contract.

If the Board intends to create an MPS charter school on the Board's initiative under sec. 1 18.40(2m), Stats., that is not an instrumentality of MPS, the Board shall hold a public hearing at least 30 days before entering into the contract.

C. Facilities

MPS charter schools that are instrumentalities of MPS must be located in MPS facilities.

D. Legal Status Upon Revocation of Contract

Upon revocation of a contract between the Board and an MPS charter school that is an instrumentality of MPS, the charter school shall revert to a traditional MPS school.

Upon revocation of a contract between the Board and an MPS charter school that is not an instrumentality of MPS, all legal associations between the parties shall be severed.

IX. PER PUPIL ALLOCATION FOR 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. This per pupil revenue amount is intended to cover all costs and expenses related to the operation of the charter school program, but does not include categorical revenues, such as Title I funds, that the MPS charter school may be entitled to receive.

The per pupil revenue amount shall be adjusted for any administrative services furnished by MPS to the charter school.

X. REVOCATION OF CONTRACT

In accordance with sec. 118.40(5), Stats., the Board may revoke a charter school contract if the Board finds that any of the following occurred:

1. The charter school violated its contract with the Board; or
2. The pupils enrolled in the charter school failed to make sufficient progress toward attaining the educational goals under sec. 118.01, Stats.; or
3. The charter school failed to comply with generally accepted accounting standards of fiscal management; or
4. The MPS charter school violated sec. 118.40, Stats.

ADMINISTRATIVE PROCEDURE 9.12: CHARTER SCHOOL PETITIONS AND PROPOSALS

Overview

Section 118.40, Stats., the Wisconsin Charter School Law, authorizes the Milwaukee Board of School Directors ("Board") to establish by contract Milwaukee Public Schools ("MPS") charter schools. The Board encourages the creation of MPS charter schools as vehicles to support improvement of academic achievement of MPS students, subject to the provisions of MPS Administrative Policy 9.12 regarding charter schools.

MPS Charter School Autonomy

1. MPS charter schools shall be exempt from the provisions of Chs. 115 to 121 of the Wisconsin Statutes, except as otherwise explicitly provided by law or MPS Administrative Policy 9.12.
2. The Board will not operate the educational program, nor make policy, rules or procedures that directly affect the operation of the educational program at MPS charter schools, except as specifically provided in MPS Administrative Policy 9.12 and the charter school contract.

3. The MPS Administration will not operate the educational program, nor make policy, rules or procedures that directly affect the operation of the education program at MPS charter schools, except as provided in MPS administrative policy 9.12 and the charter school contract.

4. Where personnel assigned to an MPS instrumentality charter school request modifications of the collective bargaining agreements needed to support the operation of the educational program at the school, such requests shall be considered in accordance with the policies/procedures of the parties. Staff shall be assigned to vacancies at MPS instrumentality charter schools in accordance with the interview/placement procedures of the negotiated contracts.

I. Procedures for MPS Charter School Petitions and Proposals

MPS charter school proposals and petitions must conform to all of the requirements specified in section 118.40 of the Wisconsin statutes and MPS administrative policy 9.12. They must be in writing and should not exceed 15 single-spaced pages. Relevant supporting information may be attached as appendices. Petitions and proposals should include a one or two page summary which identifies:

The educational program to be offered; and

The name of the person seeking the MPS charter, and

The applicant team developing the proposal program; and

The expected student outcomes.

All MPS charter school proposals and petitions shall be filed with the Office of Board Governance. The Office of Board Governance shall be responsible for transmitting all proposals and petitions to the Board, the Superintendent and all members of the MPS Charter Schools Review Panel.

Petitions

Upon receipt of a petition for an MPS charter school, the Office of Board Governance shall schedule a public hearing to take place within 30 days. The Office of Board Governance shall be responsible for the proper notification of that hearing.

The Board President shall appoint all members of the MPS Charter School Review Panel. The Office of Board Governance shall provide staff assistance for the MPS Charter Schools Review Panel. All MPS charter school petitions shall be examined by the review panel for evaluation and recommendations. The panel may invite petitioner(s) to make a presentation to the panel.

Within 30 days after the public hearing, the Board shall render a decision regarding the MPS charter school petition. The Office of Board Governance shall notify the petitioner(s), in accordance with the provisions contained in sec. 118.40, Stats.

Any decision on the creation of a MPS charter school is reserved to the Board. The Board shall approve all contracts with MPS charter schools, notify the state superintendent of its intention to establish an MPS charter school, and shall make all decisions regarding whether a charter school shall be an instrumentality of the District.

Proposals

Upon receipt of a proposal for an MPS charter school, the Office of Board Governance shall transmit that proposal to the Board and the members of the MPS Charter Schools Review Panel.

The Board President shall appoint all members of the MPS Charter School Review Panel. The Office of Board Governance shall provide staff assistance for the MPS Charter Schools Review Panel. All MPS charter school proposals shall be examined by the review panel for evaluation and recommendations. The panel may invite those submitting a proposal to make a presentation to the panel.

At least 30 days before entering into a contract to establish an MPS charter school under the Board initiative, or if the Board decides to a hold public hearing on a proposal, the Office of Board Governance will be responsible for the scheduling of and the proper notification for that hearing.

If the Milwaukee Board of School Directors decides to enter into a contract for an MPS charter school as the result of a proposal under the Board initiative, The Office of Board Governance shall notify the applicant(s), in accordance with the provisions contained in Wisconsin Statute sec. 118.40.

Any decision on the creation of a MPS charter school is reserved to the Board. The Board shall approve all contracts with MPS charter schools, notify the state superintendent of its intention to establish an MPS charter school, and make all decisions regarding whether a charter school shall be considered an instrumentality of the District.

Development of Contract

Upon Board approval of an MPS Charter School petition or proposal, the Office of Board Governance, in consultation with the Superintendent's designees and the City Attorney's Office, will begin the process of developing and negotiating an MPS charter school contract with the petitioner(s)/applicant(s).

When an MPS charter school contract has been negotiated, it will be brought to a meeting of the Board for final approval. Beginning with the 2000-2001 school year, proposed MPS charter school contracts shall be submitted to the Board by January 1 for inclusion in the following year's budget.

II. MPS Charter School Guidelines

Selection and Enrollment of Students

1) MPS charter schools shall abide by all District policies and guidelines for student admission, selection and expulsion. Any variance to the District's policies and guidelines shall be set forth in the charter school's contract.

2) The District will work with the charter school to set enrollment and grade level distribution of students. MPS charter schools shall ensure that all students enrolled in such schools are recorded in the Milwaukee Public Schools student database.

3) MPS charter schools shall plan to maintain ethnic diversity according to District guidelines. It is the charter schools' responsibility to provide a plan that welcomes students in all programs, including regular education students, special education students and students in any specialty programs (such as bilingual, ESL, etc.), as listed in the charter contract.

4) MPS charter schools shall be required to maintain confidential student records in accordance with the Wisconsin Pupil Records Law, sec. 118.125, Wisconsin Statutes, and the federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, and its implementing regulations.

5) MPS charter schools may use the present MPS discipline plan or establish their own disciplinary guidelines; however, expulsions must adhere to Board policy and be approved by the Board.

6) With the exception of expelled students, MPS charter school students may re-enter Milwaukee Public Schools using the student assignment process.

Program Standards and Requirements

1) MPS charter school proposals and petitions shall detail the proposed educational program, curriculum and teaching methods employed to attain the goals under section 118.01 of the Wisconsin Statutes.

2) MPS charter school educational programs must address the District and state goals and standards, as well as meet compliance with the Milwaukee Public Schools Strategic Plan.

Program Accountability and Performance Measures

1) MPS charter school proposals and petitions shall include detail of expected school and student learning goals, along with related specific measures and methods for assessing student progress and achievement.

2) These learning goals and performance/assessment measures should correlate directly to the state assessments and the Milwaukee Public Schools accountability plan and be detailed in the charter school contract. Yearly reviews shall be conducted to explain the outcomes of the educational program.

3) MPS charter schools shall be held accountable to proficiencies and standards at least as rigorous as Milwaukee Public Schools and the Wisconsin Model Academic Standards.

4) An MPS charter school's assessment plan, if it deviates from the District's, shall use the state's assessment measures.

Facilities Use

1) MPS charter schools that are instrumentalities of the District shall operate their facilities under the MPS Division of Facilities and Maintenance Services.

2) MPS schools that are not instrumentalities of the District shall assume full responsibility for the cost of providing, insuring and maintaining facilities.

3) MPS charter schools' petitions/proposals and contracts must provide a description of the facilities and liability insurance information.

4) MPS charter schools must adhere to all state laws and Board policies regarding health and safety standards and to the Board's insurance and risk management requirements.

Employment Requirements

1) MPS charter schools shall be required to comply with all state and federal employment, contracting and public record keeping laws, as applicable.

2) Employees in MPS charter schools designated as instrumentalities of the District shall be employees of the Board. They shall be represented by and subject to provisions, including wages and benefits, of existing Milwaukee Public Schools' bargaining unit contracts.

3) MPS charter schools shall comply with the district's policy on criminal background screening, physical examinations including pre employment drug screening, and shall disclose to the MPS Department of Human Resources, the names of their staff and volunteers.

4) MPS charter schools that are instrumentalities of the District shall operate their human resource and employment functions under the MPS Department of Human Resources.

5) Teachers in MPS charter schools are required to meet the requirements of the Department of Public Instruction.

Staffing, Wages, and Insurance and Risk Management

1) The MPS Department of Human Resources will provide a resource to the MPS charter schools that are instrumentalities of the District, in the areas of risk management, labor relations and background checks. The department will also assist in posting, recruiting, and providing a pool of new staff members for those schools.

2) The Board shall not employ any staff members for MPS charter schools that are not designated as instrumentalities of the District.

3) All MPS charter schools and contractors shall abide by the District's policy on minimum wage (Policy 3.09 (16)).

4) The MPS charter school contract will include procedures for handling staff misconduct and staff evaluation.

5) MPS charter schools must adhere to all state laws and Board policies regarding health and safety standards, and to the Board's insurance and risk management requirements.

School Governance

1) The MPS charter school's governance council composition, election process and authority in the development of the educational program and budget will be stated in the petition.

2) The petition/proposal shall include the decision-making process that will be used to approve all policy, program and budgetary decisions.

3) The MPS charter school's governance council will develop the process to evaluate the building principal. Evaluation is based on how the principal implements and facilitates the goals, objectives and strategies of the MPS charter school's educational program.

Performance and Financial Auditing of MPS Charter Schools

1) Annual audits will be carried out on all MPS charter schools, in accordance with generally accepted auditing standards and government auditing standards and will express an opinion on the fairness of the financial statements (Generally accepted accounting principles, GAAP basis) of the MPS charter schools.

2) MPS charter schools designated as instrumentalities of District shall be subject to the same fiscal rules and oversight as the other Milwaukee Public Schools. All financial records shall be retained in compliance with state and federal law.

3. MPS charter schools not designated as instrumentalities of the District shall operate within GAAP, and shall file annual audited financial statements with the District.

4) Performance and compliance audits shall be conducted annually for all MPS charter schools to determine compliance with performance, operational and fiscal contract provisions.

5) Additional audits may be conducted as required by federal and state financial assistance requirements and as identified in the contract negotiated with the MPS charter school.

6) MPS charter schools shall be responsible for the conduct and cost of these audits. Charter schools are encouraged to explore possible cost saving options for all service functions, including audit services.

Funding

1) The amount MPS will establish as a per pupil revenue for charter school students will be equal to that 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. This amount is intended to cover all costs and expenses related to the operation of the charter school program and does not include categorical revenues such as Title I funds, that the charter school may be entitled to receive.

2) The MPS per pupil revenue for charter school students will be adjusted for any services the parties agree will be furnished by MPS. Costs for these services will be negotiated between MPS and the charter school contract holder(s).

3) MPS charter schools' purchase of certain Milwaukee Public Schools' central and supportive services will be negotiated based upon District determination of per student funding allocations for costs for specific functions. The amount of basic costs for specific functions per student allocated to charter schools shall be determined annually by the Board.

4) To assist in the determination and negotiation of service costs for petitioning schools, the MPS Department of Finance will provide an In$ite Financial Report (formerly known as FAM Report), showing the MPS school's current cost per pupil for the various services provided by the district. The analysis will be based on the most current Board adopted budget.

5) The MPS charter school will have full carry-over policy.

6) For MPS charter schools that are instrumentalities of the district, the budget office will help monitor the budget, pay the school's employees, assist in the development of the school budget and assist in budget adjustments. The school will have complete flexibility when it comes to budget adjustments as long as it maintains the bottom line.

Revocation and Termination of Contracts

When an MPS charter school contract is written, the City Attorney's office will assist MPS in drafting this document to include language to protect MPS against any liability in the event that the Milwaukee Board of School Directors revokes and terminates a contract with an MPS charter school.

* * * * *

Director Braun moved to adopt the policy and procedure.

Director Hardin moved to amend the procedure as follows:

Petitions

Upon receipt of a petition for an MPS charter school, the Office of Board Governance shall schedule a public hearing with reasonable and adequate notice to parents and neighbors of the proposed school to take place within 30 days. The Office of Board Governance shall be responsible for the proper notification of that hearing.

The amendment was adopted by consensus.

Director Gardner moved to amend part IX of the Policy: Per Pupil Allocation, by striking the words "will be equal to" and inserting the words "will equal at least."

The amendment failed of adoption, the vote being as follows:

Ayes—Directors Gardner, Johnson and Spence—3.

Noes—Directors Braun, Dannecker, Hardin, O'Neil, Werra and President Thompson—6.

Director Gardner moved to amend the procedure as follows:

Staffing, Wages, and Insurance and Risk Management

2) The Board shall not employ any staff members for MPS charter schools that are not designated as instrumentalities of the District. MPS may, however, employ staff who provide services to charter schools.

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 amend Section VIII of the policy as follows, with corresponding changes to be made elsewhere in the policy where necessary to correspond with statutory language:

A. Employees

If the Board determines that an MPS charter school is an instrumentality of MPS, the Board shall employ all personnel for the charter school.

If an MPS charter school is not an instrumentality of MPS, the Board ~~shall~~ may not employ any personnel for the charter school.

The amendment was adopted by consensus.

The question being on adoption of the policy and precudures as amended, they were adopted on the following vote:

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

Noes—None.

(Item 2) Action on a Request to Approve Charter School Planning and Implementation Subgrant Guidelines and Process and Authorization for the Superintendent and the Director, Office of Board Governance, to Review, Approve or Deny, Sign and Submit Charter School Planning and Implementation Subgrant Applications to the Department of Public Instruction

Administration's Analysis

1. Since October 1996, the Department of Public Instruction (DPI) has received grants in excess of $6 million in federal charter school program funds to assist with both the planning and the implementation of charter schools in Wisconsin.

2. Planning subgrants of up to $25,000 per school for the development of charter school proposals, including related training, materials, and expenses, became available in the 1996-97, 1997-98, and 1998-99 school years. To apply for a planning subgrant from DPI, the applicant was required to have a letter of endorsement and support from the Milwaukee Public Schools' Board of School Directors, the only chartering authority at that time for the city of Milwaukee. To apply for an implementation subgrant, the school must already have been approved by the Board as a charter school.

3. On November 25, 1996, the Board adopted a resolution to endorse and support subgrant applications submitted to DPI and authorized the superintendent and board clerk to sign these applications as appropriate, with the understanding that the Milwaukee Board of School Directors would not be required

to establish a charter school as a result of endorsing any entity for which a subgrant application was submitted. The Board reaffirmed this position on July 30, 1997.

4. On September 24, 1997, the Board took action to suspend the charter school timeline that was in place until pending litigation was resolved or new legislation was enacted. Subgrant applications were suspended as well.

5. A settlement agreement on the litigation pertaining to charter schools was reached by all parties involved. The Office of the City Attorney filed a Notice of Voluntary Dismissal on February 19, 1999, on behalf of the Board. The Wisconsin Supreme Court granted this dismissal on the same day.

6. Some MPS schools have expressed a desire to explore the idea of becoming a charter school. These schools have also requested permission to apply for a charter school planning subgrant from DPI.

7. The Department of Public Instruction has indicated that funds are still available and that it expects to receive additional federal funds in the future for charter school planning and implementation. Planning subgrants for up to $20,000 each and implementation subgrants for up to $100,000 per year are presently available.

8. The Administration wishes to pursue planning and implementation subgrants to assist interested MPS schools in their planning for future school years. Highland Community School, currently the only MPS charter school, has received in excess of $115,000 in federal charter school implementation funds through this process.

9. DPI application forms and guidelines state that submission of the planning subgrant application, accompanied by a letter of endorsement and support from the Board, does not require the Milwaukee Board of School Directors to establish a charter school, only that the Board pledge a good-faith effort to establish a charter school if such action is warranted by the results of the planning study. A copy of the application and guidelines from DPI is available upon request. Any proposal to implement a charter school from a planning subgrant recipient would require Board approval. Implementation subgrants are available only to schools that are Board-approved charter schools.

10. The charter school planning and implementation subgrants are not an MPS grant process — It is a process designed by the Department of Public Instruction. The funds that support these subgrants are not MPS funds — They are funds received by DPI from the federal charter school program. MPS merely acts as the fiscal agent. The funds flow from the federal government to DPI and through MPS to the grantee.

Strategic Plan Compatibility Statement

11. Provision of federal grants for planning and implementation of charter schools should help improve the quality of these schools and will encourage creative and innovative educational programs, consistent with Goal 1, Student Achievement, and Goal 2, MPS — Milwaukee's First Choice of Schools, of the MPS Strategic Plan.

Statute, Board Policy or Rule Statement

12. DPI guidelines require that all planning subgrant applications endorsed by the Board must be accompanied by a letter of endorsement and support from the Board or chartering agent. Approval of a chartering agent is needed for the receipt of any charter school subgrant funding. Implementation subgrants are only available to schools that are Board-approved charter schools. Section 118.40, Stats., the Wisconsin Charter School Law, authorizes the Milwaukee Board of School Directors to establish by contract Milwaukee Public Schools charter schools.

Fiscal Impact Statement

13. There would be no additional cost incurred, as MPS would act merely as the fiscal agent for the subgrantees. Some staff time, however, will be required to assist in the submission of the subgrant applications and to serve as the fiscal agent.

Implementation and Assessment Plan

14. Upon approval by the Board, the Administration will work with interested MPS schools to develop the applications. The superintendent and the board clerk and/or their designees will review, approve or deny, sign, and submit all applications on behalf of the Board. The guidelines and process to be used for subgrant applications are:

Planning Subgrant Guidelines and Process

Applications will be received by the Office of Board Governance. The superintendent and the board clerk and/or their designees will review the applications to determine if DPI criteria have been met and if the proposed program is one that would be beneficial to MPS. The planning subgrant application will be examined to ensure that it:

- meets format guidelines and lists a contact person;
- has a clear, concise vision including educational program components, an instructional plan with goals and objectives, and an assessment / accountability plan with measurable outcomes;
- has a planning process that states participant representation and a timeline;
- includes a budget that ensures responsible use of funds and accurate and complete records;
- contains certain assurances required by DPI, which include accounting procedures and compliance with state and federal laws, charter school conference participation plan, data reporting and evaluation activities, adherence to subgrant timelines, and submission of a final report.

If all of the above guidelines are met and the program is one that would be beneficial to MPS, the planning subgrant would be submitted to DPI for funding consideration.

Implementation Subgrant Guidelines and Process

If a Board-approved charter school chooses to apply for an implementation subgrant, applications will be received by the Office of Board Governance. The superintendent and the board clerk and/or their designees will review the applications to determine if DPI criteria have been met. The implementation subgrant application will be reviewed to ensure that it:

- meets format guidelines and lists a contact person;
- includes a copy of the charter school contract which meets all of the provisions of Wisconsin State Statute 118.40 Charter Schools and has been approved by the Board;
- has the charter school program description, including an educational plan with goals/standards, instructional plan with goals and objectives, an assessment/accountability plan with measurable outcomes, and a flexible governance and administrative plan;
- defines charter school needs related to programs and purposes;
- includes a complete budget that supports the primary purposes of the school and ensures that all expenditures are allowable under state and federal law; and
- contains certain assurances required by DPI, which include accounting procedures and compliance with state and federal laws, charter school conference participation plan, data reporting and evaluation activities, adherence to subgrant timelines, and submission of a final report.

If all guidelines are met, the implementation subgrant would be forwarded to DPI for funding consideration.

15. A report will be provided to the Board listing all schools that apply for and receive a charter school subgrant.

16. In the attached legal opinion from the Office of the City Attorney regarding the Board's authority to delegate to the superintendent and director of board governance/board clerk the authority to file charter

school grant applications, the general legal principle is as follows: "An officer [Board] to whom discretion is intrusted by law cannot delegate to another the exercise of that discretion, but after he has himself exercised the discretion he may, under proper conditions delegate to another the performance of a ministerial act to evidence the result of his own exercise of the discretion…" Sch. Dist. No. 3 v. Callahan, 237 Wis. 560, 577 (1941), citing State ex rel. Skrainka Construction Co. v. Reber, 162 s.W. 397. In a subsequent conversation, the City Attorney's office concurred that, if the Board exercises its discretion by establishing guidelines for the Administration to apply to the subgrant process, the Administration is then exercising a ministerial function by carrying out the direction of the Board.

Recommendations

That the Board:

1. Approve the planning and implementation subgrant guidelines and process and, as federal charter school funds are received by DPI and MPS schools choose to apply for these funds, the Board direct the superintendent and director of board governance/board clerk to review, approve or deny, sign, and submit charter school planning and implementation subgrant applications for MPS schools to the Department of Public Instruction in accordance with the approved guidelines and process, with the understanding that any petition or proposal to become a charter school would be submitted to the Board for approval; and

2. Authorize this action to accompany planning and implementation subgrant applications to serve as a letter of endorsement and support.

* * * * *

Director Braun moved that the Board adopt the recommendations.

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 3) Action on Charter School Planning and Implementation Subgrant Applications for Various Schools

Administration's Analysis

1. The Department of Public Instruction (DPI) has informed us that funding is still available for charter school planning subgrants for the 1998-99 school year. These planning subgrants are available for up to $20,000. Schools must submit applications and confirm that they will expend these funds prior to September 1, 1999.

2. Four MPS schools listed below have completed application forms and submitted them to the Office of Board Governance. The Superintendent, Director of Board Governance/Board Clerk, and other MPS staff have reviewed the subgrant applications to ensure they meet DPI guidelines .and to determine whether the school's subgrant proposal represents a program that would be valuable to the district.

•**Congress Elementary School**

The mission of Congress is to provide accessible and safe quality educational programming to best equip its students to be productive citizens who will have a positive impact in the community and the global society in the 21st century. The staff, parents, and community members would like to explore the

idea of becoming a charter school as an instrumentality of MPS. As a possible charter school, Congress would offer a continuum of services from birth through eighth grade on the year-round calendar, adding sixth through eighth grades in the 2000-2001 school year.

Congress became a part of the Coalition of Essential Schools in 1998. A research team comprising teachers, parents, educational assistants, administrators, and members of the community will explore how characteristics of the charter school proposal will correlate with the Coalition and the educational benchmarks already established at Congress. If funding is approved, further development and refinement of the proposal would include aligning the charter with the Congress educational plan and the Coalition of Essential Schools.

•Fritsche Middle School

As a charter school within the MPS instrumentality, Fritsche Charter Middle School will be designated as an Investigative Learning Center, incorporating a multi-year instructional program and block-schedule educational delivery system. The focus will be on creating a developmentally appropriate, active, intentional, reflective, collaborative learning environment. An atmosphere of wondering, shared discourse of knowledge, performance-oriented, intellectually honest, and demanding curriculum will be promoted. Philosophies of the national school reform models of Schools for Thought, the Socratic seminar, the National Writing Project, Integration of Technology, and the Micro Society will be included.

Fritsche's vision will be to prepare students to earn a living, become citizens of this country and the world, and pursue lifelong learning. School management will be collaborative, including community representatives, parents, administration, faculty, and students. Funds received under the planning subgrant would be used for further development and refinement of the charter school proposal.

•Walker Middle School

Walker would like to explore a number of possibilities of becoming an MPS charter school while remaining an instrumentality of the district. It would like to consider total charter status, as well as a charter within the school. Discussions have centered around the becoming an America's Promise School, expanding the connection to Milwaukee Technical High School in the areas of graphic arts and construction, and/or reinstitution of the International Studies focus. If funding is approved, full staff inservices, site visitations, consultant presentations, and proposal drafting will take place this summer. Parents and community representative will be included in every aspect.

•Wisconsin Conservatory of Lifelong Learning

The mission of the Wisconsin Conservatory of Lifelong Learning (WCLL) is to prepare its urban children who are diverse in cultural and ethnic backgrounds, ability levels, and learning styles to become caring individuals and responsible citizens. The school focuses on the combination of student needs spanning grade levels and community involvement, promoting the total well-being of the individual. The unique nature of the K4-12 environment and innovative, interdisciplinary P.O.W.E.R. (Promoting On-site Wellness Educational Resources) Programs requires that prospective students, parents, and partners demonstrate an understanding of, and commitment to, WCLL's mission and educational philosophy as a condition of eligibility.

As an instrumentality charter school of the district, WCLL hopes to include a full Wellness Program for lifelong learning and enroll children birth through 18 years of age throughout all grade levels and academic abilities. Expansion components to the P.O.W.E.R. Programs include a birth-to-three day care center run by WCLL staff and students; a nutrition-conscious, family-style lunch service facilitated by students; utilization of the state-of-the-art gymnasium to provide fitness programs for students and community members; and parent education programs with strategies to promote a better understanding of their children's total development and access to health agencies servicing the school community.

In addition, WCLL plans to collaborate with Street Project, a nonprofit community service organization that channels the volunteer efforts of community members to unique urban locations. Through this collaboration, WCLL will bring the community into the classroom to awaken students and

members of the community to the world in which we live. Funds received under the planning subgrant would be used for further development and refinement of the charter school proposal.

Copies of the full proposals are available upon request.

Strategic Plan Compatibility Statement

4. Provision of federal grants for planning of charter schools should help improve the quality of these schools and will encourage creative and innovative educational programs, consistent with Goal 1, Student Achievement, and Goal 2, MPS — Milwaukee's First Choice of Schools, of the MPS Strategic Plan.

Statute, Board Policy or Rule Statement

5. DPI guidelines require that all planning subgrant applications endorsed by the Board must be accompanied by a letter of endorsement and support from the Board or chartering agent. The guidelines also state that submission of the planning subgrant application with a letter of endorsement and support from the Board does not mean that the Milwaukee Board of School Directors would be required to establish a charter school, only that the Board pledges a good-faith effort to establish a charter school if such action is warranted by the results of the planning study. Approval of a chartering agent is needed for the receipt of any charter school subgrant funding. Section 118.40, Stats., the Wisconsin Charter School Law, authorizes the Milwaukee Board of School Directors to establish by contract Milwaukee Public Schools charter schools.

Fiscal Impact Statement

6. There would be no additional cost incurred, as MPS would act merely as the fiscal agent for the subgrantees. Some staff time, however, will be required to assist in the submission of the subgrant applications and to serve as the fiscal agent.

Implementation and Assessment Plan

7. Upon approval by the Board, the Administration will submit the charter school planning grant applications from Congress, Fritsche, Walker, and WCLL to DPI for consideration of funding.

Recommendation

That the Board:

1. Endorse the charter school planning subgrant applications for Congress Elementary School, Fritsche Middle School, Walker Middle School, and the Wisconsin Conservatory for Lifelong Learning and direct the Administration to submit them to the Department of Public Instruction for possible funding; and

2. Authorize this action to accompany the planning subgrant applications to serve as a letter of endorsement and support.

* * * * *

Director O'Neil moved that the Board adopt the recommendations.

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 4) Suspension of Board Rule 1.02 (4) to allow the regular May Board meeting to be held at South Division High School

Board Rule 1.02 (4) requires all regular monthly Board meetings to be held at 5225 West Vliet Street. If the Board wants to hold the regular May meeting (scheduled for May 26) at South Division High School, suspension of this rule would be necessary.

* * * * *

Director Johnson moved that the Board suspend Board Rule 1.02 (4) and hold the regular May Board meeting at South Division High School.

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 adjourned at 7:58 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 28, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 5:35 PM.

Present—Directors Dannecker, Gardner, Hardin (6:38 PM), Johnson, O'Neil (6:42 PM), Spence, Werra (6:10 PM), and President Thompson—8.

Absent and excused—Director Braun—1.

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

April 27, 1999

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, April 28, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering, giving public hearing and taking action on the following matters of business:

> Action to Establish a District Legislative Position with Respect to Changing Wisconsin Statutes, Section 118.51 and 118.52, the Open Enrollment Statutes and Possible Action to Interpret or Amend Board Policy 8.45: Public School Open Enrollment.

The Board, 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, may retire to executive session to confer with its legal counsel who is rendering legal advice concerning administrative appeals and litigation with respect to MPS's denial of various open enrollment applications under Section 118.51, the open enrollment statute, and may reconvene in open session to take action on matters considered in executive session.

The Board anticipates meeting with its attorneys in closed session from 5:30 to approximately 6:30 PM. Upon conclusion of the closed session, the Board intends to reconvene in open session (about 6:30 PM) and will allow a brief period (approximately thirty minutes) for public comment. The Board then will take action on the matters noticed above.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board, pursuant to Wisconsin Statutes Section 19.85(1)(g), retire to executive session to confer with its legal counsel who is rendering legal advice concerning administrative appeals and litigation with respect to MPS's denial of various open enrollment applications under Section 118.51, the open enrollment statute.

The motion prevailed, the vote being as follows;

Ayes—Directors Dannecker, Gardner, Hardin, Johnson, Spence, and President Thompson—6.

Noes—None.

The Board retired to executive session at 5:39 PM.

Director Johnson left at 6:30 PM.

The Board reconvened in open session at 6:39 PM.

The Director, Office of Board Governance/Board Clerk, presented the following documents prepared by the City Attorney:

RESOLUTION SUPPORTING AMENDMENT TO THE 1999-2000 MPS ADMINISTRATIVE GUIDELINES FOR RACIAL IMBALANCE CONSIDERATIONS UNDER THE OPEN ENROLLMENT LAW

Whereas, On January 28, 1998, the Board, acting pursuant to sec. 118.51(4)(a)5., Stats., of the Wisconsin Open Enrollment Law, adopted Milwaukee Public Schools' Administrative Policy 8.45: Public School Open Enrollment ("Board Policy 8.45"); and

Whereas, Board Policy 8.45 restated the provisions of sec. 118.51(7)(a), Stats., which requires a school district, such as MPS, that is eligible for aid under Subch. VI of Chapter 121, Stats., (commonly known as "Chapter 220") to "reject any application for transfer into or out of the school district made under this section [i.e., the Open Enrollment Law] if the transfer would increase racial imbalance in the school district;" and

Whereas, Pursuant to Board Policy 8.45, the MPS administration adopted the 1998-1999 Administrative Guidelines for Racial Imbalance Considerations under the Open Enrollment Law ("1998-99 Administrative Guidelines"). The 1998-99 Administrative Guidelines prohibited the approval of Open Enrollment transfers into or out of MPS which would further reduce the percentage of non-minority students enrolled in MPS below the Chapter 220 racial balance standard of 30%; and

Whereas, Applying the 1998-99 Administrative Guidelines, MPS denied all resident nonminority applicants for Open Enrollment transfer out of the MPS district for the 1998-99 school year and all minority nonresident applicants for Open Enrollment transfer into the MPS district for the 1998-99 school year; and

Whereas, The parents and/or legal guardians of 86 resident non-minority students who were denied Open Enrollment transfers out of the MPS district by MPS for the 1998-99 school year appealed those denials to Wisconsin's Superintendent of Public Instruction ("State Superintendent") under the provisions of sec. 118.51 (9), Stats.; and

Whereas, The State Superintendent concluded that the 1998-99 Administrative Guidelines were arbitrary and unreasonable because they mandated the "enhancement" of MPS' racial balance rather than preventing the statutorily proscribed "increase [in] racial imbalance" and, on that basis, reversed all MPS denials of applications for transfer out of the MPS district; and

Whereas, MPS sought judicial review of the State Superintendent reversals in Milwaukee County Circuit Court, *Milwaukee Board of School Directors v. Wisconsin Department of Public Instruction,* Case No. 98-CV-006675, under the provisions of Chapter 227, Stats.; and

Whereas, After consultation with and direction from the Board, the City Attorney entered into a Stipulated Settlement which lead the Circuit Court to dismiss the Chapter 227 review action and which committed MPS to adopt different racial imbalance guidelines for use in the 1999-2000 school year ("1999-2000 Stipulated Administrative Guidelines"). The 1999-2000 Stipulated Administrative Guidelines were attached to and incorporated into the Stipulated Settlement upon which the Circuit Court predicated its dismissal of the court proceedings; and

Whereas, The 1999-2000 Stipulated Administrative Guidelines provide that for every four MPS resident minority students approved by MPS for transfer out of the MPS district under the Open Enrollment Law, one resident non-minority student will be approved for transfer out of the MPS district under the Open Enrollment Law. Further, the 1999-2000 Stipulated Administrative Guidelines provide that for every four nonresident non-minority students approved by MPS for transfer into MPS, one nonresident minority student will be approved for transfer into the MPS district under the Open Enrollment Law. The effect of the 1999-2000 Stipulated Administrative Guidelines is to maintain the approximate (within a .04% range) 4 to 1 ratio of minority to non-minority students currently enrolled in MPS; and

Whereas, Application of the 1999-2000 Stipulated Administrative Guidelines has resulted in the approval of 257 resident minority and 68 resident non-minority transfers out of the MIPS district. The net effect of the application of the 1999-2000 Stipulated Administrative Guidelines is that no resident minority students were denied transfer out of the MPS district, but 399 resident non-minority students were denied transfer out of the MPS district; and

Whereas, Application of the 1999-2000 Stipulated Administrative Guidelines has resulted in the approval of 18 nonresident non-minority and 6 nonresident minority transfers into the MPS district. The net effect of the application of the 1999-2000 Stipulated Administrative Guidelines is that no nonresident non-minority students were denied transfer into the MPS district, but 2 nonresident minority students were denied transfer into the MPS district; and

Whereas, A number of resident non-minority students who were denied Open Enrollment transfers out of the MPS district for the 1999-2000 school year (and at least one of the nonresident minorities who was denied transfer into the MPS district) based upon the application of the 1999-2000 Stipulated Administrative Guidelines, have appealed their denials to the State Superintendent under sec. 118.51(9), Stats.; and

Whereas, The legislative intent of the Open Enrollment Law, as stated by Governor in his signing message, is to create "a public school choice program that increases educational options for parents and students by giving them the choice of which public school district to attend, beginning in the fall of 1998;" and

Whereas, Sec. 118.51(9), Stats. requires the State Superintendent to affirm all MPS denials of transfer into and out of the MPS district that are not "arbitrary or unreasonable." While the State Superintendent has specifically agreed in the Circuit Court Stipulated Settlement that the 1999-2000 Stipulated Administrative Guidelines are "not arbitrary or unreasonable on their face", the Board finds that there are other guidelines that could be adopted that also meet this test; and

Whereas, The Board, acting pursuant to sec. 118.51(4)(b), Stats., is desirous of replacing the 1999-2000 Stipulated Administrative Guidelines with guidelines: (1) that legally permit, consistent with the gubernatorial statement of the law's purpose, the maximum number of transfers of students into and out

of the MPS district, and (2) that legally comply with the statutory proscription against increasing the racial imbalance of the MPS district, and (3) that withstand scrutiny under the not "arbitrary or unreasonable" review standard set forth in sec. 118.51(9), Stats.; and

Whereas, The Board finds that because eligibility to participate in the Open Enrollment program extends to all school age children in the MPS district, the 1999-2000 Stipulated Administrative Guidelines should be replaced with guidelines that include all school age children residing in the City of Milwaukee, regardless of current enrollment in MPS, when determining the overall racial balance of the MPS district. This modification will further the legislative intent of the Open Enrollment Law by giving parents and students a greater choice of which public school to attend. Further, such a change in the guidelines will withstand scrutiny under the not "arbitrary or unreasonable" standard because sec. 118.51(7)(a), Stats. proscribes the increase of racial imbalance in "the school district" and "school district" is defined in sec. 115.01(3), Stats., as "the territorial unit for school administration," which, in the case of MPS, includes the entire City of Milwaukee. In this regard, the Board specifically finds that:

(1) All children of school age who reside in the City of Milwaukee, whether currently enrolled in MPS or not, are eligible to transfer under the Open Enrollment Program; and

(2) In determining the racial balance of the MPS district for Open Enrollment purposes, the population of all school age children residing in the City of Milwaukee, as annually reported under sees. 119.44(2)(d) and 120.18(1)(a), Stats., shall be used, rather then the population of children currently enrolled in MPS; and

Whereas, The Board further finds that the 1999-2000 Stipulated Administrative Guidelines should be replaced with guidelines that consider all interdistrict transfers, including those under Chapter 220, into and out of the MPS district when determining whether the racial imbalance of the MPS district has been increased, contrary to the proscription in sec. 118.51(7)(a), Stats., as a result of transfers into and out of the MPS district under the Open Enrollment Law. This policy modification will withstand scrutiny under the not "arbitrary or unreasonable" standard because the declared legislative intent of Chapter 220 Laws of 1975 (the legislation which created the Chapter 220 transfer program) was to enhance racial balance by assisting MPS and the surrounding suburban school districts "to promote cultural and racial integration in education" throughout the greater Milwaukee region. Given Chapter 220's stated legislative purpose of enhancement of interdistrict racial balance, the Board finds that while Chapter 220 transfers cannot be included in MPS' current racial membership for purposes of determining the MPS district's current racial balance under sec. 118.51(7)(a), Stats., the prospective impact of those integrative transfers, which enhance racial balance, should be taken into account in order to properly assess the prospective impact of Open Enrollment transfers on the maintenance of racial balance. Such changed guidelines further the purpose of the Open Enrollment Law by increasing the number of students and parents who can participate in this public school transfer program, while at the same time ensuring that state sanctioned interdistrict transfers, including both pro-integrative Chapter 220 transfers and Open Enrollment transfers, have an overall neutral impact on district-wide racial balance. In this regard, the Board specifically finds that:

In order to properly assess whether transfers into and out of the MPS district under the Open Enrollment Law have increased the racial imbalance of the MPS district, contrary to the proscription in sec. 118.51(7)(a), Stats., all transfers, including those under Chapter 220, into and out of the MPS district shall be taken into consideration. An increase in racial imbalance shall not be deemed to have resulted if the net transfers into and out of the MPS district of minority and nonminority children occur in the same minority to non-minority ratio as that reflected in the district's current racial balance determination; and

Now, therefore, be it

Resolved, That the Superintendent, with the assistance of the City Attorney, is hereby authorized and directed to replace the 1999-2000 MPS Stipulated Administrative Guidelines with guidelines that: (1) take into account the racial composition of the population of all school age children residing in the City of Milwaukee, as annually reported under secs. 119.44(2)(d) and 120.18(1)(a), Stats., when determining the racial balance of MPS for Open Enrollment purposes, and (2) take into account all state sanctioned interdistrict transfers, under both the Open Enrollment Law and Chapter 220, when determining whether the racial imbalance of MPS has increased as a result of Open Enrollment transfers, and be it

Further Resolved, That the City Attorney is requested to contact the Wisconsin Attorney General and the Department of Public Instruction (collectively the "State Officials") to determine whether MPS is prohibited from replacing the 1999-2000 Stipulated Administrative Guidelines with guidelines that are consistent with the above Board resolutive action, and whether such guidelines can be made applicable to Open Enrollment transfer applications for the 1999-2000 school year; and be it

Further Resolved, That if, the State Officials indicate that MPS is not prohibited from applying such newly adopted guidelines to Open Enrollment Applications for the 1999-2000 school year, the Superintendent is directed to reconsider all 1999-2000 Open Enrollment applications and reissue his enrollment decisions based upon the newly adopted guidelines; and be it

Further Resolved, That if the State Officials do not agree to allow the application of the Board's policy directives in this resolution to Open Enrollment transfer applications for the 1999-2000 school year, the Superintendent is directed to file a copy of this resolution as MPS' response to the various sec. 118.51(9), Stats., appeals for the 1999-2000 school year; and be it

Further Resolved, That the Superintendent, with the assistance of the Office of the City Attorney, is directed to undertake a review of sec. 118.51, Stats., to determine if any change or amendment is necessary to that statute in order to facilitate the policy directives of the Board embodied in this resolution and if such a change or amendment is necessary, to recommend to the Board the appropriate statutory changes.

MPS ADMINISTRATIVE GUIDELINES
FOR RACIAL IMBALANCE CONSIDERATIONS
UNDER THE OPEN ENROLLMENT LAW

On January 28, 19987 the Milwaukee Board of School Directors ("Board"), pursuant to sec. 118.51, Stats., the Open Enrollment Law, adopted Milwaukee Public Schools Administrative Policy 8.45: Public School Open Enrollment. Policy 8.45 was amended by the Board on March 30, 1999. Policy 8.45, consistent with the Open Enrollment Law, requires MPS to reject any application for transfer into or out of MPS that would increase the racial imbalance of the MPS district. The MPS district is defined in sec. 115.01(3), Stats., as the territorial unit for school administration, which, in the case of MPS, is the City of Milwaukee. The Superintendent, as instructed by the Board, administratively defines the term "increase racial imbalance" and provides the following procedures for ensuring that the racial balance of the MPS district is not increased by transfers under the Open Enrollment Law:

1. Determining Racial Balance.

Prior to approving or rejecting any Open Enrollment application for transfer into or out of MPS for the succeeding school year, the Superintendent shall determine the MPS district's current racial balance, i.e., the ratio of "minority group" (as defined in sec. 121.845(2), Stats.) school age children residing in the City of Milwaukee, whether enrolled in MPS or not, to non-minority group school age children residing in the City of Milwaukee, whether enrolled in MPS or not. The population numbers and this ratio shall be obtained from the most recent census of the MPS district taken pursuant to sees. 119.34(4) and 120.18(1)(a), Stats. In accordance with sec. 118.51(7)(a), Stats., pupils who transfer out of MPS under Chapter 220 shall not be included when determining the current racial balance of the City of Milwaukee.

2. Determining Whether Racial Imbalance Is Increased.

The Open Enrollment Law prohibits MPS, by virtue of its eligibility for aid under Chapter 220, from accepting any transfers into or out of MPS if the transfer would increase the racial imbalance of the MPS district.

While sec. 118.51(7)(a), Stats., provides that transfers out of MPS under Chapter 220 shall not be considered in determining the MPS district's current racial balance, all Chapter 220 transfers into and out of MPS for the succeeding school year shall be considered in conjunction with all Open Enrollment transfers into and out of the district for that school year when determining whether the racial imbalance of the MPS district has increased by virtue of the Open Enrollment transfers in the succeeding school year.

The Superintendent administratively will not deny transfers due to an increase in racial imbalance in the MPS district where there is an increase of no greater than .04% in the percentage of minority group school age children in the MPS district as a result of Open Enrollment transfers. This figure was chosen by the Superintendent because a modest increase in minority group school age children in the MPS district will allow for some flexibility relative to non-minority and minority children being able to transfer between school districts. This figure also recognizes that the minority and non-minority population of the MPS district is not absolutely precise and is subject to constant fluctuation. Further, this definition allows for the transfer of a number of students in an effort to accommodate the spirit of the Open Enrollment Law.

3. Determining Which Pupils May Transfer Under The Open Enrollment Law.

MPS shall accept transfers into and transfers out of MPS under the Open Enrollment Law in such a way as to not increase the racial imbalance of the MPS district's population of school age children. An increase in racial imbalance shall not be deemed to have resulted if the net transfers into and out of the MPS district of minority and non-minority children occur in the same minority to non-minority ratio as that reflected in the district's current racial balance determination. For example, if the ratio of minority school age children residing in the City of Milwaukee to the non-minority school age children residing in the City of Milwaukee is 2.1 to 1, the net ratio of all interdistrict transfers into or out of the MPS district (Ch. 220 and Open Enrollment) shall be consistent with this 2.1 to 1 ratio.

Subject to any preferences required by the Open Enrollment statute, pupils shall be selected for transfer into and out of MPS on a random basis. However, preference shall be given to those nonresident pupils who are applying to transfer into MPS who are already attending MPS and to the siblings of such pupils. Further, preference shall be given to those resident pupils who are applying to transfer out of MPS who are already attending the public school in the school district to which they are applying and to the siblings of such pupils.

4. Notification Of Acceptance Or Rejection Of Application For Transfer.

Except for transfer eligibility redeterminations made under these guidelines for the 1999-2000 school year, MPS shall, on or before the first Friday following the first Monday in April following the receipt of applications for transfers into and out of MPS, determine which applications for transfer are accepted and which are rejected and shall notify the parent/guardian of each applicant of the determination made with regard to his/her application on or before the applicable deadline in sec. 118.51(3)(a) 3 & 4. The notice shall be sent to the applicant's most recent address, i.e. the address in the open enrollment application or the most recent address provided by the applicant thereafter. Notice shall be provided by certified mail or other means which will provide proof of delivery. If an application for transfer out of MPS or an application for transfer into MPS is rejected, MPS shall include in the notice the reason for the rejection and the DPI Open Enrollment appeal procedures.

The Board proceeded to give public hearing on the matter.

Director Gardner moved to adopt the resolution prepared by the City Attorney.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, O'Neil, Spence, Werra and President Thompson—6.

Noes—Director Hardin—1.

The Board adjourned at 7:36 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 5, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:33 PM.

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

Absent—None.

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

May 4, 1999

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, May 5, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on the following matters of business:

1) Considering the terms of an amendment to Superintendent of Schools Alan S. Brown's current employment agreement under which he would terminate that agreement and resign as Superintendent of Schools.

2) Considering the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

3) Suspension of Board Rule 1.02 (1) and the rescheduling of the regular May Board meeting, currently scheduled for May 26.

Pursuant to Wisconsin Statutes Section 19.85 (1) (c), the Board may retire to executive session for the purpose of considering employment and compensation matters relative to certain specific employees: 1) the terms of an amendment to Superintendent of Schools Alan S. Brown's current employment agreement under which he would terminate that agreement and resign as Superintendent of Schools and 2) the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual. With respect to 1) above, the Board may reconvene in open session to take action on matters considered in executive session and may also take action on item 3 above.

SUZANNE M. LUNDIN
Board Clerk

Director Gardner moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (c), for the purpose of considering employment and compensation matters relative to certain specific employees: 1) the terms of an amendment to Superintendent of Schools Alan S. Brown's current employment agreement under which he would terminate that agreement and resign as Superintendent of Schools and 2) the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—6.

Noes—None.

The Board retired to executive session at 6:34 PM.

The Board reconvened in open session at 6:49 PM.

With respect to Item 1, Director Johnson moved that the Board approve and authorize the Board President to execute an addendum to the employment agreement of Superintendent of Schools Alan S. Brown and that the Board accept the resignation of Alan S. Brown from the position of Superintendent of Schools, effective at the close of business on Friday, May 7, 1999, contingent upon Alan S. Brown's execution of the addendum to his employment agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Johnson, Spence, Werra and President Thompson—6.

Noes—Directors Braun, Hardin and O'Neil—3.

With respect to Item 2, Director Spence moved that the Board President, with the assistance of the Office of Board Governance and the City Attorney, be authorized to enter into contract negotiations for the position of Superintendent of Schools with Dr. Spencer Korté, subject to the final consideration and approval of the Board.

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.

With respect to Item 3, Director Werra moved that the Board suspend Board Rule 1.02 (1) to allow for the rescheduling of the regular May Board meeting, with the date for the meeting to be set by the Board President.

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 adjourned at 6:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 13, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:01 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin (6:04 PM), Johnson, O'Neil, Spence (6:04 PM), and President Thompson—8.

Absent and excused—Director Werra—1.

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

May 12, 1999

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, May 13, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

Pursuant to Wisconsin Statutes, Section 19.85 (1) (c), the Board may retire to executive session for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board, pursuant to Wisconsin Statutes, Section 19.85 (1) (c), retire to executive session for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:03 PM.

The Board adjourned from executive session at 7:30 PM

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 18, 1999

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

Present—Directors Braun (7:30 PM), Dannecker, Gardner, Hardin (6:30 PM), Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

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

May 17, 1999

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, May 18, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

Pursuant to Wisconsin Statutes, Section 19.85 (1) (c), the Board may retire to executive session for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

SUZANNE M. LUNDIN
Board Clerk

Director Johnson moved that the Board, pursuant to Wisconsin Statutes, Section 19.85 (1) (c), retire to executive session for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:08 PM.

The Board adjourned from executive session at 10:20 PM

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 25, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:46 PM.

Present—Directors Braun, Dannecker, Gardner (6:49 PM), 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:

May 24, 1999

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, or immediately upon adjournment of the Finance/Personnel Committee meeting (scheduled to begin at 6:00 PM) on Tuesday, May 25, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

Pursuant to Wisconsin Statutes, Section 19.85 (1) (c), the Board may retire to executive session for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

SUZANNE M. LUNDIN
Board Clerk

Director Braun moved that the Board, pursuant to Wisconsin Statutes, Section 19.85 (1) (c), retire to executive session for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

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 6:48 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
MAY 26, 1999

Regular meeting of the Board of School Directors called to order by President Thompson at 6:39 PM at South Division High School.

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

Absent—None.

President Thompson expressed the Board's appreciation to Mr. Don Krueger, the principal of South Division High School, and his staff for allowing the Board to hold its meeting in their school.

President Thompson then asked for a moment of silence to commemorate the passing of four MPS students: Joseph S. Galioto, 13 years old, who was killed in a drive-by shooting on May 9th; Bryant C. Welch, a first-grader at Palmer School, who died in a shooting accident on May 15th; Nicole L. Wargolet, a 14-year-old eighth-grader at Morse Middle School, who died on May 17th; and Angela R. Lovelace, 13 years old, who died on May 17th.

AWARDS AND COMMENDATIONS

The Milwaukee Board of School Directors extends Congratulations to the following in recognition of their achievements and awards:

The Milwaukee Public Schools joins the entire nation in recognizing the week of May 2-8, 1999, 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.

The WIAA has selected James Sommer, a senior at Pulaski High School, as a Student/Athlete Award winner, one of only four from Wisconsin in the Division One Category. This award is the highest honor granted to a high school athlete by the WIAA. James will receive a medallion and certificate at an awards ceremony in Wausau, along with a plaque to display in Pulaski's trophy showcase. James maintains approximately a 3.5 GPA and has received letters in football, wrestling, and baseball since he was a freshman. He has also participated in the state individual wrestling championships for three years.

Patrick Nerbun, Rufus King High School, and Sarah Pergande, Milwaukee School of Languages, have been chosen, along with thirteen other Wisconsin youth, to spend about two weeks with 15 German youth in Fursteneck Castle near the Fulda River of Wisconsin's "Sister State," Hesse, in central Germany. Sponsored by the Department of Public Instruction, the Hessen-Wisconsin Society of Wisconsin, and the Hessisches Kultusministerium (Ministry of Science and Art) in Germany, the camp was created to give

students language skills and global experiences at an early age. During the 1999 summer camp in Germany, to be held July 10th through the 25th, students will study arts, history, and ecology, using English and German.

Mike Poliak, Riverside University High School, and Joe Rivera, Pulaski High School, were selected, along with seven other area high school students, as winners in this year's Belize Bound contest, sponsored by Wisconsin Energy Corp. Winners were chosen based on volunteer activities and an essay. The winning students will travel to the Central American country of Belize to see a rain forest, explore a unique eco-world, see exotic animals in their natural habitats, and learn how to preserve the environment.

Harpreet Singh-Gill, a Rufus King freshman, won the state Best Friends essay contest with her entry entitled, "What Best Friends Means to Me." Harpreet will represent Wisconsin at the National Recognition Ceremony for "Diamond Girls" being held in Washington, D.C., in May. Harpreet shared her essay with the Milwaukee Brewers staff during a luncheon held as part of the national "Take Your Daughter to Work" day. About 50 MPS Best Friends participants experienced first-hand the roles and responsibilities of Brewers front-office staff as part of the Milwaukee Brewers/MPS "Take your Daughter to Work" day partnership.

Yesenia Montenegro, Cooper Elementary School, was honored with a special award from the Wisconsin Chapter of the American Immigration Lawyers Association for her essay titled, "Why I Am Glad that America is a Nation of Immigrants." As an honorable-mention winner in the Best Personal Story About U.S. Immigration contest, Yesenia was awarded a cash prize and free passes to Discovery World and Imax Theater.

Marilyn Jones, a senior at South Division High School, was honored along with four other city of Milwaukee Hispanic students at the United Community Center's 29th annual anniversary dinner as the newest members of UCC's Wall of Fame.

Michael Brown, a Vincent High School alum, was chosen school mascot to represent Notre Dame at its football and men's basketball games. Michael, a sophomore majoring in business at Notre Dame, is the school's first African-American to be chosen as the mascot. While at Vincent High School, Michael was focused on academics, earning mostly A's. He played quarterback for the school football team. Now Michael will be the guy in the green suit and funny hat cheering the multitudes at one of the nation's most storied football universities and acting as an ambassador at a number of alumni functions.

The following MPS schools, teachers, and students were recipients of Target Store's Take Charge of Education Outstanding School Awards, Teacher Scholarships, and Student Scholarships. Each will receive a monetary award:

Outstanding School Award:

John Marshall High School will receive a $10,000 grant from Target Stores for its outstanding science program. Marshall was chosen for its broadcast video production titled, "Get a Grip," which students produced for S.C. Johnson Wax to advocate taking care of the earth by using and reusing environmental products. Marshall will use the grant award to set up a scholarship fund for students meeting grade-point-average requirements and for their involvement in school and community activities.

Outstanding Schools Program Awards:

The following MPS schools were awarded $1,000 grants as part of Target's Outstanding Schools Program Award for their exemplary community involvement, creative fundraising efforts, and for using the award money to benefit their schools:

Fritsche Middle School
Goodrich Elementary School
Kilbourn Elementary School
Milwaukee French Immersion School
Tippecanoe Elementary School

Teacher Scholarship Award:

Dawn Overbeck, Fritsche Middle School teacher, received Target's $1,500 Take Charge of Education Teacher Scholarship Award for enrolling in continuing education courses and for providing reasons why the continuing education courses will benefit students.

Student Scholarship Award:

Marilyn Jones, a senior at South Division High School, received Target's $1,000 All-Around Scholarship Program Award for her demonstrated citizenship for volunteering in her community, writing essay on volunteer service, and maintaining an excellent grade-point average.

This month, special recognition is given to the Pulaski High School Wrestling Team and their coach, Edward Kurth. In 1998, this group of young men became the first team in Milwaukee history to qualify for the Team State Tournament. In 1999, the team repeated the feat. Pulaski is also the first Milwaukee team since 1979 to win a sectional title, and first to win a regional title since 1985. They did this in back-to-back years and repeated their success as Conference Champions for six straight seasons.

To achieve incredible success in the most disciplined, hard-working sport there is, Pulaski's team puts in long hours. Over half of the team members are Honor Roll or Honor Society students, even though they rarely leave practice before 6:00 p.m. Involvement and dedication in the sport has taught them how to achieve other lofty goals in life as well and leaves them with a belief in themselves that is unparalleled. In the last four seasons, all four-year wrestlers have gone on to attend college. Pulaski's wrestling team and their coach are to be commended for their hard work and excellent representation of the Milwaukee Public Schools.

Rufus King High School has been chosen as the first-place winner in the 1999 DaimlerChrysler Award of Excellence, sponsored by the DaimlerChrysler Corporation and the Goethe-Institut. The DaimlerChrysler Award of Excellence is part of a global awareness program to promote a better understanding of Germany's language and culture and is administered through the Destination Germany contest. The competition tested students' knowledge of educational, political, social, and cultural issues in contemporary Germany. Students were also tested on their knowledge on the reunification of Germany. Kelly Ristow, a senior, was chosen to represent the school during a three-week, all-expense-paid study tour of Washington, D.C., and Germany from June 22 through July 15, 1999.

Rufus King and Juneau high schools took overall first-place awards in the Milwaukee Public Schools' forensic championships. King students took first in seven of the 14 categories. Juneau had a first, second, and third. Winners for individual categories were:

Sherita Sanders	Vincent High School	Demonstration Speech
Beth Moe	Rufus King High School	Farrago
Hiong Xiong	Madison University High School	Four-Minute Speech
Hayley Schneider, Amy Faccio, and Sara Berkey	Vincent High School	Group Interpretation
Vanessa Mann	Rufus King High School	Moments in History
Phillip Pitchford	Riverside University High School	Oratory
Alison Browne and Stacy Vogel	Rufus King High School	Play Acting
Marlon Britton	Washington High School	Poetry
Eric Jacobi	Rufus King High School	Prose
Miranda Moberg	Juneau High School	Public Address
Corey Scott	Bay View High School	Radio Broadcasting
Daniel Durch	Rufus King High School	Humorous Solo Acting
Kelly Kamppinen	Rufus King High School	Serious Solo Acting
Tanisa Johnson	Rufus King High School	Special Occasion

The Bay View High School boys' relay team and the Rufus King High School girls' relay team were awarded championship trophies at the City Conference Relays on May 5, 1999. Bay View, propelled by its traditionally strong distance and field events, scored 78 points to win the boys' title. Rufus King dominated the event, winning seven of the meet's 12 events.

Four MPS schools are among 13 Wisconsin schools receiving Department of Public Instruction comprehensive reform grants of $78,000 for the 1999-2000 school year to implement whole school reform programs based on reliable research and effective practices. Five additional MPS schools will receive second-year grant funds ranging from $62,500 to $78,000 per school. The MPS schools receiving grant awards are:

First-Year Awards	78th Street Elementary School
	Clemens Elementary School
	Hamilton High School
	Washington High School
Second-Year Awards	Maryland Avenue School
	Congress Extended-Year Round School
	Grand Avenue School
	Story Elementary School
	Juneau High School

This year, over 100 MPS schools have been partnered with Milwaukee businesses for the 1999 Art Festival. Art Festival Business Partners will display the artwork of students from their partner schools during the month of May. Many of the businesses also award the students and schools with certificates of appreciation or other small tokens. Following are the Art Festival Business Partners and their MPS schools for the 1999 school year:

Accents Art & Crafts	French Immersion
Alexian Village	Granville Elementary
Alverno College	Fairview Elementary
Allen-Bradley Company	Kosciuszko Middle School
Ameritech	Allen-Field Elementary, Bell Middle School
Artist in Residence	Lincoln M.S. of the Arts
Associated Bank	Silver Spring Elementary
Bagel Café	Bryant Elementary
Bank One	Honey Creek Elementary
Betty Brinn Children's Museum	Global Learning Center
Black Tie Deli	Burdick Elementary
Braeger Chevrolet	Pulaski High School
Capitol Court	Hampton Avenue Elementary, Marshall High School
City of Milwaukee Health Department	Fernwood Elementary
Coca Cola	Madison High School
Congregational Emanuel	Sherman Elementary
Concord & Harbor Senior Residencies	Lowell Elementary
C.O.S.B.E.	Wheatley Elementary
Everen Securities	Franklin Elementary
First Star Bank	Happy Hill Elementary, Mitchell Elementary, Burroughs Middle School, Grand Avenue Middle School, Steuben Middle School, Hamilton High School
Grava Gallery	Cass Elementary
Guardian Credit Union	Story Elementary
Harley Davidson Motor Company	South Division High School
Hamischfegere Ind.	Forest Home Avenue Elementary

HNTB	Grantosa Drive Elementary
Johnson Controls	Hawthorne Elementary
Kahler Slater	Garfield Avenue Elementary
Lakewood Care Center	Maryland Avenue Elementary
Lakeside Manufacturing	Riley Elementary
Layton State Bank	Grant Elementary, Walker Middle School
Lincoln State Bank	Lincoln Avenue Elementary
Lopez Bakery	Spanish Immersion
McDonald's	Lee Elementary, Parkview Elementary, Pleasant View Elementary, Vieau Elementary
M&I Bank	Elm Creative Arts, Townsend Elementary
Master Lock Co.	Clarke Street Elementary
MGIC	Lloyd Street Elementary
Miller Brewing	Thirty-seventh Street Elementary
Milwaukee Area Technical College	Doerfler Elementary
Milwaukee Ballet Company	Zablocki Elementary
Milwaukee Bldg. & Construction Trades	Bay View High School
Milwaukee Journal/Sentinel	Golda Meir Elementary
Milwaukee Medical Clinic	Browning Elementary
Milwaukee Department of Public Works	Audubon Middle School
Milwaukee Metropolitan Sewerage	Hawley Road Elementary
Milwaukee Public Health Department	Siefert Elementary
The Milwaukee Rampage	German Immersion
Milwaukee Wave	Congress Elementary
Milwaukee Western Bank	Sixty-fifth Street Elementary
Mitchell International Airport	McNeir Elementary
North Central YMCA	Philipp Elementary
Northwestern Mutual Life	Washington High School
Northwest Side CDC	Carleton Elementary
North Shore Bank	Palmer Street Elementary
Old Country Buffet	Bruce Elementary
Park Bank	MacDowell Montessori
Pick-N-Save	River Trail Elementary
Qué Pasa Café	Hayes Bilingual Elementary
Rexnord	Milwaukee High School of the Arts
Roselle Manor	Thirty-eighth Street Elementary
Rotary Club of Milwaukee	Webster Middle School
S.C. Johnson Wax	Marshall High School
St. Camilius Medical Center	Milwaukee School of Languages
Sinai Samaritan Hospital	Sarah Scott Middle School
Sax Arts and Crafts	Auer Avenue Elementary
Signature Flight Service	Tippecanoe Elementary
Social Development Commission	Garden Homes Elementary
Stratogem, Inc.	Lancaster Elementary
Time Insurance	Sholes Middle School
Time-Warner Cable	Morse Middle School
Tower Automotive	Barton Elementary
Tri City Bank	Morgandale Elementary
U.S. Marines	Alcott Elementary
U.S. Post Office	LaFollette Elementary
Thirty-fifth Street Elementary	
UW-Milwaukee	Hartford Avenue Elementary

Westside Senior Center	Hi-Mount Blvd. Elementary
Wisconsin Black Historical Society	Metropolitan School of the Arts
Wisconsin Gas, a WICOR Company	Brown Street Academy, Twenty-first Street Elementary
Wisconsin Humane Society	Thoreau Elementary, Milwaukee Technical High School, North Division High School
WMCS Radio, 1290	Clemens Elementary

Rufus King's LifeSmarts team was highlighted in a May 10, 1999, Milwaukee Journal Sentinel article written by King student Allyson Modra. The article centered on the LifeSmarts team's recent trip to New York and its experience in the national LifeSmarts competition. The King team won the state LifeSmarts championship in February 1999, entitling them to compete for the national title against 30 other teams in New York. After regional and "shoot-out" matches, the team advanced over 23 other teams to the quarterfinals and a fourth-place win overall.

Milwaukee Public Schools will receive a $1.4 million federal grant to pay for eight new learning centers offering programs outside of regular school hours. The money is part of the federal 21st Century Community Learning Centers program and was part of $93 million being awarded nationwide. The centers will offer after-school, evening, and weekend programs stressing education, social service,s and literacy and technology. They are also aimed at providing "safe haven" after-school settings. The eight schools to have centers are:

Thirty-fifth Street Elementary School
Phillis Wheatley Elementary School
Edison Middle School
John Muir Middle School
Milwaukee Village School
North Division High School
South Division High School
Washington High School

Jennifer Bolen, a Madison University High School teacher, has been awarded two prestigious honors. Jennifer was selected as a participant in the Fulbright Memorial Fund (FMF) Teacher Program to Japan for October 1999. The Japan-United States Educational Commission administers the FMF Teacher Program, which is fully funded by the Government of Japan. The mission of the fund is to honor the memory and ideals of late Senator J. Fulbright by expressing the continuing commitment to friendship and understanding as well as Japan's appreciation for the benefits which it has received from the Fulbright Program. Participants are provided with a professional development opportunity to raise their awareness of and interest in Japan and to directly or indirectly apply this cross-cultural experience back in their home schools and communities.

Jennifer was also selected from a national applicant pool to attend one of 29 summer study opportunities supported by the National Endowment for the Humanities. The endowment is a federal agency that each summer supports seminars and institutes at colleges and universities so that teachers can study with experts in humanities disciplines. Jennifer will participate in a five-week program held at Old Dominion University in Norfolk, VA, and L´universite´ Cheikh Anta Diop in Dakar, Senegal.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of April 14, 20, 21, and 22, 1999, were approved as printed

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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

W. Martin Morics, C.P.A.
Comptroller

Anita W. Paretti, C.P.A.
Deputy Comptroller

Anne M. Bahr
Special Deputy Comptroller

Michael J. Daun
Special Deputy Comptroller

May 6, 1999

Dr. Suzanne M. Lundin
Director, Office of Board Goverance/Board Clerk
Milwaukee Public Schools
P.O. Drawer 2181 (Room 273)
Milwaukee, WI 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 1999-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 copies 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,

Anita W. Paretti

W. MARTIN MORICS
Comptroller

WMM:RS:glk
Attachments - 2
cc: Mr. Erbert C. Johnson
Director of Finance
Mr. James Wegman
Deputy Finance Director
REF: PD-4666W.DOC

Room 404, City Hall, 200 East Wells Street, Milwaukee, Wisconsin 53202-3567, Phone: (414) 286-3321, Fax: (414) 286-3281

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, 1999, through June 30, 2000; 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 1999-2000 amount to $542,888,573 and these anticipated school aid revenue payments under sec. 121.15, Stats., represent 67.9% of the anticipated revenues for the School Operations Fund for fiscal year 1999-2000; and

Whereas, The Milwaukee Public Schools is anticipating the receipt of equalization aid revenues from the State of Wisconsin in September, 1999; December, 1999; March, 2000 and June, 2000, and specifically in the amount of $177,000,000 in June, 2000; 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 1999-2000; 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 $100,000,000 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 1999-2000; 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, 2000 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 1999-2000 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, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

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

(Item A) Election of a Superintendent of Schools and Approval of, and Authorization to Execute, an Employment Agreement for that Individual

May 26, 1999

TO THE BOARD OF SCHOOL DIRECTORS:

At the request of President Thompson, the matter of the election of a Superintendent of Schools and approval of and authorization to execute an employment agreement for that individual has been noticed and scheduled for action this evening. This is in accordance with Wisconsin Statute 119.32 (1) which provides in part that the "board shall elect by roll call vote at a regular meeting a superintendent of schools whenever that office becomes vacant."

President Thompson has provided Board members with a memorandum listing proposed terms for an employment agreement for an individual who may be elected Superintendent of Schools.

The appropriate motion for the election of a Superintendent of Schools would be as follows:

1) That the Board elect_____Superintendent of Schools for the term ending May _____, 2001, effective May ____, 1999;
2) That the Board approve the terms of the employment agreement with _____.
3) That the Board authorize the Board President to execute the employment agreement on behalf of the Board.

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

Director Hardin moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85 (1) (c), for the purpose of considering employment and compensation matters relative to the employment of an individual as Superintendent of Schools and the terms of an employment agreement for that individual.

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 6:44 PM.

The Board reconvened in open session at 7:17 PM.

Director Braun moved:

1) That the Board elect Spencer Korté Superintendent of Schools for the term ending May 26, 2001, effective May 27, 1999;

2) That the Board approve the terms of the employment agreement with Spencer Korté; and

3) That the Board authorize the Board President to execute the employment agreement on behalf of the Board.

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.

The Board recessed from 7:21 PM to 7:40 PM.

* * * * *

REPORTS OF STANDING COMMITTEES

Director Hardin moved to suspend Board Rule 1.08 (2) to allow for consideration of Report #2 of the Finance/Personnel Committee, formulated at a meeting held less then 48 hours prior to the Board meeting.

The motion to suspend 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 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 Recommendations Relating to Resolution 9899R-012 by Director Hardin Regarding Parent Coordinator Funding

Background

At its monthly meeting on March 25, 1998, the Board referred the following Resolution 9899R-012 by Director Hardin to the Innovation/School Reform Committee:

WHEREAS, Parental involvement is a crucial ingredient in helping elevate student achievement for Milwaukee Public Schools (MPS); and

WHEREAS, The role of Parent Coordinators should be uniform and consistent throughout the district: and

WHEREAS, The role of Parent Coordinators should be expanded to closely address the issues of achievement, dropout prevention and attendance; and

WHEREAS, Funding for Parent Coordinator positions are determined through Title I funding; now, therefore, be it

RESOLVED, That all Parent Coordinator funding be coordinated through a centrally located account effective July 1, 1998; and be it

FURTHER RESOLVED, That the Administration present a quarterly report of activities in the account to the Board.

At the April 20, 1998, Innovation/School Reform Committee meeting, the Administration presented a preliminary analysis of this item. The Innovation/School Reform Committee held the item for further analysis by the Administration and requested that the Administration report back in June regarding the types of parent coordinators working in MPS and the responsibilities of each.

At the June 24, 1998, Board meeting, the Board amended the resolution and directed the Administration to include additional information regarding job descriptions and salary schedules for parent coordinators and to report back to the Innovation/School Reform Committee in August 1998.

At the August 11, 1998, Innovation School Reform Committee meeting, the Administration was granted an extension to November 1998.

At the November 10, 1998, Innovation School Reform Committee meeting, the Committee referred the item to the Administration for further study and analysis.

The Administration presented a report to the Innovation School Reform Committee meeting on March 16, 1999.

Administration's Report

1. Schools have varying needs relative to tasks that are assigned to parent coordinators. To meet the needs of students and school programs, principals must have the flexibility to exercise discretion when assigning duties to parent coordinators.

2. The Administration has completed an analysis of the current duties performed by parent coordinators. As a result, it is recommended that the following duties continue to be assigned to a member of the educational assistant bargaining unit:

- Meet with principals, teachers, and other school personnel to discuss strategies for improving school–family partnerships.
- Develop a plan to involve parents in the school.
- Under the direction of the principal or designee, plan and hold ongoing activities that attract parents/families to the school.
- Develop and conduct training for parents/families that will enable them to work more effectively with their children in order to raise achievement.
- Engage in activities designed to broaden self-awareness on effective strategies for working with parents, such as reading literature, attending inservices and/or classes/seminars. Use strategies in training and dissemination of information to parents/families.
- Read the administrators' bulletin to keep abreast of upcoming events and district activities to communicate to parents.
- Recruit parent volunteers and match volunteers with teacher requests, e.g., classroom tutors, home projects, library helper, field trips.
- Oversee and update volunteers' schedules, as needed.
- Compile volunteer data (monthly volunteer hours).
- Help train volunteers.
- Attend parent coordinator meetings at Central Services, as well as other parent involvement meetings as needed.
- Visit homes of incoming students.
- Work with school authorities to ensure that adequate space and other resources are available to create a comfortable environment for parents/families.
- Develop and maintain a database of all parents/families in the school.
- Call parents and personally invite them to participate in their children's schooling.
- Work with parents to maintain high attendance.
- Keep a log of all parent/family activities that take place in the school, including meetings and activities initiated by PTA/PTO and other groups.
- Collect children's clothes, toys, and other items that children and parents may need (as appropriate).
- Perform other duties as assigned.

3. In identifying specific duties related to the functions of a parent coordinator, the Administration has determined that these tasks have historically been assigned to members of the educational assistant bargaining unit and performed by a variety of individuals in that unit. To provide schools with the utmost flexibility in providing services to parents and the community in an efficient manner, it is recommended that principals be allowed to continue to assign these tasks to members of the educational assistant bargaining unit.

4. As a basic premise, these duties would normally be assigned to a paraprofessional, who would be compensated at his/her regular hourly rate. It is recommended that general assistants who are assigned tasks that have been designated as parent coordinator duties be compensated for time spent on the tasks.

Preliminary discussions have taken place with the MTEA which suggest that a contemplated task rate of $2 per hour could be paid to general assistants who perform parent coordinator duties. Depending on how many hours the employee works, this could mean an additional $60 to $70 per week.

Strategic Plan Comparability Statement

5. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, Objective 1.12, to create systems and programs that improve the participation of parents and community members in student achievement.

Statute, Board Policy or Rule Statement

6. No policy or rule is affected.

Fiscal Impact Statement

7. Any additional cost would be covered within local school budgets.

Implementation and Assessment Plan

8. Upon approval of the Board, the Administration will negotiate a Memorandum of Understanding with the MTEA relative to the parent coordinator duties and rate of compensation for general assistants who perform additional parent coordinator duties. The results of the negotiations will be shared with appropriate staff.

Committee Recommendation

Your Committee Recommends that the Board accept the Administration's response to the resolution, with the understanding that the Administration will proceed with the negotiation of an appropriate Memorandum of Understanding.

* * * * *

(Item 2) Report and Action on Placements for Students with Exceptional Education Needs: Follow-up to Resolution 9899R-027 by Director Hardin to Ensure the Provision of Appropriate Placements for Students with Exceptional Education Needs

Background

At its regular meeting on May 27, 1998, the Board referred the following resolution by Director Hardin to the Innovation/School Reform Committee:

WHEREAS, The Milwaukee Public Schools must continue to provide a full continuum of services and a full continuum of placements for all students with exceptional education needs; and

WHEREAS, Placement decisions for children with exceptional education needs must be based on the specific needs and IEP of each child; and

WHEREAS, Under the law, students with exceptional education needs must be educated in the least restrictive environment and the district must provide a full continuum of services; and

WHEREAS, Decentralization and other changes often have had an impact on exceptional education programming as schools have changed levels of service and types of placement; and

WHEREAS, There is no system-wide policy on inclusion, but there is system-wide policy to provide programming in the least restrictive environment; and

WHEREAS, Many different groups, including a broadly based task force of parents, teachers and administrators, have studied this issue and made recommendations; and

WHEREAS, There is a need to develop and implement a policy and guidelines for inclusion; now therefore, be it

RESOLVED, That the Administration bring to the Board a report that would include reference to the recommendations of the previous Task Force on Inclusion as well as current inclusion practices in the district and an analysis of district policies and practices with respect to State and Federal requirements under IDEA; and be it

FURTHER RESOLVED, That the Administration include recommendations which ensure appropriate programming for all students with disabilities.

At its meeting on August 26, 1998, the Board adopted the two resolves of the resolution and requested that the Administration submit a report providing the following:

- The 1995 report from the Task Force on Inclusion provided to all Board members. The report was sent to all Board members on August 18, 1998. Additional copies are available upon request.
- An analysis of requirements of the Individuals with Disabilities Education Act (IDEA-97) as they relate to inclusion. Submitted to the October 12, 1998, Innovation/School /Reform Committee.
- Policies and procedures on inclusion. Submitted to the October 12, 1998, Innovation/School Reform Committee.

At its meeting on Monday, October 12, 1998, the Board requested that the Administration submit a report providing the following:

- Clarification of statements on appropriate placements (inclusion/least restrictive environment issues).
- System of implementation of IDEA/clear procedures/training.
- Support system and communication.
- Recruiting/retraining special education teachers.

At its meeting on November 10, 1998, the Board requested that the Administration form a committee that would provide the opportunity for teachers and parents to have input into steps to implement IDEA-97 and to provide specific and concrete solutions regarding the continuum of services and concerns related to implementing IDEA.

Administration's Report

(Overview of IDEA-97 and Inclusion)

1. The following is an overview of the aspects of IDEA-97 presented to the Board in August, October and November 1998.

The Administration strongly supports the full implementation of the programming mandates of the Individuals With Disabilities Act (IDEA-97) and the state laws found in the 1997 Wisconsin Act 164. These laws clearly direct that all students who are found to be qualified under the mandates shall receive the benefits of a free appropriate public education. The critical elements of special education for each student are individual determination of services, access to general education curriculum, and provision of services in the regular education environment to the greatest extent possible.

Inclusion is a philosophy of education, not a descriptor of a level of service. By itself, the term describes a philosophical model for education which tends to provide all students with the same level and type of services. The IDEA, on the other hand, specifically requires that each student's educational program must be individually determined to meet his or her own distinct special educational needs. The least restrictive environment must be considered in all cases, and the presumption for regular education placement is a priority for Individualized Education Plan decision making. All decisions must be made on an individual basis. It is therefore, incumbent on the district to ensure that a full continuum of services is available for each child and that each child's IEP (service delivery plan) is distinct.

Special education must first and foremost be individually determined according to the strengths and weaknesses of the student. A qualified team that determines a program for the student must develop the Individualized Education Program. This program must include statements about required specially designed instruction, related services, and supportive services.

The Individualized Education Program must allow for the student to have access to and participate in the general education curriculum. In some cases, adaptation or modification of the general curriculum may be required. The IEP must be calculated to ensure that the individual student has the opportunity to make progress in the educational program. Goals and objectives must relate directly to the child's special education needs as they affect the child's ability to benefit from the general education curriculum.

Special education is a set of services, not a place where students are sent to be educated. Special education, under the IDEA-97, requires the presumption of regular class placement. Consideration for placement for all students must begin with the presumption that a student's education can satisfactorily be achieved in the regular education classroom. Each child must be educated in the least restrictive environment. This requires the school to make every attempt to bring special education services to the student whose placement/consideration begins in regular education. Removal from any portion of regular education can be made only after the IEP team has documented the nature of the disability; the characteristics of the regular education environments that make that placement inappropriate, and the harmful effect that would occur to the child, the child's program, and the other students if the child remained in the regular environment.

2. System of Implementation of IDEA/Clear Procedures/Training

Implementation of IDEA began in December 1997-January 1998 with training activities offered for all principals, assistant principals, special services' supervisors, MTEA officers, Board members, and district administrators. Representatives from all schools, special services' supervisors, district administrators, MTEA representative Nancy Costello, and Board members Bruce Thompson and John Gardner attended training sessions.

The following is an overview of the training programs held and planned in MPS to facilitate the implementation of IDEA-97.

November 8, 1997 — *Exceptional Education Exchange Session for Parents and Teachers* — Co-sponsored by the Exceptional Education Task Force and the Division of Special Services. Held on November 8, 1997, at Gaenslen School, the purpose was an exchange of information on IDEA, IEPs, and other critical issues.

Dec. 1997-Jan. 1998 — *Exploring the New IDEA: Implications for Leadership* — Critical issues regarding the development of the Individualized Education Program (IEP), curricular modifications, and service delivery options were discussed. Seven sessions were held. Dr. Julie Mead, Assistant Professor at the University of Wisconsin-Milwaukee, facilitated. These were mandatory sessions for district administrators, principals, special services' supervisors, and assistant principals.

March-June 1998 — Fifteen teams consisting of parents, supervisors, teachers, and administrators provided training to regular education school site teachers, special education teachers, paraprofessionals, and parents. The training included discussion concerning major changes in IDEA and provided an initial opportunity for considering the implications of those changes.

May 1, 1998 — *A Team Building Retreat* — Division of Special Services' administrators and supervisors participated.

May 9 & 20, 1998	*Adapting the Curriculum* — Inservices for high school teachers.
May 28, June 1, June 18, 1998	Meetings were held to access the impact of IDEA-97 and the IEP process. Participants included representatives from School Psychological Services, School Social Work Services, Nursing Services, Occupational Therapy, Physical Therapy, City-wide Diagnostic Teachers, and Assistive Technology. These meetings were facilitated by Dr. Audrey Potter.
June 2, 3, 8 & 9, 1998	Informational sessions were held for diagnostic teachers, speech pathologists, social workers, psychologists, occupational and physical therapists, nurses, itinerant teachers, and audiologists. These were mandatory sessions, facilitated by Estell Sprewer.
June 7, 1998	IEP training for principals and assistant principals.
June 24, 1998	*How to Conduct a Functional Behavioral Assessment that Complies with IDEA-97* — The purpose was to provide special education teachers, diagnostic teachers, and speech pathologists with the skills needed to develop appropriate IEPs which 1) identify the functional relationship between behaviors, antecedents, and consequent events, and 2) maximize the effectiveness of behavior interventions. The presenter was Dr. Eric Hartwig, Administrator/Psychologist, Marathon County Special Education.
July 20, 21, 23, 1998	*Legal Aspects of IDEA* — Mandatory workshops for Division of Special Services administrators and supervisors, facilitated by Dr. Paul Haubrich from the University of Wisconsin-Milwaukee.
August 18, 19, 21, 24 1998	Mandatory inservices for all supervisors to discuss critical issues regarding implementation of IDEA, facilitation of IEP team meetings, and service delivery and placement issues.
August 21, 1998	*Fresh Start Conference* — A workshop on IDEA for alternative and partnership schools' teachers and administrators.
August 25, 26, 27, 28 1998	Mandatory inservices for all diagnostic teachers to discuss critical issues regarding implementation of IDEA, IEP team meeting reports, and other issues.
Sept. 24, 30 & Oct. 1, 1998	LEA training was provided to principals or designees on the role of the LEA at IEP Team meetings, facilitated by Patricia Yahle and the consulting teachers.
Sept. - Oct. 1998	Special education supervisors provided IEP training at school sites for school personnel.

School-based IDEA teams have been receiving training since November 1998. Each team comprises an administrator, teachers, a supervisor, and a parent. The purpose is to develop collaborative skills within schools to successfully implement the IDEA mandates.

3. Steps to Improve the Implementation of IDEA

Since the November 10, 1998, Innovation/School Reform Committee meeting, we have taken a number of steps toward improving implementation of IDEA-97. Beginning January 7 through February 18, 1999, a group of parents, teachers, assistant principals, social workers, speech pathologists, principals, MTEA representatives, and special services representatives met to discuss a number of issues. Following are the issues and suggestions presented from the committee and administration.

Continuum of Services — Lack of range of services from resource to self-contained programs and greater supports to schools for discipline.

a. Develop a "school cluster" model at the elementary level to ensure the full service continuum to provide services for a complete variety of disabilities as well as a range of services from resource to self-contained classrooms. This allows more students to remain in their schools of choice and ensures timely evaluations.

   Advanced technology to allow schools to "online" individualized education plans from place of origination.

   The Administration is looking at realigning schools to provide a wider continuum at the elementary level for more appropriate placements.

   The Administration is also working to create classes in each elementary region that will provide interim alternative educational settings (IAES) for up to a 45-day placement for students with more severe needs.

b. Develop mobile "crisis" teams to assist teachers in handling crisis situations and also provide temporary or long-term options for students with severe behavior concerns.

   The Administration is working with School Social Work Services and School Psychological Services to develop a plan to pilot a model through the realignment of staff in the 1999-2000 school year at several schools at the secondary level.

Staff Resources, Roles, and Training — Lack of support to address concerns regarding diagnostic teacher caseload and the need for more training for regular education and special education staffs on IDEA.

a. Hire sufficient numbers of special education supervisors and diagnostic teachers to ensure appropriate coverage at each school.

   The Administration has been working with the MTEA to develop a plan to support diagnostic teachers' overloads. This includes redeployment as well as the use of overtime, if needed. This will be implemented in the 1999-2000 school year.

   During the 1998-99 school year, UWM/MPS piloted a Special Education Intern Program. The program addresses the critical shortage of certified special education teachers in MPS. At the same time, it provides an alternative to the current practice of staffing special education positions with teachers who are not fully licensed. The internship program is currently being piloted in four MPS schools: Allen-Field, Seventy-eighth Street, Sholes Middle School, and Madison High School. This program will be expanded to sixteen schools during the 1999-2000 school year.

   The Administration has reviewed each school's diagnostic teacher allocation and made adjustments to the schools' allocations based on referral rate, number of IEP students in the building, and level of severity of IEP students in the building.

b. Develop a more comprehensive training/staff development model for special education and regular education teachers and administrators.

   The Administration has identified a consulting teacher to assume the role of IDEA Staff Development Coordinator.

   Consulting teachers, who are funded through a grant, will continue to work with school-site teams to develop collaborative skills within schools to successfully implement the IDEA mandates.

   The Administration will develop a survey for parents to complete to evaluate the IEP process and service delivery. This will also help to identify future training needs.

The Administration has reviewed several staff development models from other states and is currently working with a committee to develop a comprehensive staff development plan that would support special education, regular education teachers, and other staff addressing critical issues regarding the development of the individualized education program, curricular modifications, and service delivery options.

c. Re-engineering of MIS System.

The Administration has coordinated a study with UW-Milwaukee, School of Business, to analyze the district's total management information system process for special education. The district is in the process of developing an implementation plan to make improvements in the system. The implementation of the recommendations from the study of special education will ensure that students receive a competent education and that the district will provide appropriate support with appropriate levels of resources to ensure compliance with federal and state requirements. The results of the study were shared with State Superintendent Benson and are available on request.

Implementation of IDEA Inclusion Policy Guidelines — Concerns regarding grouping students with a wide range of disabilities and needs in the same classrooms.

a. Each school shall develop an IDEA action/implementation plan as part of the school's educational plan.

Consulting teachers have worked with more than 80 school teams to assist them in writing educational plans to provide services to students in their buildings.

Implementation of IDEA is included in all schools' educational plans.

The Administration will continue to review sizes of special education populations within each school and develop a plan that will begin to eliminate inequities across schools.

The Administration will develop a district-wide self-monitoring plan that provides appropriate assessment and feedback to individual schools regarding implementation of IDEA.

b. Provide optional service delivery models for school staffs to consider and provide implementation training for these models.

The Administration will provide all schools with best-practice service delivery models that have been effective in their schools.

Facilities — Making buildings accessible to both adults and children with disabilities.

Ensure that schools are accessible to students and parents with disabilities and in compliance with Americans with Disabilities Act standards for both adults and children.

The district currently has an ADA plan that brings buildings in compliance with standards required by the Americans with Disabilities Act.

The district began implementation of the plan in 1995 and is scheduled to complete 122 buildings by 2004, at a total estimate cost of 29 million dollars. To date, the district has completed renovation on 102 buildings, at a cost of 19 million dollars.

4. Examples of Success in Implementation of IDEA-97

Although there are issues with regard to the implementation of IDEA-97, the vast majority of parents, teachers, and administrators embrace the theory and its intended purpose.

Success of IDEA-97 implementation includes

- 98.1 percent annual IEP compliance at the December 1, 1998, DPI reporting. This is an increase of 20 percent from the December 1, 1997, report. (100 percent compliance is required by law.)

- "Ownership" of special education students in the building.
- Keeping more students in the building and bringing services to the student.
- Dramatic improvement in the social skills of students who are served in regular education environments.
- Parents are satisfied that they need to come to only one meeting and can leave knowing the results and programs.
- Higher parent turnout at IEP meetings due to personal contact by team members.
- Greater parent participation in the IEP process.
- Better sharing of information with all team members (including regular education teachers).
- Appreciation of the movement to a one-page report for evaluation report.
- Having a facilitator at IEP meetings and to complete the forms at the meeting.
- Advocates have noticed growth in IEP skills, participation, etc. on a district level.
- Principals are beginning to recognize that responsibility and accountability for many aspects of special education have been decentralized and recognize that the supervisors assigned to their buildings can provide legal information and technical assistance.

Strategic Plan Compatibility Statement

5. The Administration's recommendation supports the MPS Stategic Plan, Goal 1, to continuously improve achievement of all students to meet high standards; Goal 2, to make MPS the first choice of a steadily increasing number of parents; and Goal 3, to institute high standards and accountability.

Statute, MPS Policy or Board Rule Implication Statement

6. Educational programs for children with special education needs are governed by state and federal laws, specifically the Individuals with Disabilities Educational Act (IDEA), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA), as they apply to students and Wisconsin Chapter 115.

No change in Board policy is required.

Fiscal Impact Statement

7. Costs for implementation of IDEA-97 are included in the annual budget.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's response to the resolution and direct the Administration to report back to the Innovation/School Reform Committee and the Board regarding further implementation of site-based exceptional education services and IDEA implementation by December 1999, with special considertation of:

1. The feasibility of developing geographically defined clusters of schools to provide collaborative exceptional education services within the cluster;
2. Clear delineation of authorities and functions among schools, central exceptional education services, and exceptional education teacher specialists; and
3. A review of staffing levels, classroom and building design, and compliance with IDEA.

* * * * *

(Item 3) Action on Resolution 9899R-096 by Director Hardin and Former Director Todd to Report on the Status of the Implementation of Community Learning Centers and a Follow-up Report on the School Community Integrated Services Network (SCISN)

Background

At its regular monthly meeting on November 24, 1998, the Board referred the following resolution by Director Hardin to the Innovation/School Reform Committee:

WHEREAS, Milwaukee Public Schools will create 11 Community Learning Centers (CLCs) in city schools to provide MPS children with after-school educational support and enrichment services; and

WHEREAS, The goal of these new CLCs is to address educational deficits of MPS children; and

WHEREAS, Services will be available to all children, from pre-kindergarten through grade 12, and their families; and

WHEREAS, The CLCs will assist students who are at risk of academic failure and will provide a safe environment for social and recreation activities; and

WHEREAS, The rapid expansion of this project requires the ability to provide consistency and excellence for CLC educational enrichment programs; and

WHEREAS, Millions of dollars will be allocated for these programs; and

WHEREAS, The Board has oversight responsibility for the staffing and funding of these centers; now, therefore be it

RESOLVED, That the Administration bring a report to the Board on the status of the implementation of Community Learning Centers which is to include funding sources, fund-raising activities of each CLC site, and the guidelines and procedures for contracting and staffing these sites; and be it

FURTHER RESOLVED, That the Safe and Sound board, which oversees the activities of the CLCs, report directly to a citizen advocacy board that represents children who are allegedly served by the Safe and Sound program, this advocacy board to be appointed by the MPS Board of School Directors and to meet monthly; and be it

FURTHER RESOLVED, That the Administration bring this report back to the Board for possible action no later than January 1999.

This resolution, along with the Administration's response, was presented to the Innovation/School Reform Committee on February 9, 1999. The item was held in committee until April so that the Administration could respond to concerns expressed by members of the committee — specifically, a response to the resolved portion of the resolution was requested.

Administration's analysis

1. Eleven (11) Community Learning Centers were funded through the 21st Century Community Learning Center competitive grants sponsored by the U.S. Department of Education:

- Andrew Douglas Community Academy (6-8)
- Franklin Pierce (K-5)
- Vieau (K-8)
- Westside Academy (K-8)
- Jackie Robinson Middle School (6-8)
- Grand Avenue Middle School (6-12)
- James Whitcomb Riley (K-6)
- Malcolm X Academy (6-8)
- Frederick J. Gaenslen (K-8)

- La Escuela Fratney (K-5)
- Walker Middle School (6-8)

Open evenings, weekends, and summers, these centers are serving 2,400 children between the ages of 5 and 18 and their families. Programs and activities at the CLCs assist students who are at risk of academic failure and provide a safe and drug-free environment for social and recreation activities. The vision is to create, through a city-wide effort, one hundred (100) rich and vibrant Community Learning Centers that contribute meaningfully to helping children become high academic achievers, helping families create a supporting and stimulating environment in the home, and helping the community create safe and viable neighborhoods.

Five goals have been established for the Community Learning Centers:

1) to increase the academic achievement of MPS students participating in CLC activities;

2) to increase the number of safe and sound neighborhoods;

3) to increase the availability of safe places in which CLC programs will serve at-risk youth through a wide range of activities, including academic opportunities, recreation, social, health and nutrition;

4) to increase the number of programs that are responsive to the needs and interests of parents, families, and community residents; and

5) to implement an effective participatory management structure that involves stakeholders in producing positive outcomes for children, parents, families, and the community. Each center will work collaboratively with volunteers, neighborhood agencies, youth/family service agencies, law enforcement personnel, parents, and residents in implementing and evaluating the services offered. Action Learning Teams at each site will oversee the operation of the CLC..

Planned activities at the CLCs include one-on-one tutoring, small-group instruction and academic support, homework help, youth service learning projects, a variety of recreational and social activities, and adult advancement and enrichment courses. Additional activities will be added based on the results of needs assessment surveys.

2. Administration's Response to the First Resolved

That the Administration bring a report to the Board on the status of the implementation of Community Learning Centers which is to include funding sources, fundraising activities of each CLC site, and the guidelines and procedures for contracting and staffing these sites.

Funding sources of each CLC site:	
21st Century Federal Grant	Each of the eleven (11) CLC sites will receive up to a maximum $122,000 per year from the 21st Century Community Learning Center Grant. Renewable for 3 years.
Safe & Sound Private Dollars	The Safe and Sound Board in Milwaukee allocated additional funds to support the following 7 CLC sites which are located within Safe & Sound's selected neighborhood areas. These grants are renewable for 3 years: Walker ($49,289) Grand Avenue ($83,640) Vieau ($52,631) Robinson ($87,338) Westside Academy ($76,084) Douglas Academy ($52,281) Malcolm X ($70,000)

CDBG Federal Block Grant	Community Development Block Grant (CDBG) funds were awarded to two CLC sites renewable for two years: Pierce ($12,706) Douglas ($76,152)
Fighting Back Milwaukee County Grant	The Riverwest schools submitted a proposal to Fighting Back and were awarded $45,000 to be shared by Fratney, Pierce, and Gaenslen CLC sites. Renewable on an annual basis.
Other Sources	Additional funds have been received by CLC sites to support their after-school programs. Riley: ($2,000) Mini-grants from state ($12,000) Families and Students Together (FAST) Grant from state ($10,000) Compu Teach Grant Fratney: ($14,896) 2-year ATODA Mini-grant ($1,000) DPI/ATODA/MPS Mini-grant ($750) MPS Arts Grant Douglas: ($11,417) MPS Recreation Staff

Fundraising activities of each CLC site

Each site is on its own in planning and organizing fundraising activities and writing grants to support the program needs and interests of its CLC participants. (Board policies must be followed in any fundraising activities). CLC sites may also receive in-kind support from the school and lead agency and are in the process of developing collaborative partnerships with community agencies to provide needed programs and services for CLC participants.

Guidelines and Procedures for contracting and staffing the Community Learning Centers (CLC) sites:

The contract agreements between MPS Administration and the lead agency responsible for the management of the CLC sites were approved by the Board on April 22, 1999. Each of the 11 CLC sites received equal funding not to exceed $122,000 per site per program year which runs September 1, 1998, to August 31, 1999.

Sections 1-3 of the contract spell out the program and operational obligations of both MPS and the provider (lead agency), including the following staffing requirements:

1) A full-time site coordinator to develop a comprehensive program for CLC participants.

2) At least one safety monitor to manage access to the site.

3) An academic coordinator and computer specialist to implement the academic component at the site and align the daytime curriculum with the after-school program.

Additional staff are to be hired by the lead agency based on the needs and interests of the CLC participants.

Section 4 of the contract spells out the prohibited practices that the lead agency is expected to avoid in compliance with in its operation of the CLC site.

Section 5 of the contract indicates the insurance requirements that the lead agency must meet in its operation of the CLC site.

Section 6 of the contract indicates the terms of the contract agreement and circumstances which could lead to termination or non-renewal of the lead agency's contract with MPS, including a poor performance evaluation of the CLC site.

Section 7 of the contract indicates additional general terms of the contract agreement between the lead agency and MPS. Modifications to the contract agreement must be agreed to in writing by all parties and attached by means of an addendum.

3. Administration's Response to the Second Resolved

That the Safe and Sound Board, which oversees the activities of the CLCs, report directly to a Citizen Advocacy Board that represents children who are allegedly served by the Safe and Sound Program. This advocacy board would be appointed by the MPS Board of School Directors and would meet monthly.

Background Information on Safe and Sound

Safe and Sound is a community-based crime prevention initiative with a three-year goal of reducing violent crime by 20% in 20 Milwaukee neighborhoods. The initiative was launched in June 1998 as a non-profit organization set up to implement the recommendations of the Youth Crime and Violence Task Force established last year by Senator Herb Kohl, Mayor John Norquist, and US Attorney Tom Schneider.

The Safe and Sound Board of Directors is co-chaired by Patti McKeithan from Miller Brewing Company and Steve Smith from Journal Communications. US Attorney Tom Schneider is the vice-chair, and Nicolette Bautista has recently been hired as the Executive Director of Safe and Sound. The other Safe and Sound Board Directors include:

E. Michael McCann, Milwaukee County District Attorney
Arthur Jones, Milwaukee Police Department
Mary Ellen Stanek, Treasurer, FIRMCO
Martin Stein, Stein Business
Ulice Payne, Foley & Lardner
Ted Kellner, Fiduciary Management
Senator Herb Kohl, US Senate — Wisconsin Office
Mayor John Norquist, Mayor's Office
Alderman Michael Murphy, Milwaukee Common Council
Superintendent of Schools, Milwaukee Public Schools
Ricardo Diaz, Housing Authority of Milwaukee
Jack Lund, YMCA of Metro Milwaukee
Wally Watson, Boys & Girls Clubs of Metro Milwaukee
Deborah Blanks, Social Development Commission
Vance Coleman, Next Door Foundation

Safe and Sound has a Fund Development Committee, which has secured over $3 million in private contributions, and an Allocations Committee, which has approved funding extended hours for after-school programs in churches, youth-serving agencies, and schools. Currently, seven (7) of the eleven (11) Community Learning Center sites have received funding from Safe and Sound as previously mentioned. In addition, Safe and Sound has funded 20 additional neighborhood sites indicated below:

Site	Neighborhood
Boys and Girls Club Pieper Branch	Midtown
YMCA North Central	Midtown
Islamic Family Center	Lincoln Park
YMCA Parklawn	Parklawn
Next Door Foundation	Metcalfe Park
Boys and Girls Club Seher Branch	Historic Southwest
Northcott Neighborhood House	Harambee North
Boys and Girls Club Mary Ryan Branch	Sherman East
Boys and Girls Club Hillside Branch	Harambee South
Silver Spring Neighborhood Center/Red Carpet Lanes	Silver Spring North
YMCA Holton Center	Riverwest
COA Youth and Family Centers	Riverwest
Boys and Girls Club Lavarnway Branch	WAICO/Imani
Journey House	Clarke Square

Milwaukee Christian Center at United Church..... Clarke Square
United Community Center and Bruce Guadalupe ..... Weed and Seed South
Silver Spring Neighborhood Center..... McGovern Park
Crusade to Save Our Children at St. Mark's AME Church..... United North
Crusade to Save Our Children at Jerusalem Church..... United West
Crusade to Save Our Children at St. Timothy's Church..... United South

Safe and Sound's goal is to reach 7,500 children daily through a network of 50 safe places in 20 high crime neighborhoods of the city. Safe and Sound is also implementing a program council represented by a member of each one of the Safe Place sites who will provide feedback to the Safe and Sound Board.

Citizen Advocacy Board

Understanding the structure of Safe and Sound and its intent helps to provide insight into the resolution's second, resolve regarding the establishment of a citizen advocacy board. The Safe and Sound Board does not directly oversee the activities of the CLC sites — that is the responsibility of MPS as the recipient of the 21st Century Community Learning Center Grant.

Forming a school/community advocacy council to coordinate the CLC initiatives does have merit, however. After reviewing the comments and concerns expressed at the February 9, 1999, Innovation/School Reform Committee meeting and having discussions with members of the CLC participatory management evaluation subcommittee, the Administration proposes the following:

- At the school level, the School Councils serve in a Board-approved advisory capacity. As such, School Councils have input on the creation of the Action Learning Teams who manage and implement the CLCs.
- At the city-wide level, the School Community Integrated Services Network (SCISN) Council would identify and develop school/community city-wide initiatives. SCISN would pursue these initiatives in the creation of 100 schools functioning as Community Learning Centers.

SCISN is currently involved in the following school/community city-wide initiatives:

- 21st Century Community Learning Centers (in progress)
- Health Resource Center (health resources for schools: in progress)
- Safe Schools/Healthy Students (proposed)
- Middle Schools Prevention Coordinators (proposed)
- Community Technology Centers (proposed)
- Even Start Family Literacy (proposed)

The SCISN Council would be composed of the following membership:

2 Co-convenors (1 from MPS and 1 from the community)

19 Parents (1 from each of the CLC Action Learning Teams)

2 Co-chairs of School Community Integrated Network Steering Committee

12 Representatives of SCISN Teams

3 Youth Representatives

1 Executive Director of Safe and Sound

1 Safe and Sound Board Representative

1 MPS Deputy Superintendent

1 Principal

1 Teacher

1 MPS Educational Services Representative

1 Youth Serving Agency Coalition (YSAC) Representative

2 Business Representatives (1 corporate, 1 small business)

1 Community Block Grant Administrator Representative

1 HIDTA/Law Enforcement Representative

1 Community-Based Organization Representative

50 TOTAL

The SCISN Council would instill a common vision and mission as well as develop and implement the following Network's goals:

1. To identify and develop school/community city-wide initiatives.
2. To adopt and promote common language in city-wide school/community initiatives,
3. To ensure the ownership and active participation of parents and youth in school/community city-wide initiatives.
4. To ensure collaboration and sharing of resources of all network participants.
5. To develop high standards and best practices for all CLCs in academics, social skills, health, safety, cultural competence, and participatory management.
6. To monitor the progress of the CLCs and report to the community on an annual basis.
7. To communicate on a regular basis with the School Board and Administration.
8. To collaborate with Safe and Sound in the development of 100 CLCs seeking their effectiveness and sustainability.

The SCISN Council would receive assistance from the Steering Committee and from the SCISN Teams, which correspond to the following key components of the school/community city-wide initiatives:

Initiatives Implementation

Academic Achievement
Parent Participation
Safe Neighborhoods
Health
Communication and Technology
Service Learning
Resource and Sustainability
Prevention and Support Services
Training Institute
Action Learning Team "Best Practices"
Evaluation

Attachments 2 and 3 in your Committee's minutes provide additional information about SCISN and its organizational structure.

Strategic plan compatibility statement

4. The recommendation supports Board Goal 1, to continuously improve the achievement of all students to meet high standards:

Objective 1.4: Improve and/or develop and refine support systems to increase student achievement and address student mobility, by increasing the number of after-

school Community Learning Center sites and increasing the number of elementary and middle school students participating in academic tutoring and homework assistance at after-school Community Learning Center sites.

Objective 1.9: Provide strategies at the district and school levels to improve student attendance, by increasing the number of students participating in after-school Community Learning Center sites.

Objective 1.12: Create systems and programs that improve the participation of parents and community members in student achievement, with an emphasis on providing quality and effective service to parents, by increasing the number of neighborhood parents and community members serving on Action Learning Teams at the Community Learning Center site and receiving undergraduate/graduate credit, CEUs, or university transcripts from UW-Milwaukee for their participation.

Statute, board policy or rule statement

5. A contract agreement to provide a Community Learning Center program between Milwaukee Public Schools and the lead agencies adheres to all relevant State of Wisconsin statutes and Board policies/rules.

Implementation and assessment plan

6. A progress report on the Community Learning Centers is due to the U.S. Department of Education on July 1, 1999. The Administration will provide a report to the Board at that time.

Committee Recommendations

Your Committee recommends that the Board accept the Administration's response to the resolution, with the understanding that a School Community Integrated Services Network (SCISN) Council will serve as the citizen advocacy board and assist MPS in overseeing the School Community Initiatives, which include Community Learning Centers, Safe Schools/Healthy Students, Middle School Prevention Coordinators, Community Technology Centers, Even Start Family Literacy, and School Health Resource Centers.

Your Committee further recommends that the organization chart be brought back to the Committee next month with decision-making responsibilities identified.

* * * * *

(Item 4) Action on Resolution 9899R-114 by Directors O'Neil and Hardin and former Directors Fisher, Small, and Todd to Expand the At-Risk Academy Offerings

Background

At its January 27, 1999, meeting, the Board referred the following Resolution 9899R-114 by Directors Hardin and O'Neil and former Directors Fisher, Small, and Todd to the Innovation/School Reform Committee:

WHEREAS, MPS is continually looking to expand our program offerings to meet the needs of the at-risk and chronically disruptive student populations; and

WHEREAS, Hamilton High School currently runs the Lighted Schoolhouse Academy, which is a school-within-a-school construct designed to address the needs of the at-risk and disruptive student; and

WHEREAS, The students at the Academy, as members of the comprehensive high school, are entitled to all supportive services and offerings; and

WHEREAS, An academic program is specifically designed to help each individual meet graduation requirements; and

WHEREAS, Accelerated learning, rigorous academic training, reduced class size, and increased student/teacher interactions characterize this intensive program; and

WHEREAS, Milwaukee Police Department school squad officers interact with students in the learning process and/or as athletic coaches; and

WHEREAS, The result has been a dramatic improvement in attendance, achievement, and attitude; and

WHEREAS, Attendance and achievement are accountability measures for all MPS schools; now, therefore, be it

RESOLVED, That the Administration develop a plan to replicate and institute this type of program at additional MPS schools; and be it

FURTHER RESOLVED, That the Administration bring this plan to the Board no later than May for the 1999-2000 school year.

Administrations Analysis

1. Currently, there are eight MPS schools that have a school-within-a-school for disruptive youth program:

Hamilton Success Center	Riverside University High School Individualized Learning Center
Juneau Explore Program	Robinson Success Academy
Madison Success Academy	Washington Transitional Independent Learning Center
North Division Cyber Extension Program	Walker Success Academy

2. The Administration surveyed the schools that received funding to operate a school-within-a-school program for disruptive youth during the 1998-99 school year to identify schools that would be interested in continuing the program in the 1999-2000 school year. Of the nine schools funded in 1998-99, seven wish to continue the program. In some cases, they have requested additional seats.

3. The Administration also surveyed middle schools and high schools that did not offer disruptive youth programs in conjunction with the Division of Small Community Schools for the 1998-99 school year to determine interest in a disruptive youth program for the 1999-2000 school year. Five middle schools and one high school expressed interest.

4. The Department of Parent and Student Services and the Division of Small Community Schools have developed a Request for Proposal (RFP) for submission by schools interested in a school-within-a-school for disruptive youth program for the 1999-2000 school year. All middle schools and high schools have received the RFP, along with specifics regarding the program and a timeline for submitting a proposal. The RFPs will be reviewed, evaluated, and ranked during May 1999.

5. In November 1997, the Board instructed the Administration to design future school-within-a-school programs on a cost-sharing basis, with some of the funds coming from the schools' per-pupil allotment to avoid double funding.

For the 1999-2000 contracts, the cost per pupil for the school-within-a-school disruptive youth program will be $5,696, which is 71% of the Comprehensive Annual Financial Report (CAFR). The Division of Small Community Schools will contribute the difference between the CAFR per-pupil cost and each school’s per-pupil allotment. The schools' per-pupil allotments will include fringe benefit costs.

6. The Division of Small Community Schools is in the process of determining the 1999-2000 contract costs for partnership schools. Once the final costs for partnership schools are established, the amount of available funds for the school-within-a-school for disruptive youth programs will be determined and the number of available seats decided.

Strategic Plan Compatibility Statement

7. The resolution supports the MPS Strategic Plan, Goal 1, Student Achievement, to continuously improve the 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 Rule Statement

8. The resolution is consistent with the provisions of Wisconsin Statute 118.153 regarding the definition of at-risk students, and Administrative Policy 3.09, Purchasing and Bidding Requirements.

Fiscal Impact Statement

9. Funding to support a limited number of new school-within-a-school for disruptive youth programs for the 1999-2000 school year would be included within the approved FY2000 budget.

Implementation and Assessment

10. Timeline:

- RFPs will be submitted by schools and evaluated and ranked by the Administration in May 1999.
- Costs and availability of funding for recommended programs will be determined.
- Board approves recommended programs in July 1999.
- Depending on the design of specific programs, implementation may be subject to completion of an appropriate Memorandum of Understanding with the Milwaukee Teachers' Education Association.
- Programs implemented in August 1999

11. Programs will be assessed annually to measure student outcome standards specified for contracted programs serving children at risk.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's response to the resolution, with the understanding that the Administration will submit recommendations for school-within-a-school for disruptive youth programs to the Board in July 1999.

* * * * *

(Item 5) Action on a Transitional Program for Students Who Do Not Meet Middle School Grade-Level Learning Proficiencies by the End of the Eighth Grade

Administration's Analysis

1. Background of Learning Proficiencies

The implementation of the middle-grades learning proficiency requirements is based on Board action six years ago that focused on learning proficiency requirements for high school students. In August 1993, the Board mandated the development and implementation of new learning proficiency examinations to replace the former competency test. At that time, the Board mandated the full implementation of the writing proficiency performance standard with the class of 1995, and full implementation of the mathematics proficiency examination with the class of 1996. Since then the district has added proficiency requirements for the class of 2003 in the areas of science and social studies. The Board then proceeded to focus on the middle-grades promotion requirements.

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 on June 18, 1997, and mandated that students who are in the eighth-grade class of 2000 and those that come after must meet the middle-level proficiency requirements in order to be promoted to the ninth grade.

Reports regarding the middle-grades learning proficiencies (Proficiency 2000) were made to the Board throughout 1997 and 1998. The Board approved refinements to the middle-grades proficiencies and the final draft of the proficiency progress report in June 1998. Refinements to the progress report were provided to the Board in November 1998.

2. Proficiency 2000 for middle-grades students is being implemented and includes multiple measures and multiple opportunities for students to meet proficiency. Teacher teams have developed curriculum to support the proficiencies, and Board-adopted academic standards and grade-level expectations serve as the framework for student achievement. Student supports, including specially designed after-school and summer school programs, focusing on learning proficiencies are in place. Inservices and orientation sessions have been and continue to be provided to staff and parents. The schools have distributed communications to parents and students regarding Proficiency 2000, and the proficiency progress report is being used to monitor student progress.

Additional information is provided under separate cover, including:

- A more detailed historical report regarding the middle-grades learning proficiencies
- A one-page summary of middle-grades proficiency requirements
- A more detailed, three-page abstract of the requirements
- The Parent/Student Proficiency 2000 Handbook
- The Rubrics and Assessment, Middle School Proficiencies handbook developed for staff, community members, and parents.

3. During the implementation of Proficiency 2000, various groups have continually discussed the types of support programs to be created for students who do not meet proficiency by the end of grade eight. At this point, it is difficult to know how many current seventh-graders will not be able to demonstrate proficiency by the end of next year; however, the high standards emphasis indicates that 80% or more will meet proficiency requirements. It is possible that 20 percent of the 6,845 students in the first eighth-grade class to be held to the eighth-grade promotion requirements will not meet the proficiency requirements.

4. There have been four primary opportunities for focused discussion regarding appropriate services for eighth-graders not demonstrating proficiency:

- Transition Committee

  From August 1998 to March 1999, a committee consisting of middle-grades and high school principals and Central Service staff discussed the design criteria and design models of a transitional program. Ideas from this committee were shared with high school principals and the Middle School Principals' Collaborative. These criteria and models were also part of the March 1999 Middle-Grades School Site/Parent Dialogue.

- High School Principals

  High school principals have discussed the design criteria and models recommended by the Transition Committee and concur with the criteria and models. There was considerable discussion around the impact on high schools if a large number of eighth-graders are not promoted to ninth grade. That discussion also included the possible financial impact on some high school budgets if funds followed the student and a significant number were not promoted. The recommended design criteria and models for the transitional program address that concern.

- Middle School Principals' Collaborative

  Since the Board adopted the eighth-grade promotion requirements, middle school principals and their staff have had concerns and discussions about educational supports for proficiency-deficient students. The Middle School Principals' Collaborative has had many discussions and, as a group, supports the design criteria and models recommended by the Transition Committee; however, the Collaborative is concerned that the combination of eighth-graders retained, incoming students, and the number of available middle-grades seats will create a space problem that needs to be addressed. The design criteria and models have take this concern into consideration.

- March 1999 Middle-Grades School Site/Parent Dialogue

  On March 12, 1999, all middle-grades principals received a copy of the transitional program design criteria and models from the Transition Committee and shared this information with their staff. The middle-grades staff discussed the design criteria and models with parents during March parent conferences and at School Council meetings. Feedback from these groups was provided to the Transition Committee and the Middle School Principals' Collaborative.

5. The transitional program planning process has resulted in a conceptual framework for a transitional program to serve grade-eight students who have not demonstrated proficiency. The conceptual framework includes design criteria and three design models:

Transitional Program Design Models

Students Under 15.3 Years Of Age

Model #1: Remain in Eighth Grade Middle-Grades School

Students who do not meet proficiency by the end of the summer school session of their eighth-grade year will not be promoted to ninth grade. Students who are under 15.3 years of age will remain in an existing eighth-grade program. They will receive focused support to help them achieve proficiency. Consideration will be given to the available seats in the middle grades.

Students Over 15.3 Years Of Age.

(Students under 15.3 who are very close to meeting proficiency also may be considered for these two models.)

Model #2: Strategically Located Transitional Program Sites

Existing schools (not high schools) will be selected to facilitate a school-within-a-school of approximately 60-120 students. These sites would reflect geographic accessibility for students and parents.

Model #3: Role of Small Community Schools

The Division of Small Community Schools will create programs to serve some proficiency-deficient students. This may involve restructuring existing sites and/or establishing new sites.

Transitional Program Design Criteria

- Location

  — High School sites will not be used for transitional programs. Members of the planning process strongly agree that students not promoted to ninth grade should not be placed in a high school setting. A physical placement of a non-high school student in a high school might give students the impression they have met proficiency requirements and have been promoted.

- Services Offered at a Transitional Site
  - — The curriculum will provide a range of services for a heterogeneous population that has achieved various levels of proficiency.
  - — The program focus will be to intensify instructional strategies for meeting proficiencies and then earning credit in required or elective high school courses.
  - — Teachers in the academic core area will have appropriate certification, and staff will be selected to best meet the needs of the students.
  - — Core teams will consist of at least four teachers working with 60 students (student/teacher ratio of 15:1).
  - — Sites will offer support staff such as guidance counselor, psychologist, social worker, special education services, etc.
  - — Sites will have administrative support, security, transportation, food service, etc.
- Three-Choice School Selection Process Considerations
  - — The Three-Choice School Selection process will be honored for students who have demonstrated proficiency during the summer session following eighth grade.
  - — Students in the transitional program (design Models #2 and #3) will not be officially assigned to their three-choice high schools, but will have an "affiliated status" (not officially enrolled until they meet proficiency) with their high schools of choice. If a student did not make a selection, then that student will not have an affiliated status. Students in design Model #1 will not have an affiliated status.
  - — Students with an affiliated status are "unofficially" attached to their high schools of choice because they are not "students of record" (enrolled and/or receiving services from the school).
- Status of a Student in a Transitional Program
  - — Students could spend up to one school year in the transitional program. If a student is not proficient by the end of one school year and the summer school session, an assessment will determine a placement in an educational program that best meets the needs of the student.
  - — Once a student meets proficiency in the transitional program, he/she is "officially" in the ninth grade and may start earning high school credit based on the requirements of his/her affiliated status high school. Becoming a "student of record" at a high school location will be determined by the affiliated high school.
  - — An affiliated status student who is "officially" in ninth grade could receive services from the transitional program and the affiliated high school.

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; Goal 2, MPS — Milwaukee's First Choice of Schools, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

7. The recommendation is consistent with Wisconsin State Statute 118.30 and Administrative Policy 7.37, Graduation Requirements and Grade Level Expectations.

Fiscal Impact Statement

8. If the Board approves the concept and design of the Transitional Program, the planning process for the Transitional Program will be funded through the FY2000 budget. Funding for the implementation of the Transitional Program will be included in FY2001 budget proposals.

Implementation and Assessment

9. Timeline

May 1999	Administration submits to the Board for approval the conceptual framework with design criteria and design models for an eighth-grade transitional program.
January 2000	Administration submits recommended plan and fiscal note for the eighth-grade transitional program.
FY2001 Budget	Funding for the eighth-grade transitional program is included in the proposed FY2001 budget.
August 2000	Begin implementation in the 2000-2001 school year.

Committee Recommendation

Your Committee recommends that the Board approve the conceptual framework and design criteria/models for a Transitional Program for eighth-grade students who do not meet middle-grades learning proficiency requirements as of June 2000 or thereafter, with the understanding that the Administration will submit a proposed detailed plan and cost analysis in January 2000 for inclusion in the FY2001 budget process.

* * * * *

(Item 6) Action on Resolution 9900R-008 by Directors Gardner and Dannecker to Amend Administrative Policy 9.11 to Replace the Term "School Council" with the Term "School Governance Council"

Resolution

At its meeting on April 26, 1999, the Board referred Resolution 9900R-008 by Directors Gardner and Dannecker to the Innovation/School Reform Committee:

WHEREAS, During the November 11, 1997 Innovation/School Reform Committee Meeting consideration was given to act on the recommendation to adopt a proposed policy and model for School Governance Councils; and

WHEREAS, During that November meeting, the word governance was struck from the proposal due to a concern regarding the ambiguity of the word; and

WHEREAS, On November 25, 1997, the Board adopted the revised Administrative Policy 9.11: School Councils; and

WHEREAS, School Councils' authority is primarily advisory; and

WHEREAS, The word governance covers a wide spectrum, which can and frequently does mean principally advisory; and

WHEREAS, The term governance more accurately reflects the Board's wishes to have council members consider themselves formally and democratically invested in the education plan of that school; now, therefore, be it,

RESOLVED, That effective immediately, the word governance be reinstated into Administrative Policy 9.11 as originally put forth; and be it

FURTHER RESOLVED, That every time the term "school council" appears in Administrative Policy 9.11, it shall be replaced with the term "school governance council".

Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

On the motion of Director Braun, the report 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 STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Update on the Facilities Master Plan

Your Committee reports having received an update on the Facilities Master Plan from the Administration.

* * * * *

(Item 2) Action on Resolution 9900R-001 by Directors Gardner and Dannecker to Prepare an In$ite Report on a School-by-School Total Cost Allocation for the FY2000 Budget

Background

At its meeting on April 26, 1999, the following Resolution 9 900R-001 by Directors Dannecker and Gardner was referred to the Strategic Planning and Budget Committee:

WHEREAS, The In$ite (Financial Analysis Model-FAM) reports provide financial information on a school-by-school basis; and

WHEREAS, Certain information included in the In$ite reports is not currently reported in the schools' monthly Detailed Responsibility Reports; and

WHEREAS, Most Central Service operations, functions, and programs are operating as a service to the school; and

WHEREAS, The In$ite report allocates Central Service operations, functions, and program expenditures to the schools; and

WHEREAS, The allocation of service costs to the school provides a more realistic picture about total operational cost of each school; and

WHEREAS, The initial In$ite FY2000 school budget reports were based on the FY99 budget; and

WHEREAS, The completion of the In$ite FY2000 school budgets using the actual FY2K budget information was contingent on the Board approval of the FY2K proposed budget; and

WHEREAS, The Board on April 22, 1999, approved the FY2000 budget; now, therefore, be it

RESOLVED, That an In$ite report on a school-by-school total cost allocation basis which reflects the Board adopted FY2000 budget be prepared no later than June 10, 1999.

Administration's Response

1. Preparing a presentation of In$ite using FY2000 figures will have two effects — one on the timeline which schools have been given for budget preparation, and the other on the precision of the data used.

2. On April 26, 1999, schools were provided with their allocation amounts for FY2000, along with instructions and timelines for submission of their budgets, excluding categorical grant amounts. Once schools complete their budgeting process, they submit the resulting budget and staffing needs information to the Department of Leadership Services for review. The reviewed budget information is subsequently passed to the Finance Department, where data is entered into a mainframe computer file and run against a program which completes the set-up of the school budgets in detail.

The timeline that schools were given on April 26th allowed them until May 14th to submit their finished budgets to Leadership Services. Leadership Services' review in turn would normally be completed by June 4th, when Finance would begin the process of data entry/budget loading. This entry process would normally have been completed and verified as balanced for non-categoricals before July 1st, when the new fiscal year begins.

3. The actual In$ite allocation process requires one to two weeks' elapsed time for completion. In order to attempt to meet the timeline contained in the above resolution, steps are already being taken to shorten the budgeting timeline by making modifications to each step of the process:

- Requiring schools to submit their budgets to Leadership Services by May 10th instead of May 14th, allowing eleven working days instead of fifteen. This shorter timeframe will decrease planning time and may make it more difficult for some school governance councils to have input before budget submission. It is possible that some schools may have to submit tentative budgets to Leadership Services and amend them later, if necessary, in light of school governance council review.
- Shortening the review period allowed to Leadership Services. This review would normally extend from May 17th through June 4th, a period of fourteen working days. The new schedule allows for a nine-day review period (May 11th through May 21st). The shortened time for review may affect the precision of the information passed to Finance. If further adjustments are needed, they may not be able to be entered until after the In$ite process has been completed.
- Compressing the amount of time in which Finance must complete data entry. In order to establish detailed locational budgets for schools, for building operations, athletics, food services, and certain estimated categorical grants, data entry and verification normally requires until the end of June to complete. Many grant amounts are not normally available until late July. The revised timeline will require data entry to be complete an entire month earlier (by the end of May) if In$ite is to be completed by June 10th. Because only partial information is available for the categorical grants area at this point in time, and because of the condensed timeline's limiting the amount of planning, analysis, and verification, it is likely that the June 10th In$ite information will not be as complete or as accurate as it could be at a later point in FY2000.

Strategic Plan Compatibility Statement

4. This resolution supports MPS Strategic Plan, Goal 3:, High Standards and Accountability.

Statutes, Board Policy, And Board Rule Implication Statement

5. The resolution is not in conflict with any statute, policy, or rule.

Fiscal Impact

6. Some minor amounts of overtime pay for extra hours may be required, especially in some schools to expedite their compressed planning phase, and in the Finance Department for timely completion of data entry. It is expected that any such costs will be absorbable within existing budgets.

Implementation And Assessment Plan

7. The Administration is working to keep the budget process on the revised, shortened timetable described above.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's response to the resolution, with the report to be prepared by June 26, 1999.

* * * * *

(Item 3) Action on Resolution 9900R-002 by Director Gardner to Restructure the Schools' Monthly Detailed Responsibility Report to Report the Allocated Portion of the Instructional and Operation Supportive Services

Background

At its meeting on April 26, 1999, the Board referred the following Resolution 9900R-002 by Director Gardner to the Strategic Planning and Budget Committee:

WHEREAS, A primary objective of Central Services is to support district schools by providing the schools with instructional support and operational support services; and

WHEREAS, The effective and efficient management of the system would be enhanced by allocating instructional support and operational support service costs to the schools for both Central Service operations and Central Service administered programs; and

WHEREAS, Currently the schools' monthly Detailed Responsibility Report does not include allocations for all instructional and operational support services; and

WHEREAS, The In$ite (FAM) reports include allocations and definitions of instructional and operation support service costs; now, therefore, be it

RESOLVED, That district administration develop and implement a general ledger allocation process that fairly distributes the cost of Central Service instructional support and operation support services to each district school; and be it

RESOLVED, That the school's monthly Detailed Responsibility Report be restructured to report to the school the school's allocated portion of the instructional and operation supportive services; and be it

FURTHER RESOLVED, That administration report back to the Board by June both the allocation formula and a timeline for a December 1999 implementation.

Administration's Analysis

1. Implementation of the above resolution may involve substantial resources of time and money.

2. The Administration will provide a detailed analysis of the steps necessary to implement this resolution in June 1999.

Strategic Plan Compatibility Statement

3. The resolution supports the MPS Strategic Plan, Goal 3, High Standards and Accountability, and relates to the priority of providing an equitable distribution of financial resources across schools.

Statute, MPS Policy, or Board Rule Implication Statement

4. The resolution is compatible with Board practices regarding the allocation of central service costs.

Fiscal Impact Statement

5. The cost to design and program this recommendation will be included in the Administration's detailed analysis to be provided to the Board in June 1999.

Implementation And Assessment Plan

6. The implementation plan will be included in the Administration's detailed analysis to be provided to the Board in June 1999.

Committee Recommendation

Your Committee recommends that the Board refer the resolution to the Administration to develop a detailed analysis including a fiscal impact statement by June 1999.

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(Item 4) Withdrawal of Resolution 9900R-003

Your Committee advises that the authors have requested that Resolution 9900R-003 be withdrawn from consideration.

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(Item 5) Action on Resolution 9900R-004 by Director Gardner to Rescind the Provision of $500,000 for Middle Schools in the FY2000 Budget

Background

At its meeting on April 26, 1999, the Board referred the following Resolution 9900R-004 by Director Gardner to the Strategic Planning and Budget Committee:

RESOLVED, That the Board amend the FY2000 budget adopted April 22, 1999, by rescinding the provision to provide $500,000 for Middle Schools with below average funding, and that the FY2000 School Operations Contingent Fund be increased by $500,000.

Administration's Analysis

1. In FY99, the Board adopted new funding formulas to provide all middle schools with equal per-pupil funding by category of student. This method was again applied in FY2000.

2. The Board took action to amend the FY2000 proposed budget on April 26, 1999, to increase funding outside of the formula mechanism for middle schools by $500,000.

Strategic Plan Compatibility Statement

3. The resolution supports the MPS Strategic Plan, Goal 3, High Standards and Accountability.

Statutes, MPS Board Policy or Board Rule Implicaton Statement

4. This would be an amendment to the FY2000 adopted budget.

Fiscal Impact Statement

5. There would be no overall fiscal impact on the adopted FY2000 budget. Middle school budgets would be reduced by $500,000, and the school operations contingent fund increased by $500,000.

Implementation and Assessment Plan

6. The Administration will continue to work on the refinement of school budget formulas and prepare any recommendations for changes for the Board's approval during the FY2001 budget process.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 6) Action on Resolution 9900R-005 by Director Gardner to Rescind the Provision of $52,374 for a Shade Shop Mechanic in the FY2000 Budget

Background

At its meeting on April 26, 1999, the following Resolution by Director Gardner was referred to the Strategic Planning and Budget Committee:

RESOLVED, That the Board amend the FY2000 budget adopted April 22, 1999, by rescinding the provision to provide $52,374 for Field and Shop Operations, page 334, line 05600, to restore one shade shop mechanic, and that the FY2000 School Operations Contingent Fund be increased by $52,374.

Administration's Response

1. The Administration recommended the elimination of one shade shop mechanic in the FY2000 proposed budget.

2. In responses to Board questions, the Administration indicated that the volume of work in this area did not necessitate the retention of this post and that there would not be a layoff of personnel, as the position is vacant. The responsibility for coordinating the work in the shade shop was shifted to the carpenter shop due to a higher-priority need. The position was reallocated to an architectural designer position to provide relief to the design group due to an increase in school initiatives and technology-related projects.

3. The Board took action on March 24, 1999, to amend the FY2000 proposed budget to restore the position with funds from the contingent fund.

Strategic Plan Compatibility Statement

4. The resolution supports the MPS Strategic Plan, Goal 3, High Standards and Accountability.

Statutes, Board Policy, and Board Rule Implication Statement

5. The resolution is not in conflict with any statute, policy, or rule.

Fiscal Impact

6. The net effect on the total FY2000 budget is $0. The resolution would decrease the FY2000 budget for Facilities and Maintenance by $52,374 and increase the school operations contingent fund by the same amount.

Implementation and Assessment Plan

7. The adopted budget will reflect one less position of Shade Shop Mechanic, and $52,374 will be transferred from Facilities and Maintenance to the contingent fund.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 7) Action on Resolution 9900R-006 by Director Gardner to Approve an Immediate $17 Million Additional Contribution to the Supplemental Early Retirement Plan for Teachers

Background

At its meeting on April 26, 1999, the Board referred the following resolution by Director Gardner to the Finance/Personnel Committee.

WHEREAS, The Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers was significantly expanded to provide greater benefits effective with the 1997-1999 MTEA-Teachers contract; and

WHEREAS, This resulted in an immediate $34.6 million increase in the Plan's past service liabilities due to the combined effect of the greater benefits and service recognition and an increase in the assumed rates of retirement anticipated to occur due to the greater benefits; all of which increased the total accrued liability under the Plan to $89.1 million; and

WHEREAS, The $34.6 million increase in the Plan's accrued liabilities resulted in a decline of the Plan's funded status from 31.8% to 21.9% as of July, 1998, which is significantly below the funded status of the state of Wisconsin (WRS) pension plan at 94.1% and the city of Milwaukee (ERS) pension at 102.2%; and

WHEREAS, The Plan's assets may not be sufficient to absorb significant adverse turns in areas such as investment performances of assets, a greater than assumed amount of teachers retiring earlier, etc., all of which can result in volatile swings in annual contributions that would have an immediate and direct negative impact on MPS budgets; and

WHEREAS, The amortization (the funding) of this past service liability is on a 30-year basis similar to a mortgage and the interest expense to service this debt is arguably placing a disproportionate burden on future taxpayers; and

WHEREAS, An infusion of additional money into the Plan can only improve its financial health and stability; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the administration to report on the impact that an immediate $17 million additional contribution would have on the financial condition of the Plan including the resulting impact on future contributions and interest and to advise the Board as to how this payment can be structured to minimize the impact to the District's budget; and be it

FURTHER RESOLVED, That the Board approve an immediate $17 million additional contribution to the Plan.

Administration's Analysis

1. As reported by the district's actuary, an immediate $17 million additional contribution to the Milwaukee Board of School Director's Supplemental Early Retirement Plan for Teachers (the Plan) will increase the current funded status to 46% as of July 1, 1999. This is based on estimates as of July 1, 1999, of assets of $44 million, including the $17 million additional contribution and the $8.3 million recommended contribution for the 7/1/98 Plan year. Liabilities as of July 1, 1999, are estimated to be $95 million, which includes one more year (7/1/98 Plan year) of normal cost, including the new expanded benefits. This compares to the last reported funded status of the City of Milwaukee (ERS) pension plan at 102.2% and the state of Wisconsin (WRS) at 94.1%

2. The effect of this $17 million additional contribution will be accounted for under the Plan as a payment toward the unfunded past service liability and will result in a one-time gain which will be amortized over a 30-year period. This will in effect reduce future recommended annual contributions to the Plan by approximately $1.4 million per year at the Plan's assumed investment rate of return of 8%.

3. The other option available to categorize this $17 million contribution is as an accelerated payment or prepayment of the regular annual recommended contributions. This would essentially cover approximately 2 years of regular contributions to the Plan.

4. Board contributions to the Plan are held in a trust for the exclusive benefit of the participants and their beneficiaries and cannot revert to or be used for any other purpose prior to the satisfaction of all liabilities under the Plan to its participants and beneficiaries.

5. The current investment policy for the Plan provides for all assets, other than an amount sufficient to pay benefits for the ensuing 12-month period, to be invested in the State of Wisconsin Investment Board (SWIB) Fixed Fund. This policy was established with the assistance of Mercer Asset Management and approved by the Board in August 1994. In light of the magnitude of this additional investment and the

current status of the investment markets, the services of Mercer could again be retained to ensure that the district is prudently maximizing its investment opportunities consistent with the options available to it and the current status of the investment climate.

6. On April 21, 1999, the Board approved an amendment to the District's FY2000 budget that called for an actuarial study of the Plan that would focus on its financial condition. This report is tentatively scheduled to be completed for the August 1999 Board cycle. The additional contribution to the Plan can be timed so that it would be made after the Board has had the opportunity to review the results of this study.

Strategic Plan Compatibility

7. The recommendation is compatible with the Board's goal of High Standards and Accountability.

Statute, Board Policy or Rule Statement

8. The additional contribution does not conflict with any statute, Board policy or rule statement.

Fiscal Impact Statement

9. An amount of $17 million could be funded through reserves; however, such a use would substantially lower those reserves. A major one-time expense of this nature would also create unevenness in state aid and property taxes, lowering taxes and raising aids in the year following the payment and then raising taxes due to lowered aids in the ensuing year.

Implementation and Assessment Plan

10. Payment would be made as soon as practicable after Board approval in order to maximize the effect of the payment on contribution levels in future years.

Committee Recommendation

Your Committee recommends that the Board await the completion of the actuarial study of the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers (the Plan) that was approved on April 21, 1999, before taking action on this resolution, with the results of the study to be reported to the Committee in August 1999.

* * * * *

(Item 8) Action on Resolution 9900R-011 by President Thompson to Amend Administrative Policy 3.05: Carryovers

Background

At its meeting on April 26, 1999, the Board referred the following Resolution 9900R-011 by Director Thompson to the Strategic Planning and Budget Committee:

WHEREAS, There currently exists MPS Administrative Policy 3.05 Fund Carryover; and

WHEREAS, In that policy 3.05, there exists section 4.c which states: "Schools and alternative schools may be allowed to automatically carry over a maximum of 1.5% of the total revised school budget each year up to a total accumulated carryover of 3% without written justification or Board approval. Amounts carried over can only be applied to non-position salary accounts. Requested carryover amounts in excess of the maximum may be allowed with Board approval"; and

WHEREAS, Policy 3.05, section 4c states: "The amount of any projected deficit should determine the extent of the reduction/elimination of carryovers. If the district projects a year-end deficit:

- o First, departmental carryovers should be denied.
- o Second, current-year school carryovers should be reduced/eliminated.
- o Last, school carryovers from prior years should be reduced/eliminated.
- o School carryovers should be reduced, based on an evenly applied percentage"; and

WHEREAS, Schools may currently carryover funds for a variety of reasons, including but not limited to "saving up" funds for large expenditures which they are otherwise unable to afford during a single year's budget; and

WHEREAS, It is not the Board's intention to penalize schools where strong fiscal management and foresight has resulted in surplus funds; now, therefore, be it

RESOLVED, That beginning with the FY2000 budget, school carryovers for both current year and prior years shall not be reduced; and be it

FURTHER RESOLVED, That MPS Administrative Policy 3.05, section 4d be amended as follows:

The amount of any projected deficit should determine the extent of the reduction/elimination of carryovers. If the district projects a year-end deficit:

- First, Departmental carryovers should be denied.
- Second, ~~current year school carryovers should be reduced/eliminated~~ a plan should be prepared and submitted for Board approval detailing how any deficit in excess of the departmental carryovers will be eliminated.
- ~~Last, school carryovers from prior years should be reduced/eliminated.~~

~~School carryovers should be reduced, based on an evenly applied percentage.~~

Administration's Analysis

1. The district receives reimbursement for many of its expenditures in the form of state aids.

2. Funds not expended are not eligible for state aids.

3. The district's revenue limit comprises state aids and property tax levy.

4. Revenue limit not funded with state aids is typically funded with property tax levy.

5. In order to minimize property tax levy, the district tends to maximize state aids.

6. Carryover of funds reduces the level of state aids.

7. If the district as a whole does not realize a year-end surplus adequate to fund the school carryover policy fully, then allowing schools their full carryovers would amount to a use of prior-year fund balance, decreasing the district's reserves.

8. As part of the district's legislative package, a proposal was advanced to provide a mechanism to allow district schools to have carryovers without an aid penalty accruing to the district.

9. Prior to a legislative solution, any use of a carryover policy should be carefully monitored to avoid undue pressure on the property tax levy or undue draw-down of reserves.

Strategic Plan Compatibility Statement

10. The resolution supports the MPS Strategic Plan, Goal 3:, High Standards and Accountability.

Statute, Board Policy or Rule Statement

11. Adoption of the resolution amends Administrative Policy 3.05, Fund Carryover.

Fiscal Impact Statement

12. No specific fiscal impact is created by this resolution — Any impact would depend on if and how plans regarding deficit reduction would be implemented.

Implementation and Assessment Plan

13. By August after the close of each fiscal year, a determination will be made as to whether district surplus was adequate to fund school carryovers. If not, a plan to deal with the situation will be presented to the Board for action during its September cycle of meetings.

Committee Recommendation

Your Committee recommends that the Board adopt the resolved portion of the resolution.

* * * * *

On the motion of Director Braun, the report 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 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

On Tuesday, February 16, 1999, Governor Thompson released his biennial budget bill. It was introduced as SB 45 and AB 133 by each house of the legislature. There has been no final decision on the house of origin for the state budget.

Administration's Analysis

1. General School Aids

The Governor provides for a continuance of two-thirds funding of partial school revenues at 66.67% in both years of the biennium. This level of funding is restored from an actual level of 66.4%.

The Governor includes the School Levy Credit as part of this commitment, even though this is not direct aid to school districts. Instead, this credit goes to municipalities to offset property taxes associated with a locality's levy for school purposes. This non-school district revenue remains frozen at the FY98 level of $469.3 million.

State aids are increased by a modest 5% in each year —$213.8 million in FY99, and $196.3 million in FY00 — and include general aid and categorical aids.

General School Aid is increased by $196.32 million over the FY98 base in the first year and by an additional $181.9 million in the second year. General aids include Chapter 220 integration aid and special adjustment aid and are a first draw on the General Equalization Aid appropriation.

It is recommended that the funding for the School Levy Credit be included in the appropriation for General Equalized Aid.

2. Revenue Limits

The Governor makes permanent the provision that was applicable to the 1998-99 school year related to declining enrollments for school districts. The proposal allows school districts to count 75% of the reduced number of students for the three-year average for revenue-limit purposes.

The budget bill also provides that any modifications to school district data would be made a part of the definition of school aids, thereby potentially affecting the allowable levy under revenue limits.

For FY99 and FY00, the Governor froze the annual allowable increase in revenue limits at the 1998-99 level, which is $208.88. This spending level ignores inflationary increases, existing operational costs, and the QEO.

It is recommended that the allowable revenue increase be indexed to reflect inflation (CPI-U) in both years.

3. Categorical Programs

The budget bill freezes programs like P-5, children at risk, bilingual aid, and handicapped education. It also eliminates the "63%" and "51%" state-mandated reimbursement rates for handicapped education and services.

It is recommended that the elimination of the reimbursement rates for handicapped education and services and any decrease in funding for programs like P-5, children at risk, bilingual aid, and handicapped education be opposed.

4. SAGE

The budget bill provides $3.5 million in 1999-00 and $7 million in 2000-01 to continue the SAGE program, and an additional $6.5 million in 2000-01 to expand SAGE to 30-40 schools (up to 20 of which could be located in Milwaukee). The budget bill creates new eligibility criteria for MPS (school enrollment at least 80% low-income) which is different from the new criteria for the rest of the state's school districts (school enrollment at least 62% low income). The new criteria create a new method of capping for MPS.

It is recommended that the new criteria for the SAGE program be opposed, that the expanded funding for SAGE be supported, and that MPS continue its support for 50 SAGE schools in 1999-2000 and all eligible schools within MPS by 2000-01.

5. Head Start Supplement

The Governor replaces the state-funded supplement to Head Start with excess federal childcare funds and doubles the $4.9 million appropriation each year. The future of the state supplement could be in jeopardy if there are no excess federal childcare dollars during the next budget cycle.

It is recommended that state dollars, not excess federal childcare dollars, fund the increase and the state supplement for Head Start.

6. Early Childhood Excellence Program

Establishes five resource centers for parents and childcare providers (two will be located in Milwaukee). The centers will provide information/training on the early brain development of infants and toddlers. The budget bill provides $10 million each year (federal Temporary Assistance to Needy Families [TANF] funds). The future of the program could be in jeopardy if there are no excess federal TANF dollars during the next budget cycle.

It is recommended that state dollars fund the Early Childhood Excellence Program.

7. Chapter 220 Aid

The Governor proposes several changes to the Chapter 220 program funding formula: The Interdistrict Transfer Aid is modified by reducing the FTE count for sender aid calculation from 1.0 to 0.5. In the

current year, MPS allows for the voluntary transfer of 5,120 minority students to 23 suburban school districts that participate in Chapter 220. The effect this proposal has is to reduce by 50% the number of pupils MPS can count for aid purposes.

The Governor also proposes that the revenue-limit expenditures associated with these students be reduced by 50%. This would affect MPS revenue spending authority by approximately $5.8 million in the first year; $11.6 million in the second year; and, $17.5 million in the third year. Because these students were allowed to be included in our base enrollment when revenue limits were enacted in 1993, their reduction by 0.5 has the potential impact of reducing MPS programs, especially if a student's transfer options remain uninhibited. Assuming all the current enrollees will want to continue, MPS will be faced with how to continue to support the transportation costs associated with the program, as MPS pays for 100% of the busing to and from the participating suburban districts for nearly 5,700 students.

It is recommended that a reduction in the FTE count for Chapter 220 aid and revenue limits be opposed, as the 1987 settlement agreement requires all parties to promote high-quality integrated education through Chapter 220. Further, these reductions in aid and revenue limits will limit choice options for MPS and suburban parents.

The Governor proposes that the Intradistrict Transfer Aid to MPS be reduced by 10% (an estimated $3.3 million) and be dedicated for use in building or leasing neighborhood schools. It has been documented that 19.8% of MPS parents are making their neighborhood school their first choice in the three-choice school selection process. The proposal does not consider the school district's inability to readily secure land space in the city and cover other costs associated with planning for construction. Further, the operational costs that will be created by new construction or leasing are not provided for in increased revenue limit authority. This provision was also included in the "MPS Takeover" bill (1997-99 Special Session Senate Bill 2).

Finally, the Governor also proposes a reduction in the weighting for early-childhood students with disabilities from 0.325 to 0.25 who are eligible intradistrict aid transfers.

It is recommended that the reduction in Intradistrict Transfer Aid be opposed.

8. Open Enrollment

The Governor reduces the transportation aid allocation by half of its previous amount in each year of the biennium. This aid was for income-eligible families who participate in the program.

It is recommended that the transportation aid be increased by the state to include all transfers under the Open Enrollment Program.

9. Choice and Charter Schools

The Governor eliminates current law provisions that reduce MPS aid and revenue-limit authority relative to the Milwaukee Parental Choice and Milwaukee Charter Schools Programs. The bill also repeals a provision that the State Superintendent ensure that aid paid from MPS for these programs not reduce nor increase aid paid to other school districts.

There are individual proposals that suggest remedies to the MPS revenue problems other than the Governor's budget bill. Senate Bill 73, as introduced by Senator George, allows MPS to exclude the choice and Milwaukee charter students from its membership for aid purposes. This proposal would not allow MPS to count these students in its calculation for aid, but would not impair MPS spending attributable to their participation in the choice or charter programs, thereby covering the marginal reduction in costs for these students. This bill reflects the full intent of the adopted 1999 MPS legislative package item regarding "Aid loss due to choice and charter schools" (3.C.)

Another MPS resolution, 9899R-102, addresses the aid impact of the Milwaukee Parental Choice program by providing that choice payments be counted for equalization aid purposes. This proposal does not address Milwaukee Charter schools enrollment, or the revenue-limit component that negatively affects MPS revenues. It would increase aid to MPS and reduce local property taxes; however, it does not address the authority to spend additional revenues generated by such a change.

The Governor's proposal eliminates the problem of reduced aid for MPS. The revenue-limit authority is also reduced by recalculating revenue limits without choice and charter pupils. This will have the effect of reducing spending. The proposal falls short of full resolution to the funding problems by using existing equalization aid to pay for these programs, thereby reducing aid for all Wisconsin public school districts.

It is recommended that separate funding and direct state aid payments be made for the choice and charter programs which cause reductions in aid to all Wisconsin school districts. Further, the state's obligation to two-thirds funding should be maintained by funding these programs with additional, not existing, state general purpose revenue.

The proposal also provides that Milwaukee Charter School entities receive current-year funding from the special education aids appropriation, which has been frozen for the past several years. It is an appropriation that reimburses public school districts for their special education eligible costs (see #3, Categorical Programs).

It is recommended that handicapped aids be increased to an adequate funding level to accommodate reimbursable costs for all disabled students.

The budget bill also requires all charter schools in Wisconsin to administer the 4th- and 8th-grade state assessments and a High School Graduation Test (where grade appropriate) that would include the Milwaukee Charter Schools. It also requires that a student pass the test before being promoted to the 5th or 9th grade.

The Milwaukee Charter Schools are also required to adopt pupil academic standards. The proposal eliminates the provision in current law that requires a charter to be an instrumentality of MPS when it contracts with a for-profit entity. It also allows a charter school petitioner to appeal to DPI when that petition is denied or not acted upon by a school board.

It is recommended that all charter schools in Wisconsin administer state assessments required of public schools, including the provision for no social promotion of 4th- and 8th-grade students at those schools. These requirements should also include the Milwaukee Parental Choice schools.

It is also recommended that the Board continue to support the adopted 1997 MPS legislative package item regarding "Denial of a Charter School Petition" (E.3.).

10. School-to-Work At-Risk Students

The Governor creates a nine-member board to manage the state's work-based learning programs and moves oversight of related work-based programs that currently exist from three state agencies to the nine-member board (i.e. Department of Workforce Development, Department of Public Instruction, and the Wisconsin Technical College System). The bill transfers federal Carl Perkins funds of $2 million to be utilized by this board and provides moderate funding for STW programs for at-risk students. The JAG (Jobs for America's Graduates) program is also transferred to this new board.

It is recommended that the transfer of school-to-work programs to the new commission be monitored for effectiveness with school district's efforts in school-to-work programs. It is recommended that funding for the JAG program be expanded to additional MPS high schools.

11. Professional Development

$500,000 is provided each year to CESAs or school district collaborations. The program uses teacher colleagues to improve teacher performance. Existing teacher training programs and "lead educator institutes" are funded at $500,000 in 1999-00 and $1,000,000 in 2000-01. Extends the National Board of Professional Teaching Standards (NBPTS) certification incentive from one year to all the years a teacher maintains certification.

It is recommended that MPS continue its support for an increase in the Milwaukee Teacher Education Center (MTEC) funding from $200,000 to $400,000 annually.

12. Safe and Sound — Community Youth Grants

Provides $1 million in 1999-00 and $1.5 million in 2000-01 to the Safe and Sound Program. The Safe and Sound funding is a part of a new Community Youth Grant Program for recreational, social, and academic programs for Temporary Assistance to Needy Families (TANF) eligible youth, which is administered by the Department of Workforce Development and funded at $5 million for 1999-00 and $15 million for 2000-01 (federal TANF funds).

It is recommended that increased funding for Safe and Sound programs be supported.

13. Desegregation Settlement Funds

Replaces most of state funding ($8 million per year) for the MPS desegregation settlement programs with Temporary Assistance to Needy Families (TANF) funds of $7,570,000 each fiscal year. Maintains state general purpose revenue (GPR) funding each year for $430,000 to fund Brown Street Academy's extended-day program. The total remains $8 million each year, but the funding source is changed to federal block grant funds (see #5, Head Start Supplement, and #6, Early Childhood Excellence Program).

It is recommended that the current state funding for the desegregation settlement programs be maintained.

14. High School Graduation Tests

The budget bill funds DPI for the development of the high school graduation tests ($10 million total). It requires school districts to notify DPI by October 1 if administering a district graduation test.

It is recommended that the local school district high school graduation test option be maintained.

15. Technology for Educational Achievement (TEACH)

The budget bill re-estimates funding for the Telecommunication Access program that will more adequately address the requests for T-1 line funding. The bill also increases the number of data line requests a school district can make if it is seen as cost-effective. Provides increased funding for the Teacher Training and Technical Assistance Grant program, including a new grant program for consortia utilizing technology in foreign language instruction for elementary schools.

It is recommended that these modifications be monitored for effectiveness and that the legislature's commitment to educational technology be evidenced through continued funding for TEACH Loan and Block Grant programs.

16. Miscellaneous Provisions

a. Requires school districts to conduct referenda concurrently with either Spring general or Fall general elections in odd-numbered years.

   It is recommended the current law on referenda elections be maintained.

b. Requires that State Trust Fund Loans be approved by referendum. Current law provides that a school district need only apply for those loans.

   It is recommended that current law be maintained.

c. Eliminates the Youth Village program and transfers the funding to Operation Fresh Start, a statewide program that provides self-sufficiency and housing rehabilitation/construction skills to at-risk youth through local housing organizations.

   It is recommended that Operation Fresh Start include the City of Milwaukee.

d. Requires DPI to develop an individual electronic performance report for public schools for the purpose of interdistrict comparisons. Information in the performance report would include attendance, dropout rates, graduation rates, etc.

It is recommended that the provision requiring DPI to develop an individual electronic performance report for public schools for the purpose of interdistrict comparisons be monitored.

e. Consolidates AODA grant programs within DPI. The budget bill repeals AODA programs within Department of Health and Family Services (DHFS) and creates the Brighter Futures Initiative. This initiative establishes two grant programs: The first works to prevent AODA, child abuse and neglect, and youth violence and delinquent behavior. The second grant program works to prevent nonmarital pregnancy and promotes adolescent self-sufficiency.

It is recommended that changes to the AODA grant programs be monitored.

f. Appropriates $500,000 each year to fund a statewide smoking prevention program for K-8 students at up to $10,000 per school. This program is funded by tobacco settlement funds.

Increases the funding for Badgercare through the tobacco settlement funds.

It is recommended that the tobacco settlement fund process be monitored and request that funding be allocated for Community Learning Centers and summer school.

COMMITTEE RECOMMENDATIONS WITH RESPECT TO THE POSITIONS ON THE GOVERNOR'S BUDGET BILL FOR 1999-2001 AND OTHER LEGISLATIVE MATTERS

Your Committee recommends that:

In order to promote legislative action consistent with the goals of Milwaukee Public Schools, while focusing on proposals contained in the pending Executive Budget that most strongly affect short-term and long-term priorities for MPS, the Board should focus on those priorities of most critical immediate concern in the budget proposal.

I. School Funding

The Milwaukee Public Schools supports the legislative proposals set forth below, and authorizes MPS staff to promote enactment of legislative proposals that change the state's school aid law that:

(1) Do not require MPS to raise the property tax levy in real terms;

(2) Do not create or maintain perverse incentives for MPS to raise the property tax levy in order to spend MPS's statutory revenue limit maximum so that MPS does not face reductions in future state aid payments;

(3) Increase per-pupil state aid payments to MPS to reflect increases in the cost of living;

(4) Additionally increase per-pupil state aid payments to MPS above the cost-of-living increase to the same extent that the state increases overall state aid payments to all school districts and in proportion to statewide growth in per-pupil aid; and

(5) Reduce total state aid to MPS to the extent, but only to the extent, that parents' choice of non-MPS schools for their children under the interdistrict transfer, choice, and charter programs reduce the total number of students attending MPS schools (including schools chartered by, or under contract with, MPS) because per-pupil state aid under those programs follows such children to the non-MPS schools that their parents have selected.

Recognizing that the Executive Budget proposal respecting financing of choice and charter school programs is consistent with the above goals, the Milwaukee Board of School Directors endorses the Governors' proposal and directs all relevant MPS staff to actively work to achieve enactment of the Governor's proposal.

II. Expansion of SAGE

The Executive Budget proposes new eligibility requirements for MPS that differ from criteria proposed for all other districts. Under the proposal, schools in MPS must enroll at least 80% low-income students to be eligible for SAGE, while schools in other districts must enroll only 62% low-income students to be eligible. This proposal is contrary to sound policy and specifically excludes populations and neighborhoods of greatest need, as MPS has a greater percentage of low-income students than any other district.

The Board opposes the eligibility requirement change and advocates that schools in every district qualify for SAGE by meeting a requirement of 62% low-income enrollment and directs MPS staff to work for this goal.

Further, the Board directs all relevant staff to work for expansion of SAGE schools in Milwaukee to a total of 50 schools in 1999-2000 and at least 10 additional schools each year thereafter.

III. Chapter 220 funding and expansion of neighborhood schools

Because the Board is intent on developing neighborhood schools and creating incentives for voluntary reduction of busing, the Board endorses the intent expressed in the Governor's proposal to set aside 10% of Intradistrict Transfer Aid for use in expanding the number of neighborhood school seats.

Accordingly, the Board requests that the legislature allow MPS discretion to use up to 50% of Intradistrict Transfer Aid for expanding neighborhood school seats as the Board and Administration develop effcient proposals for such expansion, and directs that relevant staff advocate this legislative change.

IV. Revenue limits

The Board opposes the proposed change in allowable increases to revenue limits. Like all districts, MPS needs revenue limit changes that allow the district to match inflation. In addition, the Board must address unquantified liability risks associated with underfunded pensions, and will need to identify funds to meet the pension obligations created by previous boards.

V. Other Positions

1. Support the conversion of the current school levy credit into the appropriation for general equalized aid;
2. Oppose the flat allowable revenue increase of $208.88 that does not reflect inflation (CPI-U) in both years;
3. Oppose elimination of the reimbursement rates and any decrease in funding for programs like P-5, children at risk, bilingual aid, and handicapped education;
4. Oppose the new criteria for the SAGE program. Support expanded funding for SAGE and support funding for 50 SAGE schools and eventually all eligible schools within MPS;
5. Support state dollars, not federal excess child care dollars, to fund the increase and the state supplement for Head Start;
6. Support state dollars to fund the Early Childhood Excellence Program;
7. The Board requests that no change be made in Interdistrict Chapter 220 funding, pending a one-year study of reducing transportation, increasing integration in the schools and improving interdistrict cooperation.

8. Support state funding for all transportation costs associated with the Open Enrollment Program;

9. Support that any handicapped aids increase accommodates reimbursable costs for all disabled students;

   Support the requirements that all charter schools in Wisconsin administer state assessments and comply with no social promotion of students at those schools. These requirements should also include the Milwaukee Parental Choice schools;

   Oppose the State Superintendent's reversal of a school board's denial of a petition to charter;

10. Support increased funding for the JAG program to include expansion to all MPS high schools;

11. Support an increase in the Milwaukee Teacher Education Center (MTEC) funding from $200,000 to $400,000 annually;

12. Support increased funding for Safe and Sound programs;

13. Support maintaining current state funding for the desegregation settlement programs;

14. Support maintaining the local school district high school graduation test option;

15. Support continued funding for TEACH Loans and Block Grant programs;

16. Support maintaining the current law on referenda elections;

17. Support including the City of Milwaukee in the Operation Fresh Start program;

18. Monitor the provision requiring DPI to develop an individual electronic performance report for public schools for the purpose of interdistrict comparisons;

19. Monitor changes to the AODA grant programs; and

20. Monitor the tobacco settlement fund process and request that funding be allocated for Community Learning Centers and summer school.

* * * * *

(Item 2) Action on Proposed Revisions to Board Policy 6.04: Employee Code of Ethics

Background

On October 29, 1986, the Board adopted a resolution to develop a Code of Ethics for Board members and employees. The Board’s recommendation indicated that a committee be formed consisting of representatives from the offices of the Superintendent, Secretary-Business Manager, Board President, and City Attorney.

The MPS Ethics Committee was not established until February of 1990. The committee reviewed numerous codes of ethics and developed final documents which were appropriate for Milwaukee Public Schools (MPS) purposes. On December 19, 1990, the Board adopted the committee’s final version of the Code of Ethics covering all MPS employees.

Subsequent to the Board’s adoption of the Code of Ethics, and after the distribution of the Code of Ethics to the various collective bargaining units and employees, discussion arose concerning the modification of the Code's definition of "immediate family." The emphasis was on modifying the current definition of the "immediate family" under the Code of Ethics to make it consistent with the definition of "immediate family" contained in the MPS nepotism policy adopted by the Board on January 29, 1997.

Administration's Analysis

1. Immediate family in the Code of Ethics is defined as "…a spouse, or an individual's relative by marriage, lineal descent or adoption who receives, directly or indirectly, more than 50% of his or her support from such individual or from whom such individual receives, directly or indirectly, more than 50% of his or her support."

2. The MPS Nepotism policy provides a sound and reasonable definition of immediate family and does not condition relationship on the basis of a 50%-support rule. Its definition of immediate family focuses upon those related by blood and marriage. "Related by blood" includes the father, mother brother, sister, son, daughter, uncle, aunt, nephew, niece, grandchild, grandparent, grandparent, or first cousin and shall include legal guardianships as well as legal adoptions. The policy defines "related by marriage" as including the husband, wife, son-in-law, daughter-in-law, brother-in-law, wives of brothers-in-law, sister-in-law, husbands of sisters-in-law, father-in-law, mother-in-law, stepchild, and stepparent.

3. The definition of "immediate family" under the MPS Nepotism policy is clear and unambiguous. A similar definition of "immediate family" should be incorporated under the MPS Employee Code of Ethics. Such inclusion will eliminate any confusion as to who is included within the immediate family. This will also allow the Administration to enforce the Code of Ethics in a consistent way on matters involving possible violations of the policy as it relates to MPS employees who are related.

Strategic Plan Compatibility Statement

4. This recommendation is consistent with the Goal of High Standards and Accountability.

Statue, Board Policy, or Rule Statement

5. This resolution is consistent with Sections 19.42, Code of Ethics for Public Officials and Employees – Definitions, and 19.59, Codes of ethics for local government officials, employees and candidates, of the Wisconsin Statutes, and Administrative Policy 6.04, MPS Employee Code of Ethics and MPS Nepotism policy.

Fiscal Impact Statement

6. Costs associated with the implementation of this recommendation will be absorbed in the FY99 budget.

Committee Recommendation

Your Committee recommends that the Board approve the modified definition of "immediate family" for the MPS Employee Code of Ethics as follows:

EMPLOYEE CODE OF ETHICS
MILWAUKEE PUBLIC SCHOOLS

1. DEFINITIONS

Immediate Family: Immediate family ~~is defined here as a spouse or an individual's relative by marriage, lineal descent or adoption who receives, directly or indirectly, more than 50% of his or her support from such individual or from who such individual receives directly or indirectly, more than 50% of his or her support.~~ represents employees who are related by blood or by marriage. Related by blood is defined as including father, mother, brother, sister, son, daughter, uncle, aunt, nephew, niece, grandchild, grandparent, or first cousin, and shall include legal guardianships as well as legal adoptions. Related by marriage is defined as including husband, wife, son-in-law, daughter-in-law, brother-in-law, wives of brothers-in-law, sister-in-law, husbands of sisters-in-law, father-in-law, mother-in-law, stepchild, and stepparent.

* * * * *

(Item 3) Action on Resolution 9899R-111 by Director Hardin and O'Neil and Former Directors Fisher and Todd to Make Martin Luther King, Jr. Day an MPS District-wide Holiday

Background

At its monthly meeting on January 27, 1999, the Board referred the following Resolution 9899R-111 by Directors Hardin and O'Neil and Former Directors Fisher and Todd to the Legislation, Rules and Policies Committee:

WHEREAS, in 1986, President Ronald Reagan declared the third Monday in January a federal legal holiday commemorating Dr. Martin Luther King's birthday; and

WHEREAS, Twenty-seven states, including the state of Wisconsin, have also declared a legal holiday in Dr. Martin Luther King's memory; and

WHEREAS, Federal employees observe the third Monday in January as a legal holiday; and

WHEREAS, State employees also observe the third Monday in January as a legal holiday; and

WHEREAS, City of Milwaukee employees also observe the third Monday in January as a legal holiday; and

WHEREAS, All students and teachers in MPS have off the third Monday in January to observe the holiday commemorating Dr. Martin Luther King; and

WHEREAS, Non-teaching MPS personnel are required to work the third Monday in January; and

WHEREAS, Many times when the Milwaukee Public School District adopts a policy, other districts are encouraged to follow suit; now therefore, be it

RESOLVED, That, beginning in January 2000, all MPS students and employees will observe the third Monday in January as a legal holiday in commemoration of Dr. Martin Luther King's birthday.

Administration's Analysis

1. Currently no MPS employee is eligible for Dr. Martin Luther King, Jr. Day as a paid holiday.

2. All 12-month employees are scheduled to work on Dr. Martin Luther King, Jr. Day.

3. For the vast majority of 10-month employees, Dr. Martin Luther King, Jr. Day is scheduled as a non-work, non-paid day.

4. Proposals designating Dr. Martin Luther King, Jr. Day as a paid holiday have been rejected in the past by the administration during bargaining based on cost.

Strategic Plan Compatibility Statement

5. None

Statute, Board Policy Or Rule Statement

6. None

Fiscal Impact Statement

7. While there would be no additional financial cost to the district to give 12-month employees an additional unpaid holiday, the loss of employee work hours would result in reduced productivity.

8. The cost of adding an additional paid holiday for 10-month employees is estimated as approximately 2.5 million dollars annually.

Committee Recommendation

Your Committee recommends that the Board refer this matter to the Administration for consideration during contract negotiations.

* * * * *

(Item 4) Action on Resolution 9900R-009 by Director Thompson to Establish Special Committees on Board Compensation and Benefits and on Children with Special Needs

Resolution

At its meeting on April 26,1999, the Board referred Resolution 9900R-009 by President Thompson to the Legislation, Rules and Policies Committee:

WHEREAS, From time to time, issues arise which need the application of special expertise or greater attention than the Board's standing Committees have time to give them, given the ongoing business of the district; now, therefore, be it

RESOLVED, That the Board establish the following special committees with members appointed by the president, to report back to the Board with recommendations:

1. Committee on Board Compensation and Benefits, to analyze present Board compensation and benefits and make recommendations (no Board members shall serve on this committee); and

2. Committee on Children with Special Needs, to analyze exceptional education at MPS and other districts, the impact of state and federal law, and to make recommendations concerning the organization and funding of special needs services; and be it

FURTHER RESOLVED, That all other special Board committees are hereby dissolved.

Analysis by the Office of Board Governance

The Board has in the past often used special committees as effective means of dealing with significant issues. If the Board decides to establish the committees, it may wish to consider setting a reporting date, after which the committees would sunset.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

* * * * *

(Item 5) Action on Resolution 9900R-010 by Director Thompson to Amend Various Board Rules Regarding Committee Structure and Assignments, Board Member-Staff Member Contact, and Board Travel

Resolution

At its meeting on April 26, 1999, the Board referred the following resolution, which was introduced by Director Thompson, to the Legislation, Rules and Policies Committee:

WHEREAS, It is appropriate to periodically fine tune the Board's Rules to bring them into agreement with current conditions and expectations; and

WHEREAS, The Board's Rules should provide the Board with a flexible and responsive Committee structure; and

WHEREAS, Various issues relating to the appropriateness of some Board members conduct have recently arisen which need to be addressed in the Rules; now, therefore, be it

RESOLVED, That the Office of Board Governance prepare revised Board Rules for Board consideration and approval, reflecting the following changes:

1. Allow the appointment of any five Board members to the Legislation, Rules and Policies Committee;

2. Dissolve the Accountability/Audit Committee and transfer its functions to the Innovation/School Reform Committee and the Finance/Personnel Committee;

3. Make explicit that Board members are free to contact any MPS employee for information that will help in carrying out the Board member's responsibilities and that any employee may contact a Board member to offer information the employee reasonably believes would aid the Board member in his/her responsibilities. In all such contact, the Board member shall be cognizant of the need not to interfere with the employee's job responsibilities or the chain of command, nor shall this policy be taken as permission for employees to harass directors;

4. Make clear that the Board directors are free to express their personal opinions to other legislative bodies, but in doing should clearly delineate when they speak for themselves and when they represent the Board; and

5. Require that all MPS-paid travel by directors be funded out of the Board budget, with permission from the president required, and prohibit attendance at MPS expense at conventions or other meetings by lame-duck directors.

Analysis by the Office of Board Governance

1. *Allow the appointment of any five Board members to the Legislation, Rules and Policies Committee.*

   Currently, the Legislation, Rules and Policies Committee comprises the chairs of the other standing Committees. The Board President has the option of naming himself as a member.

   There does not appear to be any reason to limit the membership of this Committee to the chairs of the other Committees. Opening up the membership would make it easier for the Board to utilize the talents of individual Board members in the legislative and policy development areas.

2. *Dissolve the Accountability/Audit Committee and transfer its functions to the Innovation/School Reform Committee and the Finance/Personnel Committee.*

   The current duties of the Accountability/Audit Committee include accountability plans, the principal and teacher evaluation process, monitoring reform initiatives, monitoring compliance with executive limitations, technology, development of the annual audit plan, and review of audits. All of these items could be assigned to other committees without creating undue hardship. In fact, some of them, including technology and district financial audits, are already being considered by the Finance/Personnel Committee.

   The Accountability/Audit Committee was scheduled to meet 11 times during the 1998-99 Board year. Six of these meetings were cancelled. A total of 25 items was considered at the 5 meetings that were held.

3. *Make explicit that Board members are free to contact any MPS employee for information that will help in carrying out the Board member's responsibilities and that any employee may contact a Board member to offer information the employee reasonably believes would aid the Board member in his/her responsibilities. In all such contact, the Board member shall be cognizant of the need not to interfere with the employee's job responsibilities or the chain of command, nor shall this policy be taken as permission for employees to harass directors.*

   The current code of ethics for Board members provides that "Board members should respect the Board's commitment to work through its chief administrative officers by requesting desired information about the schools directly from them . . . "

   The issue of Board member contact with subordinate employees is a complex one. On one hand, channeling a request through bureaucratic channels for information that can be simply given is a needless waste of the time of top- and intermediate-level officials who must transmit the request. On the other hand, regardless of what is written in policy, a subordinate will often feel he or she is in no position to object to a request for information that will place an undue burden on him or her.

The type of information involved can also be significant — common or readily available information, as opposed to proprietary or "inside" information. Then, too, mechanisms for information exchange may operate differently in a decentralized system, as opposed to a centralized, bureaucratic system.

In the private sector, it is not unheard of for employees to be disciplined or even fired for going outside the chain of command. While the rules are somewhat different in the public sector, particularly where elected officials are involved, development of language governing this matter may be best left to attorneys with expertise in this area. The matter should therefore be referred to the City Attorney and the Superintendent for review.

4. *Make clear that the Board directors are free to express their personal opinions to other legislative bodies, but in doing should clearly delineate when they speak for themselves and when they represent the Board.*

   This provision would result in the development of explicit language to make clear that elected officials have the right to personally speak out on issues as they see fit. This is in accordance with a City Attorney opinion dated August 7, 1998 (attached to your Committee's minutes).

5. *Require that all MPS-paid travel by directors be funded out of the Board budget, with permission from the president required, and prohibit attendance at MPS expense at conventions or other meetings by lame-duck directors.*

   Board member travel from the Board travel account currently requires the approval of the Board President. There are, however, no controls on Board travel paid for by other departments or on travel by lame-duck directors.

Committee Recommendations

Your Committee recommends:

1. That the Office of Board Governance prepare an amendment to Board Rules to allow the appointment of any five Board members to the Legislation, Rules and Policies Committee

2. That the Office of Board Governance prepare an amendment to Board Rules to dissolve the Accountability/Audit Committee and to transfer its functions to the Innovation/School Reform Committee and the Finance/Personnel Committee.

3. That the matter of Board member-staff member contact be referred to the Superintendent and the City Attorney for analysis and recommendation.

4. That the Office of Board Governance prepare an amendment to the Board Code of Ethics to make clear that the Board directors are free to express their personal opinions to other legislative bodies, but in doing so, should clearly delineate when they speak for themselves and when they represent the Board

5. That the Office of Board Governance prepare an amendment to Board Rules to require that all MPS-paid travel by directors be funded out of the Board budget, with permission from the president required, and to prohibit attendance at MPS expense at conventions or other meetings by lame-duck directors.

* * * * *

(Item 6) Action on Resolution 9899R-010 by Director Hardin to Create a Purchasing and Transportation Committee of the Board

Resolution

At its meeting on May 4, 1998, the Board referred Resolution 9899R-010 by Director Hardin to the Legislation, Rules and Policies Committee:

WHEREAS, The Milwaukee Board of School Directors spends approximately $56 million on transportation each fiscal year; and

WHEREAS, The Milwaukee Public Schools brings to the Board for approval in excess of $46.5 million in purchases each fiscal year; and

WHEREAS, These items are submitted to the Board's Finance/Personnel Committee for approval each month; and

WHEREAS, There are many policy issues related to the approval of transportation contracts and delivery systems and purchasing contracts; and

WHEREAS, The large number of items which come before the Finance/Personnel Committee each month may put constraints on time available for debate; and

WHEREAS, Some ideas may be overlooked or understated because of the sheer magnitude of the expenditures presented to the Board; now, therefore, be it

RESOLVED, That the Board amend Board Rule 2.01 to provide for six standing committees; and be it

FURTHER RESOLVED, That the Board establish the Purchasing/Transportation Committee to meet each month to handle purchasing and transportation transactions to be forwarded to the Board for action at its monthly meeting.

Analysis by the Office of Board Governance

The following chart indicates the number of items and contract dollars acted on by the Finance/Personnel Committee from January 1998 through December 1998:

Month	Transp # Items	Facilities # Items	Facilities $ Awarded	Purchases # Items	Purchases $ Value
January		4	$2,023,578	7	$1,073,649
February	1	3	746,657	7	3.486,508
March		6	1,623,629	3	512,463
April		0	0	12	1,021,849
May	1	23	1,626,066	9	947,673
June	2	7	856,803	6	1,522,000
July		5	3,178,739	2	369,000
August		0	0	6	612,588
September	2	4	491,311	10	771,295
October		0	0	0	0
November		2	402,068	11	2,638,065
December		0	0	2	248,000
TOTAL	6	54	$10,948,851	75	$13,203,090

During 1998, MPS transportation costs were over $55 million; the Finance/Personnel Committee acted on a total of 6 transportation items during that year.

With the advent of E-rate funds, the Board has granted the Administration the authority to award contracts for E-rate monies, then report such decisions to the Board. During the last month alone, over $33,570,000 in E-rate contracts were awarded without Board consideration.

Since Director Hardin’s resolution was introduced, the Finance/Personnel Committee has had extended consideration of two sole-source purchases — Enidlee and Efficacy Institute. Also, a vendor contested one purchase of computer equipment before the Committee. The Enidlee and Efficacy purchases centered around instructional matters and should have been reviewed by the Innovation/School Reform Committee prior to their submission to the Finance/Personnel Committee.

The Finance/Personnel Committee often votes to recommend expending large amounts of money; for example, this month it voted to recommend authorization for purchases totaling $544,000 and the awarding of contracts worth $4,231,346 with very little discussion.

It should be noted that most purchases are the result of competitive bidding. By the time they reach the Committee level, there is little flexibility in dealing with them. To create significant change, it would be necessary to change the policies that govern the actions of the Administration in preparing, letting, and evaluating bids.

Recommendation

Your Committee recommends that the Board place the resolution on file.

* * * * *

Separate consideration having been requested of Item 1, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 1, the Board's legislative package, Director Gardner moved that:

1. The Board accept the Committee report;

2. The Board thank Governor Thompson, Joint Finance Committee Co-chairs Burke and Gard, Joint Finance Committee members, and the Democratic and Republican leadership in the Assembly and Senate for their suppport of MPS through:

    a. Expanding Wisconsin and MPS SAGE schools;

    b. Supporting the Governor's budget proposal for the funding of choice and charter schools, as amended by the committee; and

    c. Expanding Wisconsin and Milwaukee funding for exceptional education; and

    the Board thank the MPS principals, teachers, parents and volunteers who lobbied on behalf of SAGE;

3. Support in concept the Neighborhood Schools initiative of Assembly Representatives Krug, Riley and Williams; and

4. Authorize the chair and vice-chair of the Legislation, Rules and Policies Committee, Directors Dannecker and Gardner, to work with the Superintendent and Governmental Relations staff to promote the MPS legislative package.

Division of the question was ordered.

The question being on part 1, it was adopted, the vote being as follows:

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

Noes—None.

Part 2 was adopted on the following vote:

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

Noes—None.

Part 3 was adopted on the following vote:

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

Noes—None.

Part 4 was adopted on the following vote:

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

Noes—Director Hardin—1.

COMMITTEE ON FINANCE/PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following reports:

REPORT #1

(Item 1) Action on Monthly Finance and Facilities Matters: Award of Contracts; Authorization to Make Purchases; Report on E-Rate Contracts Awarded; 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

STAGE LIGHTING SYSTEM REPLACEMENT

Bay View High School

Prime Contractor
Pieper Electric, Inc.
5070 North 35th Street
Milwaukee, WI 53209

Low Bidder, Base Bid of $179,580.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	1% MBE 12% WBE	435	16	39	Corp	3

The following recommendations are made based on bids received on Tuesday, April 13, 1999:

BOILER REPLACEMENT

Milwaukee High School of the Arts @ West Division

Prime Contractor
Butters-Fetting Co., Inc.
1669 South First Street
Milwaukee, WI 53204

Low Bidder, Base Bid of $436,813.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	9% MBE 1% WBE	141	9	9	Corp	7

ELECTRICAL SERVICE REVISION/NEW OUTLETS

Engleburg School

Prime Contractor
Roman Electric Co., Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Bidder, Base Bid of $69,500.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	270	19	11	Corp	1

LAN TECHNOLOGY UPGRADE

Fritsche Middle School

Prime Contractor
Connectivity Solutions Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186

Low Cumulative Bidder, Base Bid of $65,081, plus $109,496 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $75,811 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $7,336 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet), for a total contract of $257,724.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	12% MBE 61% WBE	60	4	2	Corp	3

ROOF REPLACEMENT

Curtin Elementary School

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

Low Bidder, Base Bid of.....$170,508.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	160	6	6	Corp	1

ROOF REPLACEMENT

Fritsche Middle School

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

Low Bidder, Base Bid of.....$214,810.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	160	6	6	Corp	1

The following recommendations are made based on bids received on Thursday, April 15,1999:

BOILER REPLACEMENT

Story School

Prime Contractor
Grunau Company, Inc.
1100 West Anderson Court
Oak Creek, WI 53154

Low Bidder, Base Bid of.....$154,300.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	21% WBE	250	5	11	Corp	6

FIRE ALARM SYSTEM REPLACEMENT

Juneau High School

Prime Contractor
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Bidder, Base Bid of.....$169,004.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	43	3	4	Corp	1

LAN TECHNOLOGY UPGRADE

Steuben Middle School

Prime Contractor
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder, Base Bid of $194,482, plus $87,482 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $24,094 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $44,499 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $7,911 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of.....$358,468.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	43	3	4	Corp	1

The following recommendations are made based on bids received on Tuesday, April 20, 1999:

ASBESTOS PIPE INSULATION ABATEMENT

Kosciuszko Middle School

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

Low Bidder, Base Bid of.....$51,929.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	3%	3% WBE	16	8	2	Corp	1

PLAYGROUND RECONSTRUCTION

Curtin School

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

Low Bidder, Base Bid of.....$173,470.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	7% MBE 6% WBE	594	126	89	Corp	2

ROOF REPLACEMENT

North Division High School

Prime Contractor
J. A. Christiansen Roofing Co. Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, Base Bid of.....$273,225.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	96	36	4	Corp	1

PIPE RE-INSULATION

Mitchell School

Prime Contractor
L & S Insulation Co., Inc.
616 South 89th Street
Milwaukee, WI 53214

Low Bidder, Base Bid of.....$61,000.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	0%	0%	53	0	5	Corp	0

PLAYGROUND RECONSTRUCTION

Engleburg School

Prime Contractor
Stark Asphalt
11710 West Hampton Avenue
Milwaukee, WI 53225

Low Bidder, Base Bid of $125,870, plus $6,315 for Mandatory Alternate Bid 1
to replace existing paving along West Appleton Avenue, for a total contract of..... $132,185.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	6% MBE 4% WBE	29	2	1	Corp	4

BOILER REPLACEMENT

Manitoba School

Prime Contractor
Butters-Fetting Co., Inc.
1669 South First Street
Milwaukee, WI 53204

Low Bidder, Base Bid of..... $171,868.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE 1% WBE	125	5	10	Corp	5

FLOOR TILE ABATEMENT

Hamilton High School

Prime Contractor
Fidelity Environmental of Wisconsin, Inc.
801 East Broadway
Monona, WI 53716

Low Bidder, Base Bid of..... $58,765.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	0%	0%	30	15	2	Corp	2

The following recommendations are made based on bids received on Tuesday, April 27, 1999:

RECYCLING AT DISTRICT SITES

Prime Contractor
Waste Management of Wisconsin, Inc.
W124 N8925 Boundary Road
Menomonee Falls, WI 53051

Low Bidder, Base Bid of..... $63,200.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	5%	5% WBE	287	31	43	Corp	1

TRASH DISPOSAL AT DISTRICT SITES

Prime Contractor
Waste Management of Wisconsin, Inc.
W124 N8925 Boundary Road
Menomonee Falls, WI 53051

Low Bidder, Base Bid of.....$114,300.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	2%	2% WBE	287	31	43	Corp	1

ASBESTOS PIPE INSULATION ABATEMENT

Robinson Middle School

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

Low Bidder, Base Bid of.....$85,500.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	3%	3% MBE	45	15	6	Corp	1

PIPE RE-INSULATION

Robinson Middle School

Prime Contractor
L & S Insulation Co., Inc.
616 South 89th Street
Milwaukee, WI 53214

Low Bidder, Base Bid of.....$110,200.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	0%	0%	53	0	5	Corp	0

ELEVATOR MODIFICATIONS

Malcolm X Academy

Prime Contractor
Saeflite Elevator Co., Inc.
4918 West Calumet Road
Brown Deer, WI 53223

Low Bidder, Base Bid of.....$72,930.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	0%	0%	2	0	0	Corp	5

FAN AND MOTOR REPLACEMENT

Walker International Middle School

Prime Contractor
Mared Mechanical Contractors Corporation
4230 West Douglas Road
Milwaukee, WI 53209

Low Bidder, Base Bid of.....$57,800.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% MBE	59	10	3	Corp	3

LAN TECHNOLOGY UPGRADE

Division 1 — Bell Middle School

Prime Contractor
Computer Cable Connection, Inc.
2810 Harlan Drive
Bellevue, Nebraska 68005

Second Low Cumulative Bidder, Base Bid of $255,000, plus $136,740 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $139,935 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $27,494 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $7,770 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of.....$566,939.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% WBE	226	57	28	Corp	2

Note: Low Bidder did not meet HUB requirement.

Division 2 — Honey Creek School

Prime Contractor
Computer Cable Connection, Inc.
2810 Harlan Drive
Bellevue, Nebraska 68005

Low Cumulative Bidder, Base Bid of $93,210, plus $19,737 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $40,568 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $9,263 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet), for a total contract of $162,778.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	10%	10% WBE	226	57	28	Corpn	2

RF DISTRIBUTION SYSTEM

South Division High School

Prime Contractor
Connectivity Solutions Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186

Sole Bidder, Base Bid of $64,550.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Emps in Company	# of Minority Emps	# of Women Emps	Type of Business	# of Sub-contractors
No	5%	17% MBE	60	4	2	Corp	1

Total construction contract dollars awarded..... $4,231,346.00
Total dollars HUB participation $567,088.87
% of MBE participation..... 6.01%
% of WBE participation 7.40%
% of M/WBE participation..... 0.00%
% Minority employees within company..... 13.33%
% Women employees within company 7.78%

Authorization to Make Purchases & Report on E-Rate Contracts Awarded

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

SS-481 150 Pentium II Computers (Rufus King)

Recommend authorization to purchase 150 Pentium II computers totaling an estimated $247,000. 90 of the machines will be used for implementing the School Management System project; 30 will be used for a career guidance lab, and 30 will be used for a multi-purpose computer lab. Construction funds will be used as part of their remodeling project.

SS-487 146 Gateway Pentium II Computers (Pleasant View Acad. Of Science {New K-8})

Recommend authorization to purchase 146 Gateway Pentium II computers, 49 printers, and software totaling an estimated $236,000. Funds are from Facilities and Maintenance Division's new school budget.

SS-488 50 Pentium II Computers (Siefert School)

Recommend authorization to purchase 50 Pentium II computers totaling an estimated $61,000. FY99 funds will be used.

Report on E-Rate Contracts Awarded

The Board directed the Administration to report the awards under the E-rate program. Below is a list of awards for some of the E-rate projects.

PROJECT	RFP #	VENDOR	AMOUNT
WAN Network Services	246	Ameritech	$3,682,768 (Per Year)
Cisco Switches	248	AE Business	$4,505,897
		Ameritech	$511,127
		Berbee	$3,072,637
		GrahamBell Industries	$1,819,934
		CompuCom	$1,332,558
		MasterLink	$1,953,165
		Sentinal	$2,217,409
PBX Systems	250	Mitel	$9,750,746
Primary Rate Access/Local And Long-Distance Telephone	252	Ameritech	$407,540
Cabling; Admin Bldg	253	Munger	$198,200
Video on Demand Systems	270	Berbee	$453,044
Desktop and Work Group Video Systems	267	Ameritech	$783,690
Classroom Hub and Classroom Closet Equipment	271	Munger/Inacom	$2,350,400
Technical Support and Other Network Elements	272	Ameritech	$182,400
		AE Business	$819,200
		Itech	$100,000
		Mitel	$280,000
		Munger	$75,000
		Bell Industries	$124,847
		Technetix	$167,811
		Alpha.Net	$110,400
Near-Broadcast-Quality Video	269	Ameritech	$875,947
Enterprise Network Management Center	278	AE Business	$670,143
Remote Managed Network	279	AE Business/ Berbee	$808,100

E-rate guidelines require that the Administration follow and adhere to all state and Board bidding and purchasing requirements.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Barton	A.O. Smith Foundation	$1,000	Camping trip
Gaenslen	Knights of Pythias	$400	Media center
Goodrich	Molas, Gianellis Pizza	$477	T-shirts — attendance incentive
Goodrich	Fleet Mortgage Group	$477	T-shirts — attendance incentive
Goodrich	Frito Lay	$477	T-shirts — attendance incentive
Goodrich	Citizen Scholarship Foundation of America	$1,000	Scholarship grant merit awards
Kosciuszko	El Rey Foods	$450	Sponsorship — bilingual students
Malcolm X	Bader Foundation	$1,800	Teacher expense for conference
Malcolm X	Ms. Shirley Owens	$25	Cap & gown purchase
Marshall	Robert Wells	$235	Practice jerseys-basketball team
MHSA	Carmelo DeAngelis	$1,300	Scholarship — $1,000; Theatre Department — $300
Milwaukee French Immersion	William H. Gates	$5,000	Expenses for 5th-grade students while in France
Milwaukee French Immersion	Target	$1,000	Student incentives
Milwaukee School of Languages	Tower Automotive	$100	Financial assistance
Milwaukee Sign Language	Faye McBeath Foundtion	$15,000	Funding for a sign language instructor
Milwaukee Tech	Allen-Bradley	$1,100	1988 Suzuki Samurai — vehicle training
MPS — After School Programs	Milwaukee Jewish Council	$200	1,000 used books, brochures
MPS — After School Programs	Next Door Foundation	Undeter-mined	8,500 used books
MPS — Recreation Department	Sherwin Williams	$735	Paint supply items
Sholes	PTSO	$3,000	Graduation exercises
Sholes	Compton Fellowship	$400	Communication media
Urban Waldorf	A.O. Smith	$500	Parent involvement

Committee recommendations

Your Committee recommends:

1. That the Board award the contracts and authorize the purchases, as listed above.

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

* * * * *

(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; Report on Resignations; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Sara Delgado Pierce	School Secretary I $16,853.11/yr.	04-12-99
Michael Eheler Fac. & Main. Services	Electrician $23.52/hr.($47,040.00/yr.)	04-26-99
Anitra Galindo Milw. Spanish Immersion	School Secretary I $16,853.11/yr.	05-06-99
Jeff Kanderski Fac. & Main. Services	LAN Specialist $39,827.06/yr.	04-06-99
Lynn Michalak Special Services	Associate School Nurse $18,197.21/yr.	04-19-99
Laura Moore Madison	School Secretary I $16,853.11/yr.	05-03-99
Latasha Nash Garfield	School Secretary I $16,853.11/yr.	04-14-99
Jerome Ristow-Danks Fac. & Main. Services	Electrician $23.52/hr.($47,040.00/yr.)	05-03-99
Chue Vang Fac. & Main. Services	School Secretary I $20,320.04/yr.	05-03-99
	PROMOTIONS	
Anthony Marinello Warehouse & Dist. Serv.	Material Handler II $33,569.12/yr.	03-11-99
Peggy Schaff Fac. & Main. Services	School Secretary II $28,347.54/yr.	04-12-99
Jim Washington Fac. & Main. Services	School Engineer I $31,814.38/yr.	04-19-99
	RETURNS FROM LEAVE	
Sandra Merriweather Edison	School Secretary I $22,684.00/yr.	04-26-99
	CHANGES IN STATUS	
Renell Langner Whitman	Handicapped Childen's Assistant $13,050.82/yr.	03-26-99
Bonnie Murphy DSSC	Handicapped Children's Assistant $13,050.82/yr.	03-26-99
Christopher Wiechowski Pulaski	Boiler Attendant Trainee $25,063.48/yr.	04-19-99
Flora Young Robinson	Handicapped Children's Assistant $13,050.82/yr.	04-29-99

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs/Exp. Credit	Start Date
r	Amy L. Adams Elementary Education	B	$26,732	0	4/12/99
nr	Sarah E. Baenen English	B	$27,333	0	8/24/99
r	John S. Bennett Elementary Education	B	$27,333	0	8/24/99

nr	Jennifer L. Bond Gr 6-12/Spanish	B	$27,333	0	8/24/99
nr	Diane L. Brooks P.E./Health	B	$27,333	0	8/24/99
r	Jay A. Bullock English	B	$27,333	0	8/24/99
r	Tayotis L. Caldwell Elementary Education	B	$27,333	0	8/24/99
nr	Elizabeth A. Dewing Speech Pathology	B	$26,732	0	4/12/99
r	Kimberly S. Gibbs Upper Elementary	B	$27,333	0	8/24/99
r	Todd S. Hartwig Elementary Education	B	$26,732	0	3/22/99
r	Latasha D. Hodge Grade 1-9	B	$26,732	0	3/25/99
r	Reginald D. Ivy Upper Elementary	B	$26,732	0	1/25/99
r	Sarah L. McClendon 116/PreK-9/C.D.	B	$26,732	0	4/19/99
r	Edmund A. Okoro Orthopedic Impairment	B	$29,273	2	8/24/99
r	Regina A. Pena English/History	B	$27,333	0	8/24/99
r,b	Adrienne M. Reinardy Elementary Education	C	$39,394	10	4/12/99
r	Renee A. Seppanen Upper Elementary	B	$27,333	0	8/24/99
r	Kami M. Toffler PreK-3	B	$26,732	0	4/12/99
r	Benjamin M. Tomes E.D.	B	$26,732	0	1/25/99
r	Nhia Yang Elementary Education	B	$27,333	0	8/24/99

CODES

(a) Reappointment without tenure
(b) Reappointment with 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)

Abundis, Amalia
Anderson, Martha E.
Austrup, Karen R.
Aviles, Iris M.
Balkovec, Lori L.
Bayens, Amanda L.
Bear, Wendy L.
Beckmann, Robert P.
Bell, Rebecca J.
Bergholz, Jennifer L.
Brown, Shelley S.
Browne, Alan P.
Burks, Mary J.
Capelle, Angela M.
Cardoza, Lauri A.
Conner, Nancy S.
Crocker, Susan E.
Czarnecki, Patricia M.
Dalessio-Lenczner, Lisa M.
Daley, Lisa M.
DelValle, Maria D.
Dorau, Carol A.
Downing, Tanya N.
Drost, Lisa K.

Duncan, Mary K.
Dunn, Kimberly J.
Ewing, Kendalyn
Fahl, Sarah L.
Fredricks, Paul C.
Fritz, Jane M.
Gaatz, Michael D.
Garlieb, Malisa G.
Gauger, Elizabeth G.
Gauss, Lena
Graettinger, Ricki Jo
Grinker, Jenny R.
Grutzmacher, Gayle A.
Gunderson, Cher N.
Gutchewsky, Lynn J.
Haeuser, Cindy M.
Halsey, Jeffrey J.
Handley-Beck, Cheryll A.
Hardesty, Scott C.
Harris, Rozalia P.
Heffelfinger, Sharon L.
Hendricks, Gregory A.
Hewitt, Jill J.
Hochstein, Sally C.
Hunter, David D.
Ivy, Reginald D.
Jahn, Tricia L.
James, Sondra L.
Janasiak, Cheryle A.
Johnson, Delores
Jungck, Mark J.
Kamenick, Theresa A.
Kaponya, Stephanie L.
Kassees, Kay E.
Katsekes, Rosanna G.
Kellner, Matthew J.
Kelly, Scott K.
Killips, Kristen M.
Koek, Heather J.
Kolo, Sara L.
Krieger, Karen L.
Lama, Elizabeth A.
Larkin, Rhonda D.
Larsen, Alana K.
LeFevre, Heather M.
Lipek, Sarah E.
Lorbeck, Jennifer M.
Lueck, Jennie M.
Luthy Jr., Thomas G.
Maass, Andrea J.
McClone, Michelle A.
McMenemy, Diana R.
McWilliams.
Cassandra D.
Mehn, Lisa L.
Minash, Dedee B.
Moen, Sarah J.
Moga, Jacquelyn
Moore, Colleen H.
Ninham, JoAnn E.
Nowlen, Nancianne T.
Oppong, Kwaku
Otey, Kimberly E.
Passley, Wilbert G.
Pelzek, Kimberly L.
Petrovic, Justina E.
Piontek, Jason R.
Pluta, Julie A.
Pugh, Alice D.
Purdy, Cynthia A.
Radomski, Susan
Rajak, Gordana
Reid, Amy C.
Reitman-Katzer, Rebecca T.
Rodahl, Suzanne M.
Rogers, Derrick D.
Ruditys, Nancy B.
Sandino, Gladys B.
Sauer, Jill A.
Schmidt, Jason E.
Seitz, Lenora F.
Sims, Tiffany T.
Sinclair, Stephen L.R.
Skipper, Selestine
Stampley, Carolyn R.
Starck, Susan M.
Steinberg, Kerry L.
Stewart, Alysia A.
Strancke, Anthony J.
Swenson, Vicki R.
Szper, Margaret M.
Taheri, Laura
Tamm, Robin L.
Thom, Laura A.
Thompson, Heather L.
Toman-Patrick, Laurie A.
Tomes, Benajmin M.
Urness, Erin S.
Vincent, Eric D.
Voi, Bethany L.
Vomacka, Mark
Vuyk, Amy L.
Wade, Adrian L.
Walker, Dorothy M.
Weatherall, Takisha Q.
Weinman, George S.
Wesselink, Karen M.
West, Cynthia J.
Wiedenhoeft, Laura J.
Wiest, Kelli M.
Winter, Lisa M.
Wortham, Victoria E.
Yanko, Carrie A.
Zaner, Heidi L.
Zuniga, Joseph L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Abelew, Briton
Adamczak, Julie
Adkins, Jennifer A.
Agostinelli, Isabella
Alba, Andres J.
Alexander Jr., Norman J.
Ali-Masai, Tahirih
Amrani, Terry S.
Anderson, Andrea L.
Andrews, Terrance P.
Andrezejewski, Jeffery
Anton, Naomi
Apitz, Jessica J.
Arensdorf, Sonya L.
Azam, Nasreen F.
Bailey, Brandi
Balge, Carolyn
Bannier, Susan Z.
Barnes, Dawn M.
Bast, Renee E.
Basting, Jennifer A.
Becker, Candace A.
Bedessem, Kathy
Bedford, Pandora D.
Behrens, Tina
Bell, Marvin M.
Belter, Christine A.
Bemis, Rosemarie
Benson, Shamell S.
Benz, Kim A.
Biba, Bonita E.
Bishop, April M.
Bitter, Joseph

Blacks, Bettye C.
Bloedorn, Janice F.
Boeding, Lindy M.
Bohte, Crystal A.
Bolen, Jennifer R.
Boswell, Matthew
Bourrage, Reginald
Boyle, Tina M.
Braovac, Carolann
Braun, Tina M.
Bredeson, Melanie R.
Breed, Amy
Briggs-Allen, Tunicha L.
Brimmer, Julie J.
Brock, Kimberly
Brombeck, Michael J.
Brower, Pauline M.
Brown, Janyesha C.
Brubaker, Andrew
Bruesewitz, Kathleen T.
Brunette-Smith, Barbara
Bruton, James P.
Buckholt, Paul
Bukosky, Melony A.
Bukosky, Richard J.
Bulow, Annelies
Burgos, Robinson
Burks, Kirsten L.
Burow-Pomrening, Tara 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
Clarey, Susan M.
Clark, Leann
Cline, Candace C.
Cline, Kelly
Cocos, Toni
Coffaro, Catherine A.
Coleman, Gregory
Cole-Stewart, Delorse M.
Collier, Julie
Conhartoski, Susan J.
Connor, Kelly
Constant, Nancy A.
Cordova, Abelardo
Cordova, Sonia
Cornelius, Derick C.
Cottrell, Lisa
Cox, Carolyn
Cram, Rebecca
Cridelich, Keri B.
Crosby, Cassandra D.
Crosby, Cheryl N.
Crowder, Christie O.
Damkoehler, Cheri
Daneau, Helene I.
Danielewski, Jill M.
Davis, Elizabeth R.
Davis, Wendi C
Del Portillo, Johanna
DeMichei, Anna
Dempsey, Pamela
DeShong, Charles W.
Dessereau, Dawn
DeToro, Antoinette M.
Dietze, Carolyn G.
DiGiovanni, Jennifer A.
DiPietrantonio, Lisa M.
Doehr, Denise
Dolata, Darlyne K.
Dominguez, Rebecca A.
Douglas, Ora D.
Draeger, Bridget
Dretzka, Molly
Dreyfus, Brian
Droster, Rebecca K.
Drury, Janet L.
Dye, Angela Y.
Dynek, Sarah J.
Edmond, Tracey C.
Effertz, Julie M.
Ellingson, Laural B.
Erich, David J.
Erich, Margaret M.
Ertenberg, Jill
Estrada, Dean R.
Fargen, Shawn
Farmer, Yolanda
Fenelon, Jean
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.
Foley, Virginia R.
Formaker, Nikole
Fox, Michael A.
Frayer, Jessica
Fritz, Alan
Gabriel, Gayle
Gaitan, Peggy M.
Galarza, Radames
Garcia, Monica M.
Garcia, Sharie A.
Gardiner, Lisa
Gee, Steven R.
Gehrke, Brenda D.
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.
Greengas, David N.
Grimes, Roxane
Groce, Leon
Guarnero, Elissa
Gumina, Jean M.
Gumz, Andrew
Gutierrez, Laura
Hager, Katharine L.
Haldemann, Luise M.
Halsey, Katrina K.
Halverson, Jeannette L.
Hammond, Jolene M.
Hancock, Bryon
Hanel, Lisa Rose
Hansen, Jessica
Hanten, Rebecca L.
Haren, Dawn M.
Harris, Barbara
Harris, Michael C.
Harris, Mingyon L.
Harris-Day, Erica N.
Harrison, John
Hartmann, William H.
Hartung, Sarah R.
Hass, James
Hassman, Danielle
Hazelwood, Mary A.
Heaphy, Carrie A.
Heisdorf, William
Hellenbrand, JoAnn R.

Hernandez, Roselia
Herrera, Miriam
Herring, Nebritt L.
Hibben, Phyllis K.
Hill, Maren I.
Hochschild, Timothy M.
Hochstatter, Nelly D.
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, Hilary R.
James, Kelly
Jeffery, Chiquita A.
Jenkins, Michelle D.
Jeson, Sooz
Jimenez, Donna M.
Johansen, Kim
Johanson, Sarah
Johnson, Erin L.
Johnson, Jeffery W.
Johnson, Kimberly R.
Johnson, Martha L.
Johnson, Meredith
Johnson, Nicole M.
Johnson, Roderick C.
Jones Jr., Eddie L.
Jordan, Gwendolyn L.
Kabaka, Lydia M.
Kahn-Pettigrew, David D.
Kann, Karen M.
Kanning, Elise M.
Kasdorf, Kelly
Kassulke, Adam
Kazel, Charles
Kemp, Debra
Kempf, Brittany
Kennedy, Irina V.
Keshvala, Seelpa
Khanthichit, Euanechith
Kilsdonk, Cory
Kincade, Jennifer L.
King, Julie
Kingma, Kimberly
Kinis, Hrysanthi
Kirby, Horce M.
Klisch, Denni L.
Kloiber, Holly H.
Koch, Barry G.
Koch, Kerry L.
Koman, Mary
Koutsky, Dawn J.
Kozlowski, Kimberly A.
Kranich, Kurt
Kranstover, Mary C.
Krecak, Dana
Krochalk, Maggie
Krzeczkowski, Teresa M.
Krznarch, Donnie
Kuglitsch, Diana D.
Kulas, Carrie J.
Kulikowski, Lisa
Kuningas, Kulliki
Kupka, Natasha L.
Kurtz, Beth-Marie L.
Kvidera, Karen R.
Kwiatkowski, Kristi
Labs, Nicole M.
Laha, Marie R.
Laird, Renee
Lange, Shelly
Langford, Jennifer
Lanphier, Alice M.
Lantz, Erin
Larrea-Garcia, Jose
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.
Luznar, Gayle
Lynch, Katherine
Lynner, Mechelle M.
Mabon, Katrese
Mack, Angela
Mackay, Mary
Madigan, Cathy L.
Mahloch, Amy J.
Malone, Crystal
Manian, Elizabeth
Manikham, Inthava
Martin, Carletta M.
Martin, Deborah D.
Martin, Sandra J.
Martin, Vernon
Martinez, Brenda
Martinez, Elixabeth
Mattson, Theresa J.
Mays, Sheba C.
McCoy, Christine
McCullum, Sara D.
McElrath, Dawn M.
McGreehin, Terry
McKeith, Janice J.
McKenney, Rob
McKinley, Nicole G.
McLaughlin, Amy K.
McMahon, Erin E.
Mejia, Ronald
Melk, Timothy
Melton, Kurt M.
Meo, Kristen A.
Meyer, Chad A.
Michalski, Michele M.
Michels, Jessica
Milhans, Elizabeth B.
Miller, Lisa
Miller, Mary L.
Miller, Michelle
Miller, Rachel
Mlachnik, Daniel A.
Mnichowicz, Kimberly A.
Moga, Paul E.
Mohan, Melissa
Mohr, Jennifer
Molina, Ulisses
Montney, Christy L.
Moore, Cynthia R.
Morgan, Margaret A.
Moroney, Yovira
Morrow, Bertha Y.
Morrow, Brenda J.
Mudd, Nancy
Muellenbach, Carol J.
Mueller, Valerie
Nagel, April
Nagel, Judy M.
Nehls, Melissa F.
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.

Noon, Andrea L.
Ochs, Kelli
Okonta, Angela N.
Olszowka, Margaret
Oneby, Jennifer
Oneil, Jennifer
Orkowski, Sarah J.
Owen, Tina
Pakalski, Andrew
Palmer, Elaine L.
Parzych, Denise
Patterson, Trinette
Pearson, Bruce
Pecanac, Valerie
Peifer, Maureen T.
Peldo, Carolyn R.
Pelzek, Anne R.
Pelzek, Jennifer
Perez, Linda P.
Persin, Jennifer L.
Peterson, Arshales E.
Peterson, Janis
Petoskey, Nancy M.
Petri, Kathleen
Phillips, Denise L.
Phillips, Kristin L.
Phillips, Traci J.
Pickering-Mlaker, Jacqueline G.
Piette, Kimberly A.
Piontek, Duane E.
Pitchford III, Eugene
Place, Alicia
Plach, Sara A.
Pleas-Carnie, Carol M.
Pleas, Annette
Plichta, Paulanne J.
Ploch, Coreen C.
Pochop, Kelly D.
Porter, Carrie
Porter, Catherine
Porter, Mark
Pratt, Michael J.
Principe Jr., William
Pruske, LeeAnn
Pusich, Laurie
Ragonese, Leigh M.
Rahming, Bernard
Ramirez, Ana
Ramlow, Sarah
Randolph, Kevin
Randolph Jr., John W.
Rank, Carl B.
Rath, Jennifer A.
Reed, Cassandra
Reid, Regina L.
Reinders, Lynn
Rendon, Emily
Resto, Madeline
Rhoades, Torrell L.
Rhodes, Vera
Richards, Alina M.
Richardson, Jacqueline K.
Rinehart, Robin
Rios, Nydia
Ritchie, Lisa
Rivera, Lucy
Robinson, Deborah J.
Rodgers, Jacqueline C.
Rohde, Rebecca L.
Roth, Colleen A.
Rozier, Henri L.
Rudolph, Brian W.
Ruid, Karen
Rupprecht, Richard E.
Rutowski, Theodore
Salazar, Helina Y.
Salinsky, Lori Z.
Saller, Susan C.
Sanchez, Carlos V.
Sandretti, Janet
Santiago-Norat, Solymar
Sather, Denise
Scaglione, Corrine
Scarano, Maribeth
Schaefer, Kathleen
Schaefer, Sharon B.
Schieffer, Laura L.
Schmeling, Robert C.
Schmidt, Karen
Schmidt, Peter F.
Schmidt, Thomas T.
Schneider, Penelope
Schnetzer, Lisa K.
Schroeder, Cathleen L.
Schroeder, Christopher J.
Schuettpelz, Jan A.
Schultz, Amy
Schumacher, Jennifer S.
Schwager, Stacy
Schwarzenberger, Eric A.
Schwenke, Denise
Scott, Regina
Scrutchions, Patricia
Sears, Maureen
Shadis, Eden
Shannon, Kelly
Shaw, Hortense
Shay, Patrick
Sheasley, Donna L.
Sheridan, Julie M.
Sido, Yasmine
Siewert, Jilayne
Silvers, Aaron E.
Simos, Gina M.
Simpson, Robin K.
Singstock, Alicia
Skarie, Kristi
Skurulsky, Rebecca J.
Smith, Carrie
Smith, Cynthia
Smith, Damaris
Smith, Derek S.
Smith, Jennifer L.
Smith, Jutiki A.
Smith, Randall
Smith, Roger A.
Smith, Steven L.
Smith, Tiffany N.
Sokolowski, Jeff G.
Solsrud, Rebecca L.
Soucie, Magda
Stagg, Lois C.
Stanley, David
Steele, Lonnie
Steger, Jennifer K.
Steib, Diane
Steinhoff, Samuel J.
Stephens, Angela
Stephens, Roxanne D.
Stepherson, Relious E.
Stevens, Nancy L.
Stock, Mary K.
Stocke, Kim
Stott, Kim A.
Strahan, Peggy
Sullivan, Eric
Swartz, Charles V.
Syme, Douglas W.
Tarkowski, Jerome
Tassin, Rita
Terry, Jennifer
Thaney, Rebecca
Thiede, Carese
Thomas, Elisheva
Thomas, Mary
Thompson, Tina R.
Thottupuram, Cherian K.
Tienor, Kristina S.
Timmerman, Amy L.
Tiritilli, Claudia A.
Tormey-Scott, Maria
Traylor, Sylvia S.
Trilling, Lori A.
Trottier, Chris R.
Tucker-Stewart, Kendra

Tully, Dagmar
Twell, Jason S.
Twinde, Angela R.
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.
Waltersdorf, Jill M.
Ward, Aileen M.
Watts, Lorelei R.
Weber, Jacob
Weeks, Cynthia M.
Wehausen, Jodi
Werle, Jennifer A.
Wery, Susan
Wesolowski, Kelley
Wheelock, Amy
White, Amy
White, Cherigale
Whiten, Janice E.
Wilde, Renee
Wilkinson, DeVona Y.
Williams, Elizabeth A.
Williams, Eva
Williams, Evelyn L
Williams, Jerry L.
Williams, Russ E.
Wilson, Cynthia C.
Wilson, Marilyn
Wilson, Tirshatha
Wilson, Tisha M.
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.
Zastrow, Gavin
Zellmer, Elizabeth
Zenk, Anthony

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Abler, Laurie
Alvarez, Leonardo A.
Badura, Beth Ann
Barber, Yolanda D.
Beekman, Demetri A.
Bevilacqua, Craig A.
Blackburn, James K.
Bosi, Lee Ann
Brame, Walter M.
Bretall, Curtis J.
Briggs, Pauline A.
Brooks, Erika S.
Calloway, Lois M.
Childs, Katherine D.
Cirillo, Michael J.
Coffin, Paul R.
Colon, Iris M.
Dargin, Stephanie M.
Donohue, Timothy M.
Ederesinghe, Esther
Ehlinger, Scott M.
Ehren, Jeffrey
Eibl, Nora E.
Ekunsanmi, Toye J.
Ellis, Larry
Fare, Amy E.
Farris, Larry D.
Fisher, Darren H.
Foster, Deborah A.
Franco, Gloria
Frank, Holly L.
Galien, Jason A.
Gaynor, William J.
Genke, Todd M.
Gilbert, Shirley A.
Giles, Beth R.
Gill, Claydia N.
Glazewski, Kimberly A.
Glowacki, Leon P.
Golden, Jennifer R.
Gordon, Constance
Grover, Kristin M.
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.
Hubbard, Natalie D.
Hyden, John B.
Idzikowski, Lisa A.
James, Michelle R.
Jelenchick, Paul L.
Jenkins, Michelle A.
Johnson, Monica L.
Jones, Keona
Jorvig, Daniel A.
Kartz, Daniel A.
Kass, Maddalena A.
Kehl, Heather R.
Kittredge, Eugene T.
Klug, James M.
Kostuck Jr., Richard A.
Kotas, Amy E.
Kuula, Jeffrey W.
Larson, Laura L.
Lawler, Stacy L.
Lea, Angela M.
Ledesma, Claudia
Little, Daphne D.
Lockhart, Trina D.
Lopez, Mariadelina
Lyday, Bryan M.
Mallegni, Todd J.
McFarland, Maureen M.
McGinnity, Susie M.
McTrusty, Lynda R.
Medrano, Dale S.
Menocal, Julian G.
Michalak, Diane J.
Michel, John D.
Miles, Martha S.
Millan, Alma
Mudgett, Diane M.
Neal, Michelle A.
Neis, Janet M.
Neuenschwander, Jennifer B.
Newell, Suzzette M.
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.
Quiles, Norma I.
Reinke, Renata D.
Reiser, Andrew C.
Richard, Hazel L.
Rill, Christina R.
Robinson, Alison A.
Robinson, Charles H.
Robrahn, Jennifer K.
Rodriguez, Luis
Rodriguez, Pascual A.
Rodriguez-Reed, Lisette
Ross, Janice L.
Ruditys, Nancy B.
Rupcich, Maria S.
Schubert, Elizabeth
Schwantes, Theresa
Searl-Wnorowski, Jodena M.
Seitz, Terri L.
Sevedge, John W.
Shields, Patrick J.
Shungu, Wembo L.
Sims, Geraldine
Smith, Jerome T.
Snyder, Renae L.
Song, Pua
St. John, Tammy A.
Staples, Lynn M.
Sticha, Catherine A.
Styers, Amy Jo
Suggs, Leona Y.
Sullivan, Mara
Thome, Dana K.
Toruno, Marina C.
Tremarello, Jodi L.
Vang, Choua Cha
Vila, Julie A.
Vuchichevich, Ann M.
Wagner, David G.
Wagoner, Rachel L.
Weiss, Kathy E.
Wildt, Jennifer L.
Wilson, Jennifer C.
Winston, Camille L.
Wodajo, Kifle Y.
Womack, Belinda Y.
Woznick, Tammy M.
Xiong, Daniel N.
Zarob, Kristen A.
Zeise, Mary B.
Zinke, Deborah J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Aardappel, Paul D.
Aaron, Laurie A.
Abston, Rosanne
Adair, Tonya
Adelmeyer, Patricia A.
Afolayan, Michael O.
Allen, Jill V.
Allison, Kelly K.
Alvarez, Bertha
Ambrus, Arthur B.
Anderson, James P.
Angell, Mary M.
Ash, Kendra Y.
Atandare, Dara
Awe, Sam
Bacon, Marlys E.
Bailey, Monique Y.
Banasik, Bryan J.
Barnes, Tina M.
Bensemann, Koreen L.
Bent, Patricia V.
Bentley, Tynisha T.
Benton, Barbara A.
Berg, Risa M.
Berkompas, Dustine L.
Betancourt, Linda-Lee
Biallas, Michele S.
Biba, Michael L.
Biersterveld, Laura M.
Birschbach, Karla A.
Bloom, Martha A.
Bohn, Mary Jane
Bond, Victoria A.
Bosma, Angela M.
Bosold, Heather A.
Bourne, Valerie S.
Boyd, Sherry L.
Branch, Lesa M.
Brantley, Jonathan D.
Braxton, Cherie
Bretzel, Kimberli A.
Bringa, Katie A.
Britt, Eugenia H.
Brown, Sherlyn
Bruce-Konuah, Gail D.
Brunette, Cynthia L.
Buchanan, Velicia D.
Bui, Uyen
Bukowski, Heidi A.
Bulger, Frances M.
Buraczynski, Jeanne M.
Burrus, Maria A.
Burton, Andra S.
Busche, Mary A.
Buth, Alisa C.
Bykowski, Renee C.
Byrdsong, Kellar A.
Callaway, Kim
Campbell, Victor
Carey, Melissa J.
Carter, JoAnne D.
Charles, Salomie T.
Cheatham, Tosca C.
Chiappetti, Edith E.
Chiconas, Lisa D.
Christoph, Brady G.
Cleator, Merle M.
Clements, Timothy S.
Cleveland, Trila
Clodjeaux, Catherine A.
Coker, Christopher A.
Collins, Audrey
Colmus, Steven R.
Colon, Patricia B.
Corcoran, Bryan S.
Cortez, Yolanda
Crook, Lisa A.
Crothers, Patrick J.
D'Alessio, Paul
Daly, Kathleen M.
Danby, Pamela T.
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
Dimitrijevic, Zorica
Disi, Lila A.
Doss, Donald F.

Douglas, Michelle S.
Driscoll, Deidre A.
Duellman, Wigma I.
Dulmes, Amee M.
Dunst, Janet
Dye-Thompson, Fontella
Dyer, Celinda A.
Edler, James W.
Eggert, Patricia
Elliott, April R.
Elliott, Brian M.
Ellsworth, Pamela C.
Elwing, Jennifer R.
Finnie, Camra A.
Fischer, Antonio
Fitzgerald, Amy C.
Fitzgerald, Caroyln
Fluker, Wendy
Flynn, Ann Marie L.
Flynn, Matthew L.
Franco, Graciela
Frank, Robert K.
Fredricks, Christopher A.
Free, Kathie A.
Friehe, Lori A.
Fritz, Brenda J.
Fromm, Martha F.
Fromm, Sherri L.
Galvin, Ellen M.
Gatewood, Daniel R.
Geers, Stephanie A.
Geisen, Marybeth
Gentile, John M.
Gessner, Paul T.
Gibbs, Caroline L.
Giese, Kristi S.
Gilles-Perkovich, Dawn M.R.
Gingrasso, Charlotte D.
Girman, Stephen M.
Gladney Melinda G.
Glass Sr., Rev. Steven B.
Goeman, Karen L.
Goins, Levi D.
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.
Gull, Sara L.
Gundrum, Thomas W.
Gunther, Dream A.
Gutekunst, Maria
Gutierrez, Rolando
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
Harrison, Thora
Hart, Jennifer E.
Hartl, Stephanie M.
Haslem, Cleo
Hayden Jr., Herbert
Heim, Steven J.
Hellenbrand, Amy
Hellenthal, Christine J.
Heller, Claudia P.
Helmer, Steve C.
Hencsik, Todd M.
Henry, Rachel R.
Herting, Jane C.
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.
Jenson, Margaret M.
Jester, Kim D.
Johnson, Ann Marie
Johnson, Wendy A.
Jones, Sherri
Kalili, Helen K.
Karas, Miriamne A.
Kasbeer, Janet L.
Keith, Heddy
Kelly, Mary Anita M.
Kennon, Kathleen M.
Kieper, Linda L.
Kittredge, Raquel A.
Klein, Catherine M.
Kleszczynski, Lee T.
Knopp, Joseph K.
Koss, Marisa K.
Knuese, Annette M.
Knutson, Jennifer L.
Koelsch, Julie
Konings, Debbie L.
Koss, Scott J.
Kroll, Karina P.
Krueger, Dawn M.
Krueger, Kathryn R.
Krueger, Kelli V.
Krupar, Chad W.
Kubetz, Sarah R.
Kuether, Maria C.
Kuhn, Sonya J.
Kuhns, Stephanie M.
Kuhs, Sharon L.
Kunz, Rebekah M.
Kupka, Edward M.
Larmay, Krystal L.
Larsen, Jennifer E.
Laycock, Rael M.
Lee, Alice A.
LeFlore, Shawon
Lemieux, William F.
Lemke, Jason
Lenz, Diane M.
Lind, Anne E.
Lipski, Jodi A.
Little, Angela K.
Long, Jennifer A.
Long, Neva E.
Lopez, Carlene R.
Losey, Linda M.
Louage, Barbara C.
Lowery, Nick J.
Luedtke, Colleen M.
Mackowski, Catherine A.
Maiorelle, Rita M.
Majkowski, Christine
Marcinkiewicz, Eric K.
Markiewicz, Donald A
Marquez, Rhode E.
Martin, Anthony L.
Mason, Mayimuna M.
Maxwell, Christine B.
May, Keith A.
Mayer, Henry M.
McCauley, Jennifer R.
McDonough, Kevin T.

McKay, Pamela
McKeown, Meredith A.
McKinney, Heather C.
McLaughlin, Angela
McMahon, Kimberly C.
McNeil, Francine
Means, Antionette L.
Melk, Linda A.
Mercer, Gether A.
Meuler, Kathleen M.
Meyer, Karen S.
Miller, Heather F.
Miller, Reg M.
Miller, Virginia J.
Milski, Martin J.
Minich, Susan D.
Moe, Celeste A.
Moncada, Peggy L.
Montemurri, Joette S.
Moore, Alvin
Morgan, Anthony J.
Morrill, Kirk V.
Morris, Julie A.
Morrison, Lynn A.
Morrow, Marilyn L.
Morse, Jeffrey A.
Moscicki, Betsy R.
Moutry, Tamairo A.
Mueller, Jennifer A.
Mulvey, Patrick J.
Mystrow, Margaret A.
Nash, Shurone
Nastulski, Kristan L.
Nelson, Freddie L.
Nelson, Kristine J.
Nemoir, Jennifer P.
Nicholas, Tabia N.
Nichols, Linda J.
Nicholson, Lavance E.
Novak, Toni L.
Nowaczynski, Maryann
Nuoffer, Denise A.
O'Hara, Brien P.
O'Neil, Matthew J.
Obenberger, Nancy A.
Obregon, Tamiko L.
Odegaard, Joseph E.
Okoronta, Sara A.
Oliver, Wrye D.
Olson, Adrienne J.
Olson, Beth A.
Olson, Joan K.
Orozco, Gloria
Orta, Evelyn
Otallah, Amira
Paasch, Rebecca J.
Pace, Renee D.
Parks, Halligan M.
Parrett, Monifa B.
Passage, Carrie A.
Pati, Arati
Paulus, Lori J.
Payne, Maureen A.
Peavy, Tamila L.
Pence, Harold J.
Pence, Jennifer B.
Perkins, Anthony F.
Pernell-Cyiark, Cathy
Perry, Yvonne
Pitchford, Denise L.
Plach, Sara A.
Plieseis, Nicole B.
Plummer, Abigail B.
Poepping, Catherine A.
Poeschl-Sobczak, Lisa M.
Prell, Kimberly A.
Pups, Stephanie J.
Quinn, Claudette
Quistgard, Heidi Sue
Ramirez-Acevedo, Maria
Raml, Jody L.
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.
Renner, Stacy L.
Rich, Bobbie A.
Rich, Kathryn K.
Richards II, Edward E.
Rieck, Laurel L.
Riesen, Suzanne M.
Ring, Michelle L.
Rivera Jr., Eladio
Robbins, Rick S.
Roberson, Reniti R.
Robinson Jr., Benjamin W.
Robinson, Brenda L.
Robinson, Ted W.
Rock III, Robert M.
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.
Sande, Elizabeth W.
Sanders, Donald C.
Schaber, Nancy K.
Schaefer, Christopher J.
Scherff, Amy L.
Schmal, Janet M.
Schultz, Kathy R.
Schwab, Molly E.
Schwanz, Kerry A.
Schwinn, Philip A.
Seekins, Andrea S. B.
Sepic, Debra A.
Sevilla, Arlene H.
Sheeley, Brigid Ann
Siekmann, David E.
Simmons, Stephanie N.
Sisouphone, Rene C.
Skover, Jennifer K.
Smith, Lamonte L.
Smith-Mack, Francine
Soto, Shannon
Spiegel, Kerry
Spinelli, Nicole K.
Sprout, Christine M.
Stanenas, Romualdas P.
Stark, Ruth
Steeves, Linda M.
Stephany, Julie A.
Stillman, Danielle L.
Sumbry, Alethea E.
Summerville, Stephen C.
Sunstrom, Sue L.
Swan, Ronni
Tagliavia, Maria C.
Taylor, Cassandra A.
Tessler, Kristy J.
Thames, James H.
Thomas, Katherine F.
Thompson, Louise
Thompson, Mary K.
Thompson, Veronica S.
Tiezzi, Linda J.
Tinajero, Martha
Tobin, Jillian L.
Tolefree, Tiffeny L.
Trautman, Alys E.
Tynes, Yolanda Y.
Veglia, Francesca A.
Vele, Shawn A.
Verette, Jennifer L.

Verkuilen, Colleen M.
Vernor, Larry J.
Vigars, Shelley
Vincent, Kathleen M.
Vivas, Vivian M.
Wagner, Carl J.
Wagner, Jeffry F.
Wagner, Patrick W.
Wagner, Shelly A.
Wallus, Rebecca R.
Warbler, Julie L.
Warfel, Stephen L.
Weiss, Deborah S.
Weiss, Pamela Ann
Welker, Douglas W.
Westmoreland-Pate, Ruby H.
Westrich, Kathleen M.
Wettengel, Susan J.
White, Felicia S.
Widenski, Laura E.
Wiesmueller, Colette L.
Wilbourne, Amy E.
Wilde, Kevin D.
Williams, Beverly D.
Wilson, Carol M.
Wilson, Nicole A.
Wise, Georgia N.
Witherspoon, Linda J.
Wu, Esther L.
Xiong, Pang
Yusuf, Mian M.
Zeiger, Patience J.
Zielinski, Joel
Zimmerman, Debra R.
Zych, Amy L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Allen, Shunda L.
Alt, Edward M.
Anschuetz, Sally L.
Asch, Laurie A.
Baldwin, Bridgette A.
Barton, Keith A.
Berger, Joel M.
Berry, Christopher P.
Bersch, Matthew R.
Bersch, Michael L.
Bond Jr., Milton C.
Brennan, Kari G.
Britt, Eugenia H.
Browning, Melissa J.
Bucher, Julie A.
Buford, Tonya A.
Byrd, Clavon
Chapman, Sandra L.
Chappelle, Lee Anne P.
Crosetto, Ann L.
Cruz, Justin B.
Daniels, Dennis E.
Delancenserie, Patrick H.
Drake, Rick S.
Duncan, Jimmy L.
Ellis, Tamera L.
Esenberg, Theresa L.
Fadness, Sarah L.
Gahan, Suzanne M.
Geis, Cynthia A.
Gillespie, Andre L.
Green, Doris A.
Grimm, Maureen M.
Gruber, Jennifer A.
Hannah, Chyann T.
Hanson, Barbara A.
Hardy, Diane M.
Hartnett, Daniel J.
Hohenfeldt, Denise G.
Hollowell, Ahmed D.
Ivy, Jeannece M.
Johnson, Rebecca K.
Johnson, Rodney
Kaczmarek, Ann E.
Kieckhaefer, Joel J.
Koch, Charles A.
Kormanik, Karen A.
Kuehn, Keleen M.
LaCocque, Patricia A.
Lapp, Cindy L.
Luckett, LaSonja R.
Maly, Laura M.
Maney, Stephanie R.
Mason, Kenneth J.
Maxwell, Melissa A.
Mays, Nicole L.
McClain, Marie S.
McCurdy, Marqurite Y.
McLean, Nancy J.
Miota, Michael P.
Mooney Jr., Wesley J.
Morgan, Robbin P.
Pape, Phillip J.
Paul, Joseph D.
Pauli, Lee J.
Paulson, Tracy E.
Peck, Rick G.
Perry, Annette
Pokrandt, Karen A.
Post, Rosanne
Rasimus, Kerrilynn
Reich, Dara H.
Richardson, Gloria J.
Rohde, Lisa A.
Roscoe, LaShawn E.
Sand, Ilene E.
Shaw, Camille A.
Shea, Amy L.
Straszewski, Lucille M.
Thiele, Maria-Christina
Thomas Bickman, Lovie J.
Vazquez, Henry
Villarreal, Randall C.
Walczak, Tracy A.
Weatherspoon, Darryl L.
White, Chrystal U.
Whitehead, Betty R.
Williams Jr., Floyd E.
Williams, Kathleen
Wrubbel, Karen M.
Xiong, Cheu K.
Zizzo, Sebastian J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Aigamaua, Karen S.
Allen, Candyce A.
Allen, Dorinda M.
Anderson, Jesse M.
Anderson, Meghan B.
Anich, Mary Beth
Avila, Maria G.
Banks, Kathleen
Baron, Kenneth L.

Barth-Czarkowski, Barbara R.
Barton, James P.
Bartz, Timothy J.
Becker, Lori A.
Beckwith, Kristin M.
Beiler, Ruth C.
Beitz, Corrine M.
Belken, Gloria J.
Bell, Dianne K.
Blitz, Leysa J.
Blueberry, Lucy
Bly, Robert R.
Bochat, Steven J.
Boeck, Jill E.
Boettcher, Duke
Bolm, Jane A.
Booth, Robin K.
Borchert, Kerri L.
Bouakongxaya, Khampheua
Boyer, Dyan L.
Brazzoni Jr., Armando C.
Bremer, Kim A.
Brier, Susan J.
Brooks, Jennifer L.
Brown, Kelvin B.
Brown, Thelma M.
Bruno, Thomas S.
Byrd, Lisa C.
Caous, Gary V.
Carmichael, Lori C.
Cary, Dennis C.
Ceci, Mary E.
Cerda, Rosa M.
Chaparro-Hernandez, Luz E.
Chavez, Elin J.
Christopher, Corpella P.
Christopherson, Kirsten M.
Cifax, Patricia L.
Cole, Marlys M.
Coleman, Rogers
Cross, Tiffany R.
Curro, Tina G.
Danes, Magdalena
Daniels, Audrey
Davis, Catherine A.
Dawson, Patricia L.
DeLain, Laura N.
Denor, Jessica S.
Dinkins, Toni M.
Doherty, Rebecca A.
Dorn, Michelle C.
Dresden, Heidi L.
Dreyer, Shelley L.
DuPree-Cain, Tiffany N.
DuSaint, Patriq A.
Dye, Buelah M.
Dyke-Ruh, Elizabeth S.
Eltrich, Thomas E.
Emmling, Steven P.
Enderle, Melissa L.
Erdmann, Jennifer M.
Ertl, Kristin J.
Falk, Susan M.
Farchione, Janet J.
Farren, Jefferey S.
Feldkamp, Diane M.
Fink, Karol E.
Forgy, Ervin L.
Foster IV, Charles J.
Fote, Lori A.
Fowler, Trenette R.
Fox, Lindalu
Frederick, Cheri A.
Freimuth, Jean A.
Galvan, Christine
Galvan, Kathleen
Girard, Susan M.
Glowacki, Theresa R.
Goeman, Karen L.
Goldner, Sean J.
Green, Karen A.
Green, Melinda F.
Gribble, Corine E.
Gruber, Lynn R.
Harris, Dedric L.
Harris, Tina V.
Harter, Gina M.
Hawkins, Scott E.
Hernandez-Bakula, Nilsa J.
Heus, Dean P.
Hnat, Catherine G.
Hoffman, Michelle L.
Hoppert, Rick M.
Horwath, Jennifer J.
Jackson, Tyra Y.
Janicki, Jane C.
Jefferson, Holly L.
Jessmon, Geraldine L.
Johnson, Darlena C.
Johnson, Stephanie A.
Johnson, Tamara J.
Jones, Gloria T.
Jones, Lisa A.
Jung, William H.
Jurgens, Danette H.
Kaquatosh, Richanda E.
Keener, Phyllis A.
Kelley, Kathleen P.
Kerr, Susan L.
Kindness, Jean M.
Klein, Julie A.
Klein, Paula J.
Kleiser, Michelle J.
Knight, Alice M.
Kohnke, Daphne T.
Kolade, Sharon V.
Komberec, Diane B.
Kroeger, Marsha L.
Krug, Patricia Y.
Krukar, Jeffrey D.
Kujath, Jennifer J.
Kuluras, Marlee A.
Kurek, Susan T.
LaFond, Lisa M.
Laird, Lola D.
Lamb, Susan M.
Larsson, Marla J.
Lelinski, Ann M.
Lenoach, Alica M.
Leverence, Timothy M.
Liebl, Diane L.
Loeffler, Colleen
Logan, Barbara M.
Long, David F.
Lopez, Luis A.
Lowitz, Barbara E.
Mallett, Bernadette N.
Manville, Debra L.
Marlow, Ann M.
Marshak, Stefanie F.
Martin, Tracy L.
McClure, William A.
McIntyre, Ethel L.
McManus, Maria C.
Mehn, Melody S.
Meulemans, Rochelle A.
Miller, David C.
Miller, Julie A.
Mooney, Mary E.
Moore, Darryl A.
Moore, Neallie J.
Mork, Rebecca J.
Mucha, Linda L.
Naumann, Daniel E.
Nehring, Scott A.
Nelson, Debra A.
Neubauer, Stephen J.
Neumann, Scott C.
Newnam, Kathleen F.
Newson, Hosea R.
Newton, Kirk R.
Newton, Lisa A.
Nichols, Nichole F.
Nichols, Randy B.
Nicholson, Christopher D.

Nicholson, Laurie M.
Nolan, Terri E.
O'Brien, Mary K.
Ocampo, Loretta M.
O'Connell-Koch, Megan C.
O'Connell, Sue C.
O'Donnell, Kristen M.
Paar, Kendra
Pacala, Leonard C.
Patti, Angela T.
Paul, Sharon M.
Peters-Freeman, Nicol T.
Petersen, Anna R.
Peterson, Joan D.
Peterson, Judith M.
Pickerell, Kara C.
Pitchford, Edith M.
Prellwitz, Amy L.
Radtke, Lisa M.
Ranieri, Ronald M.
Rayburn, Regina M.
Raymond, Scott G.
Reinelt, Sharon A.
Reinke, Brian L.
Resch-Bartz, Lynn E.
Richards, Alison P.
Rieger, Lisa M.
Rodriquez, Christina L.
Rummel, Kimberly D.
Rupert, Everett E.
Sabel, Marcie L.
Sadowski, Lara S.
Sanders, Donald C.
Sanfelippo, Gina M.
Sattler, Heather R.
Sauve', Valerie A.
Savignac, Katherine M.
Sayaovong, Pangying T.
Schaefer, Heidi
Schendel, John A.
Schneiker, Katherina A.
Schuldt, Karin L.
Schultz, Deann L.
Schultz, Linda L.
Schulz, Karen J.
Schuster, Linda M.
Schwab, Teri L.
Schwarten, Ann
Scianni, Renee S.
Seals, Tasha M.
Sensenbrenner, Sharee L.
Shinkle, Catherine E.
Siegner, Kristin A.
Simon, Rebecca A.
Smith, Denise R.
Smith, Peggy A.
Soto-Renta, Ricarda
Souers, Timothy R.
Spivey, Ann M.
Sublett, Debra C.
Suitor, M. Lee
Swan, Robin B.
Tadych, Terri S.
Theisen, Amy L.
Thomas, Annie B.
Thomas, Calliope S.
Thomas, Tyra A.
Thompson, Mary K.
Tiezzi, Linda J.
Traughber, Kathleen J.
Trochinski, Becky S.
Turner, Maurice E.
Vance, Penny A.
Vande Hei, Tara R.
Van Den Busch, Carey M.
Van Dorn, Stephan M.
Van Dusen, Maria C.
Vang, Mao T.
Van Gemert, Jill M.
Van Offeren, Jamie L.
Velez, Donna M.
Vitrano, Jennifer M.
Wagner, Tanya M.
Warner, Cherita L.
Warthen, Chrishirella F.
Weaver, Krista M.
Weber, Erica J.
Whitaker, Alina D.
Wiegert, Julie A.
Williams, Kevin P.
Williams, LaConia M.
Willis, Caryn I.
Wohlgemuth, Laurie A.
Zietlow, Christine M.
Zimmer Jr., Donald M.
Zimmermann, David S.
Zimmerman, Maureen K.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS (Completing One Semester)

Jeffrey W. Krupar
Marybeth Sandvig
Elisabeth Words

PRINCIPALS (Completing Two 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

PRINCIPALS (Completing Three Semesters)

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

PRINCIPALS (Completing Four 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

PRINCIPALS (Completing Five Semesters)

Adell Fair
Ramelann Kalagian
Robert R. Meyer
Ronald E. Price
Deborah A. Thompson

PRINCIPALS (Completing Six Semesters)

Phillip J. Dosmann
Sara Marquez

ASSISTANT PRINCIPALS (Completing One Semester)

Vivian E. Beckley
Eric C. Coleman
Janine F. Graber
Terry D. McKissick
Christine A. Pitroski
Shiron A. Posley
Leea N. Power
Stephanie Y. Zollicoffer

ASSISTANT PRINCIPALS (Completing Two Semesters)

Barry R. Applewhite
Beverly A. Bell
Jodeen A. Casetta
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
Mary Mitchell
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
Diane L. White
Donald E. Wojczulis

ASSISTANT PRINCIPALS (Completing Three Semesters)

Thomas E. Matthews
Maria Sanchez

ASSISTANT PRINCIPALS (Completing Four Semesters)

Clark E. Addison
Celin A. Arce
Katrice M. Cotton
Tami J. Doss
Hughes B. George
Sheila L. Harris
Willie J. Hickman
William B. Johnson
Annie K. Jones
Hattie E. Knox
Paul J. Kroog
Jeffrey W. Krupar
Reginald L. Lawrence II
Ruth E. Maegli
Stanley W. McWilliams
Carolyn Tate McIntosh
Michele L. Pena
Darrell L. Williams

ASSISTANT PRINCIPALS (Completing Five Semesters)

Alvin K. Baldwin
Milton L. Collins
Gardenia Farris
Billy R. Fisher

ASSISTANT PRINCIPALS (Completing Six Semesters)

Carolyn A. Armour
Rosana Benishek
Edith M. Bivens
Lavina E. Doberstein
Sharon D. McDade
Mary B. Pitrof
Keith P. Posley
Anna M. Weddle

SUPPORT STAFF (Completing One Semester)

James J. Bloom
Erica M. Jasna
Antonia Rodriguez Lopez

(Completing Two Semesters)

None

(Completing Three Semesters)

JoAnn C. Buhr
Offie L. Hobbs

(Completing Four Semesters)

Stacy A. Herbst
Kevin L. Reed

(Completing Five Semesters)

Cecelia A. Edmond
Robert J. Gavronski
Monica A. Kaskey
Sandra K. Procopio
Virginia G. Stamper
Russell W. Thomas

(Completing Six Semesters)

Larry D. Beatty
Carmelo Cortes
Douglas A. Kloss
Michelle J. Lenski
James A. Miller
Timothy J. McElhatton
Anthony D. Weber

Approval of Leaves of Absence

Illness Leave, to June 14, 1999: Present Assignment From

Burdean Black	Douglass	March 30, 1999
Roselyn Clipps	Social Work Services	April 22, 1999
Sabrina Grant	Townsend	March 30, 1999
Cheryl King	Siefert	February 12, 1999
Billie Matson	Day-to-Day	March 30, 1999
Alba Santiago	Garland	March 30, 1999
Jeanette Williams	Malcolm X	March 30, 1999

Maternity Leave, to June 14, 1999:

Aida Cruz Farin	Fratney	April 22, 1999
Sarah Lee	78th Street	April 29, 1999

Personal Leave, to June, 2000:

Cynthia Barkdull	Psychological Services	May 1, 1999
Theresa Catlin	Urban Waldorf	August 1999
David Dulmes	Cass	August 1999
Richard Harter	Milwaukee Tech	November 17, 1999

Sabbatical Leave, to June, 2000:

Tanya Daniel	Lincoln MS	August 1999
Mark Eary	Hartford	August 1999
Carol Hicks	MacDowell	August 1999
Roberta McLoud	Fratney	August, 1999
Christine Santos	53rd Street	August 1999

Study Leave, to June, 2000:

Kathryn Brimmer	Sabbatical Leave	August, 1999

Extension of Illness Leave, to June 14, 1999:

Richard Falk	Leave	January 25, 1999

Extension of Personal Leave, to June, 2000:

Leland Lannoye	Leave	August, 1999
Ann Noll	Leave	August 1999
Patricia Zimmerman	Leave	August 1999

CURTAILMENT OF LEAVE

Yvonne McCaskill	Rescinded her sabbatical leave that had been granted from August 24, 1998, through June 25, 1999.
Jean Fleet	Rescinded her sabbatical leave that had been granted from August 1999 through June 2000.

Report on Resignations

Name	Position	Effective Date
Hazel L. Barnett	Teacher	06-14-99
Paula Birdeau	Teacher	06-14-99
Ethel T. Cahill	Principal	06-18-99
Alystine Calloway	Principal	06-16-99
Glennell Cannon	Teacher	06-14-99
James Cizauskas	Teacher	06-14-99
Katherine H. Clark	Asst. Princ.	06-21-99
Michelle Corrigan	Teacher	04-14-99
Jeraldine Dedmon	Teacher	06-14-99
Sarah E. Disi	Teacher	09-08-97
Gladys Eastern	Teacher	06-14-99
Raymond C. Ebersole	Teacher	06-14-99
Jane M. Empey-Theep	Principal	06-16-99
Arlene T. Finn	Teacher	06-14-99
Elizabeth A. Freeman	Teacher	06-14-99
Nanette M. Gleason	Teacher	06-14-99
Kathleen Guerin-Scheuer	Teacher	06-14-99
Michael L. Heiderich	Teacher	06-14-99
Shelli A. Hughes	Teacher	03-31-99
Rita M. Krochalk	Teacher	06-14-99
Annamarie Krolicki	Teacher	06-14-99
Ella L. London	Teacher	06-14-99
Deborah A. MacDonald	Teacher	06-14-99
Christine M. Yatchak	Teacher	04-23-99
Jennifer D. Martin	Teacher	04-15-99
Iola McClendon	Teacher	06-14-99
Robert A. Miller	Principal	06-16-99
Janet C. Miyamae	Teacher	06-14-99
Nancy S. Moldovan	Teacher	07-08-99
Nola E. Morrell	Teacher	06-14-99
Janice A. Mushall	Teacher	06-14-99
Arthur A. Palleon	Teacher	06-14-99
Traci Phillips	Teacher	06-14-99
Carol A. Rath	Teacher	06-14-99
Maria M. Sanchez	Coordinator	04-16-99
Brian Seegers	Teacher	04-16-99
Evelyn M. Sheridan	Teacher	06-18-99
Lizzie R. Sims	Teacher	06-14-99
Karen E. Soukup	Asst. Princ.	06-16-99
Jacqueline Torsrud	Teacher	07-15-99

Karen E. Villwock	Curr. Spec.	07-25-99
Sharon L. Williams	Teacher	06-14-99

Affirmative Action Report

The Affirmative Action Report for the month of April is attachedto 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, reappointment of probationary personnel, and leaves of absence as listed above.

* * * * *

(Item 3) Action on a Avigation Agreement with Milwaukee County with Respect to Clement, Garland, and Victory Elementary Schools

Administration's analysis

1. During the past several years, Milwaukee County has been involved in completing a number of projects to reduce noise-related complaints from neighbors of General Mitchell International Airport. These activities have included acquisition and demolition of some properties and sound insulation of other affected properties. The County has identified Hamlin Garland, Clement Avenue, and Victory Schools for sound insulation treatments. These schools are located at 1420 W. Goldcrest Avenue, 3666 S. Clement Avenue, and 2222 W. Henry Avenue, respectively.

2. As part of these activities, Milwaukee County has requested that the Board grant avigation easements at each of the schools in order to ensure unobstructed passage of aircraft taking off and landing at Mitchell Field. The easement covers the airspace over the school starting 100 feet above ground level.

3. In exchange for the Board's granting this easement, the County will provide, at no cost to the district, acoustical treatment to the buildings to substantially reduce noise levels in the schools. These treatments will include new windows, upgraded heating and ventilating, and air conditioning. These modifications have already been made to Hamlin Garland School and have resulted in a significant decrease (10 decibels) in the noise levels in the building. It is expected that similar results will occur at the other two schools.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan, Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.6, to maintain, update and improve MPS buildings and facilities to implement goals and objectives.

Statute, board policy or rule statement

5. The recommendation is consistent with Administrative Policy 5.01, Facilities, regarding the use and disposition of school property. As a practice, all requests for permanent easements that are made for the benefit of outside organizations and agencies are submitted to the Board for authorization. All easements that are required for the benefit of the district are executed by the Administration.

Fiscal impact statement

6. Improvements at Hamlin Garland School cost approximately $154,987. It is estimated that the improvements at Clement Avenue and Victory Schools will cost $3,000,000 each. There is no cost impact to the district for these improvements, as the improvements are funded by Milwaukee County.

Implementation and assessment plan

7. The City Attorney has reviewed the easement documents and, upon approval by the Board, will execute them.

Committee Recommendation

Your Committee recomends that the Board approve avigation easements at Hamlin Garland School, Clement Avenue School, and Victory School as part of noise-related abatement activities at General Mitchell International Airport.

* * * * *

(Item 4) Action on a Request for Authorization to Enter into FY2000 Contracts for Early Childhood Educational Opportunities

Administration's analysis

1. The Milwaukee Board of School Directors has made the expansion of early childhood opportunities and replication of successful programs priorities in the district's Strategic Plan. The Administration has pursued various avenues to expand early childhood opportunities. MPS schools have evaluated their space needs, and additional seats have been made available at various sites. The Administration has also explored the potential of contracting with outside agencies that provide the services which parents desire.

2. A Request for Proposal (RFP) for educational services was issued on November 30, 1998. The RFP was distributed to over 50 agencies and organizations. All non-sectarian agencies receiving Milwaukee Parental Choice funds were targeted with the RFP. The RFP emphasized early childhood education, but also encouraged the establishment of programs that would provide continuity of service through eighth grade.

Fourteen (14) proposals were received by January 11, 1999. An evaluation committee scored the proposals. The eight agencies recommended for award of contract scored the highest; however, funding required for the number of seats available in these high quality programs exceeds the FY2000 budgeted amount for early childhood expansion. The FY2000 budget allocation is $4,983,228.

The Administration has prepared two scenarios:

(1) limit the award to the amount approved in the FY2000 budget, or

(2) increase the number of seats under contract. The additional seats would be for those programs currently receiving funding under the Milwaukee Parental Choice program. A provision of the contract will be to prohibit agencies from participating in either the Milwaukee Parental Choice program or becoming a charter school with MATC, UWM, or the city of Milwaukee.

3. The following chart details the number of seats requested and the projected contract costs for each agency. The chart details the two scenarios described above for a budgeted number and an expanded number.

Site	Budgeted FTE	Budgeted Amount	Expanded FTE	Expanded Amount
Bruce Guadalupe	480	$ 2,726,000	500	$ 2,850,000
Seeds of Health	180	$ 828,000	240	$ 1,188,000
V.E. Carter	100	$ 460,000	120	$ 580,000
La Causa	50	$ 230,000	60	$ 290,000
Next Door	80	$ 368,000	100	$ 460,000
Guadalupe Head Start	20	$ 92,000	20	$ 92,000
MAASBE	60	$ 276,000	60	$ 290,000
AGAPE	0	$ 0	120	$ 608,000
TOTAL	**970**	**$ 4,980,000**	**1,220**	**$ 6,358,000**

The Administration is recommending funding the variance of $1,378,000 through an increase in the levy and from the Reserve Fund. It is estimated that each additional FTE will have the impact of increasing the revenue limit by $2,300, for a first-year total of $575,000. The Administration is recommending using $803,000 in Fund Balance to cover the remaining cost. The use of the Fund Balance can be considered a strategic investment which will have the effect of increasing long-term revenues and state aids. Furthermore, increasing and/or maintaining student enrollment counts will reduce the pressure on the local property tax levy.

4. The Administration recommends that the Board approve contracts with the agencies listed at the expanded amount. The Administration further recommends approving the use of $803,000 from the Reserve Fund.

5. The early childhood contracts would be for three years. Consistent with the provisions of district contracts, a contract can be renewed based on the performance of the program, the availability of funds, and the needs of MPS. Currently, the Milwaukee Public Schools continues to have a need for programs serving students in early childhood grades.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan, Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.1, to replicate educational programs in high demand. These contracts will provide parents and students with multiple educational options.

Statute, Board Policy or Rule Statement

7. The contracts conform to all statutes, policies and rules.

Fiscal Impact Statement

8. The projected cost for the contracts recommended for approval are:

Site	Expanded FTE	Expanded Amount
Bruce Guadalupe	500	$ 2,850,000
Seeds of Health	240	$ 1,188,000
V.E. Carter	120	$ 580,000
La Causa	60	$ 290,000
Next Door	100	$ 460,000
Guadalupe Head Start	20	$ 92,000
MAASBE	60	$ 290,000
AGAPE	120	$ 608,000
TOTAL	**1,220**	**$ 6,358,000**

The FY2000 budget allocates $4,983,228 for contracted services for 970 seats. The Administration is requesting funding for a total of 1,220 seats. The additional seats are for students that were funded through the Milwaukee Parental Choice Program. The Administration is recommending funding the variance of $1,378,000 through projected revenue cap increases and $803,000 from the Reserve Fund.

Implementation and Assessment Plan

9. Department of Educational Services, Division of Small Community Schools, will monitor the contract agreements.

Unless otherwise negotiated and agreed to in writing by the parties, the contracted agency shall establish to the satisfaction of MPS on an annual basis that it has evaluated how children are performing in the program in the following areas and that children are making acceptable progress toward MPS academic standards, proficiencies:

Language Arts
Active Learning
Math and Logical Reasoning
Social/Emotional
Science/Social Studies/Health

Committee Recommendations

1. That the Board authorize contracts with the following agencies for the FTE and amounts listed below:

Site	Budgeted FTE	Budgeted Amount	Expanded FTE	Expanded Amount
Bruce Guadalupe	480	$ 2,726,000	500	$ 2,850,000
Seeds of Health	180	$ 828,000	240	$ 1,188,000
V.E. Carter	100	$ 460,000	120	$ 580,000
La Causa	50	$ 230,000	60	$ 290,000
Next Door	80	$ 368,000	100	$ 460,000
Guadalupe Head Start	20	$ 92,000	20	$ 92,000
MAASBE	60	$ 276,000	60	$ 290,000
AGAPE	0	$ 0	120	$ 608,000
TOTAL	**970**	**$ 4,980,000**	**1,220**	**$ 6,358,000**

2. That the Board amend the FY2000 School Operations Budget by $1,378,000. Of this amount, $575,000 would be an increase in the levy; the remaining $803,000 would be drawn from reserves as applied surplus.

3. That no MPS contract for educational services prohibit the contracted entity from participating in the Milwaukee Parental Choice Program or from applying for, or contracting as, a charter school with MATC, UWM, or the City of Milwaukee.

* * * * *

(Item 5) Action on Recommended Administrative Appointment 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)	Eddie Allen	Assistant Principal Fritsche Middle School	Schedule III, Range 11Z $52,947
5(r)	Ronald Hooker	Assistant Supervisor — Electronic Repair Division of Facilities and Maintenance Services	Schedule III, Range 3A $46,290
5(r)	Judith Benz	Accountant I Department of Finance	Schedule III, Range 3A $32,972

FINANCE/PERSONNEL COMMITTEE
REPORT #2

(Item 1) Action on a Request for a Contingent Fund Transfer and for Authorization to Enter into a Lease Agreement with Trinity Presbyterian Church and a Contract with J. H. Hassinger for the Construction of Classrooms

Administration's Analysis

1. Townsend School has been leasing two classrooms from the Boys and Girls Club at the Mary Ryan Center for use by K4 students. The lease expires on June 30, 1999, and the Boys and Girls Club has informed the Administration that the rooms currently being used will no longer be available. Alternate space at the Mary Ryan Center is too small for K4 classrooms.

Townsend School and the Administration has contacted Trinity Presbyterian Church (Trinity), located at 3302 N. Sherman Blvd., about the feasibility of leasing space in its facility. The Division of Facilities and Maintenance Services has surveyed the space and estimates that between $80,000 and $110,000 would be required to bring the facility up to code standards. The variance is due to the uncertainty whether the current fire alarm system meets code standards.

The collaboration between MPS and Trinity Presbyterian Church would provide the services desired by the parents and students living in that community. Efforts are underway to continue to attract students from the neighborhood to Townsend School. Townsend School continues to have a wait list and attracts more students from the neighborhood than any other citywide school. . The Administration is working with the Trinity, the Social Development Commission, and day care agencies to provide either Head Start or day care services at the site or nearby.

2. The Administration recommends entering into a sole-source contract with J. H. Hassinger, Inc., to construct the classrooms at the facility. J.H. Hassinger, Inc., is completing renovation work at Trinity and is familiar with the facility's layout. Architectural work must begin by May 28, 1999, in order for the classrooms to be ready by August 15, 1999. The short timeline prevents bidding the project.

3. The Administration recommends a transfer of $55,000 from the FY99 Contingent Fund to help pay for this project. Townsend School will contribute $5,000, the Department of Parent and Student Services will fund $12,000, and the Division of Facilities and Maintenance Services will fund $10,000. Trinity Presbyterian Church will also contribute $10,000 to the project, for a total of $92,000. Should costs exceed $92,000, funds will be reallocated from other MPS accounts. Townsend School will fund the annual lease cost of $16,740. The Administration will enter into a five-year lease for the facility.

Strategic Plan Compatibility Statement

4. The recommendations support the MPS Strategic Plan, Goal 2, MPS —Milwaukee's First Choice of Schools. The collaboration between MPS and Trinity Presbyterian would provide the services desired by the parents and students living in that community.

Statute, MPS Policy, or Board Rule Implication Statement

5. No Board policy or rule would require modification.

Fiscal Impact Statement

6 Total first-year MPS cost is projected at $98,740: $82,000 for construction, and $16,740 for the first-year lease costs. Construction costs will be paid from FY99 Contingent Funds, FY99 Townsend School funds, and various FY2000 accounts. Starting in FY2000 through FY2004, $16,740 (plus CPI) will be paid out of Townsend School funds.

Amortized over a five-year period, the annual square foot cost is $17.81. This is within the district's parameters for leasing of facilities.

The Administration requests a transfer of $55,000 from the FY99 Contingent Fund to help pay for this project. The current balance in the FY99 Contingent Fund is $250,016. After a transfer of $55,000, the fund balance would be $195,016.

Implementation and Assessment Plan

7. Architectural work would begin by May 28, 1999, in order for the classrooms to be ready by August 15, 1999.

Committee Recommendations

Your Committee recommends that the Board:

1. Authorize the construction of two classrooms at Trinity Presbyterian Church for use by Townsend School at a cost of $82,000;

2. Authorize the transfer of $55,000 from the FY99 Contingent Fund to the Division of Facilities and Maintenance Service for the construction cost of the facility;

3. Authorize the Administration to enter into a five-year lease agreement with Trinity Presbyterian Church;

4. Authorize the Administration to enter into a sole-source contract with J. H. Hassinger, Inc., to construct classrooms at Trinity Presbyterian Church.

* * * * *

(Item 2) Action on a Request for Authorization to Enter into a Contract with the Medical College of Wisconsin for an Integrated Mathematics and Science Program for Summer School

Administration's Analysis

1. The Milwaukee Public Schools reinstated summer school in the summer of 1998. As a part of the summer curriculum, a first-through-fifth-grade integrated mathematics and science program at the elementary level was proposed. The program was to be a two-hour daily, six-week program alternating with the summer reading program.

2. Since such a program did not exist, district staff sought the assistance of Dr. Jeffrey Osborn of The Medical College of Wisconsin. Dr. Osborn, who has provided professional development for MPS teachers since 1993, has a clear understanding of the MPS reform effort in mathematics and science. The program was implemented very successfully with the following components:

- an integrated, hands-on mathematics/science curriculum provided weekly with a daily curriculum guide for the teacher and with student activities for reinforcement;
- material kits for all activities; and
- professional development and school-based support for teachers.

3. The integrated program is again being proposed for the 1999 summer session. The MPS mathematics and science curriculum specialists, an Elementary Teacher Curriculum Review Committee, and Dr. Osborn have worked very closely with the art and music curriculum specialists to infuse art and music into the Summer Integrated Mathematics/Science Program. The resulting curriculum is a science-based, hands-on program, with the related mathematics integrated into the lessons. The program also provides one hour of art each week and two one-half hours of music each week.

Strategic Plan Compatibility Statement

4. Implementation of an integrated mathematics and science summer program supports MPS Strategic Plan, Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

5. Implementation of the program complies with statutes, Board policies, and rules.

Fiscal Impact Statement

6. The total compensation for services performed by the Medical College will not exceed $360,000. Compensation will be based on $155 per class per week for six weeks. At this time, the estimated grades-one-through-five summer school student enrollment is 400 classes. MPS will pay The Medical College

$140,000 on or before June 1, 1999, and $140,000 on or before June 21, 1999. Once final enrollment is determined, MPS will pay any unpaid balance. Funds will be provided through the Title I summer school allocation.

Implementation and Assessment Plan

7. The Integrated Mathematics and Science Summer Program will be implemented and coordinated within the overall 1999 Summer School plan. An evaluation committee is in the process of developing student assessments to evaluate student achievement of identified standards and objectives.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a sole-source contract with The Medical College of Wisconsin to provide an integrated mathematics and science program and materials for the 1999 summer school session.

* * * * *

(Item 3) Action on a Request for Authorization to Enter into a Contract with Evans Newton , Inc., for Expansion of the Target Teach Elementary Reading Project

Administration's Analysis

1. During the 1998-99 school year, 25 elementary schools participated in the TargetTeach Elementary Reading Alignment Project.

2. The Department of Public Instruction has authorized expenditures of Title I funds to support the Milwaukee Public Schools' improvement efforts. The Administration has submitted a proposal to access these funds to provide TargetTeach professional development and resource materials for teachers, and a computer management system to monitor student progress for the 1999-2000 school year. Included in the proposal are funds to support the participation of an additional eight elementary schools in the TargetTeach Project and consultant fees for Evans Newton, Inc.

3. The TargetTeach Elementary Reading Alignment Project began 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.

- Evans Newton, Inc. (ENI), consultants for the project, have identified MPS instructional goals based on the specific objectives tested on the Wisconsin Reading Comprehension Test for grade three and the WSAS 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 district and state standards for reading and language arts.
- 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 to ensure that all objectives are being taught.
- ENI developed tests after each benchmark period and comprehensive tests that parallel State of Wisconsin tests to assess student achievement. These data help teachers provide highly focused instruction to meet the individual needs of every student.

4 During the 1998-1999 school year, ENI and the district provided all teachers and administrators in the 25 elementary TargetTeach Project schools with extensive professional development opportunities. Schools have been encouraged to engage in collaborative planning and cognitive peer coaching. Every participating school utilizes a computerized management system that facilitates ongoing monitoring of student progress by providing immediate feedback to teachers, administrators, students and parents.

5. Eight additional schools that show the greatest need for improvement will be invited to participate in the expansion of the TargetTeach Elementary Reading Alignment Project for 1999-2000. Program materials will be purchased, and orientation and training sessions for the schools will occur in Spring 1999.

Schools that have been identified for consideration are the lowest ranked schools based on three MPS Accountability Measures — Grade 3 Reading (WRCT); Grade 4 Reading (WSAS); and Grade 5 Writing (MPS Proficiency) for 1997-1998. The final selection will be based on additional data from 1998-1999 WSAS results.

Strategic Plan Compatibility Statement

6. Implementation of the expanded TargetTeach Elementary Reading Alignment Project supports the MPS Strategic Plan, Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

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

Fiscal Impact Statement

8. The total compensation for services provided by Evans Newton, Inc., will not exceed $235,000 and will be covered by the Department of Public Instruction's grant award.

Implementation and Assessment Plan

9. Implementation

- The eight additional elementary schools that will participate for the 1999-2000 school year will be determined.
- Through participation in the TargetTeach Elementary Reading Alignment Project, schools will receive systematic, intensive and sustained support. A Title I reading supervisor, in coordination with the director of Curriculum and Instruction and coordinator of the Title I Program, is serving as the project coordinator. The project coordinator will facilitate the implementation of TargetTeach in the new schools.
- Each TargetTeach school principal will identify a leadership team of three to five teachers. The teams will receive the initial TargetTeach training regarding understanding the curriculum alignment theory, identifying benchmark instructional goals and objectives, using Aligned Teaching Units for reading instruction, and monitoring progress toward student proficiency. The team, along with a site-coordinator and the principal, will develop the school implementation plan and serve as on-site resource personnel.
- All participating teachers will be trained in the implementation of TargetTeach as a framework for reading instruction.
- 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.
- Principals will participate in an administrative training session and will 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.
- The district project coordinator will meet regularly with the local site-coordinators to provide information, answer questions, and discuss schoolwide implementation strategies. All teachers will have the opportunity to attend grade-level cluster meetings to clarify TargetTeach objectives, share successful practices, and plan instruction.

- A district Leadership Steering Committee representing teachers, school administrators, district administrators, and bilingual and special education will meet several times a year to advise the district project coordinator and provide long-range planning for all schools participating in the project.

10. Evaluation

The current MPS TargetTeach Elementary Reading Alignment Project evaluation plan will be used for the expansion schools. Improved student achievement on the WSAS and WRCT serve as key components. Teachers and administrators will be surveyed to determine their overall response to the program. The evaluation plan will also include continued participation in the program evaluation currently conducted by the University of Wisconsin, Milwaukee under Dr. Randall Ryder.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a sole-source contract with Evans Newton, Inc., to provide services and materials for the expansion of the TargetTeach Elementary Reading Alignment Project, pending approval of the MPS Title I School Improvement Proposal and issuance of the grant award by the Department of Public Instruction.

* * * * *

(Item 4) Action on a Request for Authorization to Enter into a Contract with Voyages Expanded Learning, Inc., to Provide Reading, Mathematics and Science Curriculum for After School and Extended Year Summer Programs

Background

1. The Department of Public Instruction has authorized expenditures of Title I funds to support the Milwaukee Public Schools' improvement efforts. A proposal has been submitted to the Department of Public Instruction to access these funds for the purpose of implementing the Voyager Expanded Learning Initiative. The Voyager Initiative would provide services and materials in the district's extended-year programs aimed at increasing student achievement in reading, math, writing skills and science knowledge. The Voyager Expanded learning curricula have been aligned to the National and Wisconsin State Model Academic Standards and support the district's interdisciplinary approach to learning with real-world applications and opportunities for critical thinking through problem solving. School staff members teach the Voyager curriculum in extended-year programs, thereby enhancing instruction which takes place during the regular school day.

2. Pending proposal approval, it is the Administration's intent to implement the Voyager Expanded Learning curriculum at selected school sites during the1999 extended-year summer program.

Administration's analysis

3. Voyager Education Initiative

The Voyager Education Initiative is a nationally recognized program using research-based curriculum and instructional strategies.

a. It is based on seven key principles:

- A Restructured Learning Environment that promotes collaborative learning.
- A Redefined Role for Teachers, making each a co-learner, guide, coach and mentor with the child at the center of the learning process.
- Objective Assessment and Evaluation used as a diagnostic tool to facilitate an individualized approach to teaching.
- Continuous Staff Development that focuses on advanced teaching methodologies and current relevant content.

- New Research-Based Curricula that are integrated, multidisciplinary, highly participatory, interest-based, and focused on skill development while enhancing critical thinking.
- Alignment with State and National Standards with high expectations for all children.
- Extended Learning Time for after school and summer to improve student performance.

b. The five primary goals of the Voyager Learning Initiative are to:

- Increase student achievement in reading, math, writing skills and science knowledge, depending on the Voyager adventure in which students are participating.
- Increase student interest in and excitement for learning.
- Expand the general knowledge and information base available to students to support future learning.
- Expand the instructional skills available to participating staff members through additional training and application experience.
- Increase the involvement of parents in the academic lives of students and build support for learning.

c. The program format for implementing the curriculum is as follows:

- The Voyager Smithsonian T-Rex, National Space Camp, and Time Wrap Summer School curriculums are implemented by teachers during summer school, two hours per day, five days per week, for six weeks.
- The teacher/student ratio is 18 to 1.

d. The academic focus of the Voyager curriculum is indicated below:

Curriculum	Content & Skills
Smithsonian T-Rex	Paleontology, Geology, History, Reading, Writing, and Mathematics
National Space Camp	Physics, Astronomy, History, Reading, Writing, and Mathematics
Time Warp Egypt	Reading, Writing, Oral Language, Ancient History, and Archeology
Time Warp Greece	Reading, Writing, Oral Language, Ancient History, and Archeology

4. Targeted Schools

The Voyager curriculum will be used in the district's after school program, as well as during the extended year summer session. All participating schools are Title I school-wide programs or Title I schools in need of improvement.

5. Summer Extended-Year Voyager Initiative

MPS elementary schools with local extended-year programs had an opportunity to request using the Voyager curricula in their extended-year summer programs. The following twenty-two elementary schools chose to participate in the summer initiative, which is targeted to serve 3,500 students.

SCHOOL	SPACE CAMP	T-REX	TIME WARP EGYPT	TIME WARP GREECE
27TH	8	8	0	0
35TH	0	5	5	5
AUER	1	1	2	1
BARTON	7	2	3	2
BROWN ST.	2	2	2	0
CASS	9	9	4	3
CLEMENT	3	3	2	1
DOVER	0	0	4	2
ELM SREC	0	10	0	0
FAIRVIEW SREC	10	0	0	0
GARDEN HOMES	1	2	2	1
HAMPTON	1	1	0	0
KILBOURN	1	1	2	0
LANCASTER SREC	10	0	0	0
LONGFELLOW	2	0	0	0
MARYLAND	6	0	2	2
MITCHELL	2	2	2	2
RILEY	1	1	1	1
STORY	1	1	1	1
VICTORY	0	5	0	1
WIS. AVE.	3	3	3	3
ZABLOCKI SREC	0	11	0	0
TOTAL	68	73	31	23
TOTAL CURRICULA = 195		18 students per class = 3500 students		

Strategic plan compatibility statement

6. This recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, board policy or rule statement

7. The recommendation is consistent with Administrative Policy 3.09(3).

Fiscal impact statement

8. The total compensation for services performed will not exceed $246,760 (amount of DPI Grant Award). Materials and services provided in the grant include curricula and supplies, a comprehensive two-day implementation training for all staff who will deliver the Voyager curriculum, and comprehensive pre-/post-assessment with analysis to the district.

Implementation and assessment plan

9. Administrative activities and timelines for implementing the summer Voyager Initiative are as follows:

Summer Initiative	Time Line
Implement Smithsonian T-Rex, NASA Space Camp and Time Warp Egypt and Greece curriculums in extended-year summer programs	June-August, 1999
Invitational meeting for building administrators and staff	April 21, 1999
Complete interest/commitment surveys	May 14, 1999
Finalize orders for materials and curriculum	May 21, 1999
Conduct staff training	June 16 & 17, 1999
Begin program implementation	June 21, 1999
Administer pre-test to participating students	June 21-22, 1999
Provide support and coordination for program implementation ongoing through summer	June 21-July 31, 1999
Present concluding celebration and learning demonstration for parents and supporters	July 30-31, 1999
Administer qualitative surveys to students, parents and staff	July 30-31, 1999
Administer post-test to participating students	July 30-31, 1999
Collect and mail pre/post tests for scoring and analysis	August 5-6, 1999
Receipt of district and individual learning progress and qualitative evaluation reports	Late August-early September 1999

10. Student Assessments Summer Voyager Initiative:

The following assessments will be administered in the summer extended-year programs:

- Pre-and post-tests will be administered to 3,500 across participating summer extended year sites.
- 1,000 students participating in the Voyager Time Warp reading intervention program will be assessed for growth in the core reading skill areas of decoding, word recognition, and comprehension using both Voyager student assessment materials and MPS district assessment materials.
- 1,300 students participating in the Smithsonian T-Rex integrated learning program will be assessed on targeted reading and math skills and science content presented in the curriculum. 1,200 NASA Space Camp integrated learning program participants will be assessed using embedded assessment tools included in the curriculum on targeted reading and math skills and science content as presented in the curriculum.
- Summary reports will be provided to the school district documenting student progress resulting from participation in the Time Warp and T-Rex learning adventures.

- Individual student results will be provided.
- 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.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a sole-source contract with Voyager Expanded Learning, Inc., to provide services and materials in the district's extended-year programs pending approval of the MPS Title I School Improvement Proposal and issuance of the grant award by the Department of Public Instruction.

* * * * *

(Item 5) Action on a Request for Authorization to Purchase 200 Laptop Computers as Part of the Technology Literacy Challenge Fund Grant

Committee Recommendation

Your Committee recommends that the Board Authorize the following purchase

SS-493 200 Laptop Computers (Technology)

200 laptops — 90 PowerMac G3 and 110 Windows model, including software licenses and related items, totaling an estimated $379,000. Technology Literary Challenge Fund money will be used. The Windows laptop pricing is obtained from a vendor holding the State of or University of Wisconsin contract. These will be delivered for use in summer school starting June 15, 1999.

* * * * *

Separate consideration having been requested of Item 1 of Report #2, on the motion of Director Braun the balance of the reports were adopted, the vote being as follows:

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

Noes—None.

With respect to Item 1, a request for a contingent fund transfer, Director Braun moved to approve the 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.

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 Braun moved to accept the reports of the Independent Hearing Panel of April 15, April 22, April 23, April 26, April 27, May 4, May 6, and May 7, 1999.

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.

* * * * *

NEW BUSINESS

(Item A) Appointments to the MPS Charter School Review Panel

President Thompson wishes to advise the Board of the following appointments he has made to the MPS Charter School Review Panel:

Director Joe Dannecker — Board Representative

Director Jeff Spence — Board Representative

Sister Mary Diaz — Alverno College

Mr. Al Kaczmarek — Retired MPS Principal

Ms. Elise Riepenhoff — Teacher

Ms. Hope DeVougas — Parent Coordinator

Mr. Alex Hardy — School Social Worker

Mr. Gene Wright — Brady Corporation

The panel will meet on May 27 to review the Fritsche Charter Proposal.

A special Board meeting has been scheduled for June 3 to receive the panel's recommendation and to hold public hearing on the proposal.

* * * * *

COMMUNICATIONS AND PETITIONS

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

(Item A) Communication 9900C-001 from the Milwaukee Catalyst Requesting a Meeting with the Board on its Recommendations for Reporting School District Data to the Community

Referred to the Innovation/School Reform Committee

(Item B) Communication 9900C-002 from the Lady Pitts Advisory Committee Requesting an Opportunity to Present its Interests and Concerns about the Proposed Changes for the Lady Pitts School and the District School Age Parent Program

Referred to the Innovation/School Reform Committee

(Item C) Communication 9900C-003 from Fred's Ornamental Doors Regarding a Relocation Matter.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTIONS

Resolution 9900R-012

By Director Gardner:

WHEREAS, A number of choice schools have been receiving summer school funding from the Department of Public Instruction for the past six years; and

WHEREAS, A recent decision by the State Superintendent of Public Instruction has now denied funding for these schools; and

WHEREAS, The timing of this decision, coming so late in the school year, will in effect serve to eliminate these programs for the summer of 1999; and

WHEREAS, If these schools are unable to continue their programs, MPS will have to absorb the students in its own programs; now, therefore, be it

RESOLVED, That the Board direct the administration to contract for summer school programs with the secular non-sectarian choice schools that have been deprived of funding by the decision of State Superintendent of Schools John Benson.

Referred to the Finance/Personnel Committee.

Resolution 9900R-013

By Director Gardner:

WHEREAS, State legislation allows UWM, MATC and the City of Milwaukee to establish charter schools; and

WHEREAS, Questions have arisen regarding the appropriate Local Education Authority (LEA) for students attending such schools; and

WHEREAS, Neither charter schools serving as their own LEA nor UWM, MATC and the City of Milwaukee are able to obtain state special education aid nor MPS services for students with exceptional education needs; and

WHEREAS, This state of affairs has led some schools not to pursue a charter affiliation with UWM, MATC and the City of Milwaukee; now, therefore, be it

RESOLVED, That MPS serve as the LEA for all students in the City of Milwaukee, including students enrolled at charter schools established by UWM, MATC and the City of Milwaukee.

Referred to the Legislation, Rules and Policies Committee.

Director Gardner moved to suspend Board rule 1.02 to allow the President to set the location of the regular June Board meeting.

The motion to suspend 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 adjourned at 8:37 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 3, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:27 PM.

Present—Directors Braun, Dannecker, Hardin, O'Neil, Spence and President Thompson—6.

Absent and excused—Directors Gardner, Johnson and Werra—3.

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

May 27, 1999

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 Thursday, June 3, 1999, 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.

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 Director, Office of Board Governance/Board Clerk presented 17 Reports of the Independent Hearing Panel of the Board of School Directors.

Director Braun moved to accept the reports of May 10 (2), May 11 (2), May 12, May 13 (2), May 14, May 17 (2), May 18 (2), May 20 (2), May 21 and May 24 (2), 1999.

The motion prevailed, the vote being as follows:

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

Noes—Director Hardin—1.

The Board adjourned at 6:33 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 3, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:34 PM.

Present—Directors Braun, Dannecker, Gardner (7:04 PM), Hardin, Johnson (6:54 PM), 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:

May 27, 1999

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, June 3, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purposes of:

1. Receiving the recommendations of the MPS Charter School Review Panel with respect to the Charter School Petition submitted by Fritsche Middle School; and
2. Giving public hearing, considering and possibly taking action on the Charter School Petition submitted by Fritsche Middle School.

SUZANNE M. LUNDIN
Board Clerk

The Board proceeded to hear a presentation by representatives of Fritsche Middle School and to give public hearing on the petition of Fritsche Middle School to become a charter school as an instrumentality of the district, filed with the Office of Board Governance on May 4, 1999.

A representative of the Charter School Review Panel presented the panel's unanimous endorsement of the petition of Fritsche Middle School.

Director Dannecker moved that the Board grant the petition of Fritsche Middle School to become a charter school as an instrumentality of MPS, and that the Office of Board Governance, in consultation with the Superintendent and the City Attorney, be directed to commence the negotiation of a contract with Fritsche Middle School, and to submit the contract for Board approval within 30 days.

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 7:28 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 14, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 7:40 PM.

Present—Directors Dannecker, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Hardin—2.

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

June 10, 1999

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 Monday, June 14, 1999, immediately upon adjournment of the Strategic Planning and Budget Committee 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, including 888J.

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 with respect to the bargaining units mentioned above.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:43 PM.

The Board adjourned from executive session at 9:20 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 17, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:08 PM.

Present—Directors Dannecker, Johnson, O'Neil, Spence, Werra, and President Thompson—6.

Absent and excused— Directors Braun, Gardner and Hardin—3.

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

June 10, 1999

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, June 17, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving, considering and taking action on the report of the Finance/Personnel Committee's June 14, 1999, meeting with respect to the Superintendent's recommendations for:

1. The establishment of a position of Director, Leadership Services; and
2. The appointment or promotion of individuals to various key administrative positions in the district.

With respect to Item 2 above, the Board, pursuant to Wisconsin Statutes Section 19.85 (1) (c), may retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of individuals whom the Superintendent is recommending for promotion or appointment.

SUZANNE M. LUNDIN
Board Clerk

Director O'Neil presented the following report for the Finance/Personnel Committee:

REPORT OF THE FINANCE/PERSONNEL COMMITTEE

TO THE BOARD OF SCHOOL DIRECTORS

Your Committee on Finance/Personnel submits the following report:

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

2(r) Willie Jude	Deputy Superintendent	Schedule IIIE, Range 18A $107,682
2(r) Jacqueline Patterson	Deputy Superintendent	Schedule IIIE, Range 18A $107,682
5(r) Michelle Nate	Director, Department of Finance	Schedule IIIE, Range 16A $97,671
2(r) Cynthia Gallant	Director, Department of Educational Services	Schedule IIIE, Range 16A $97,671
5(r) Carol Topinka	Director, Division of Special Services	Schedule IIIE, Range 14A $91,300
5(r) Michael Sonnenberg	High School Leadership Specialist/School Safety	Schedule III, Range TBD

Your Committee further recommends that the Board approve the re-establishment of the following position and promote the individual to the classification indicated, effective upon assignment following approval by the Board of School Directors.

5(r) Robert Plath	Director, Department of Leadership Services	Schedule IIIE, Range 16A $97,671

Codes: 2 - African American, 5 - White, r - resident who must remain resident

Your Committee reports that the Superintendent indicated that the positions will be funded within the FY2000 budget approved by the Board.

Director Johnson moved to approve the report.

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 6:10 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 17, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:36 PM.

Present—Directors Dannecker, Hardin (6:56 PM), Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Gardner—2.

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

June 10, 1999

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, June 17, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purposes of:

1. Receiving the recommendations of the MPS Charter School Review Panel with respect to the Charter School Petition submitted by Walker Middle School; and
2. Giving public hearing, considering and possibly taking action on the Charter School Petition submitted by Walker Middle School.

SUZANNE M. LUNDIN
Board Clerk

The Board proceeded to hear a presentation by representatives of Walker Middle School and to give public hearing on the petition of Walker Middle School to become a charter school as an instrumentality of the district, filed with the Office of Board Governance on May 21, 1999.

A representative of the Charter School Review Panel presented the panel's unanimous endorsement of the petition of Walker Middle School.

Director O'Neil moved that the Board grant the petition of Walker Middle School to become a charter school as an instrumentality of MPS, and that the Office of Board Governance, in consultation with the Superintendent and the City Attorney, be directed to commence the negotiation of a contract with Walker Middle School, and to submit the contract for Board approval.

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 6:57 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 22, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:19 PM.

Present—Directors Dannecker, Gardner (6:30 PM), Hardin, Johnson, O'Neil (6:20 PM), Spence (9:12 PM), Werra, and President Thompson—8.

Absent and excused—Director Braun—1.

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

June 17, 1999

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 22, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on the terms of an employment agreement for Superintendent of Schools Dr. Spence Korté.

Pursuant to Wisconsin Statutes, Section 19.85 (1) (c), the Board may retire to executive session for the purpose of considering employment and compensation matters relative to the terms of an employment agreement for Superintendent of Schools Dr. Spence Korté.

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, Section 19.85 (1) (c), for the purpose of considering employment and compensation matters relative to the terms of an employment agreement for Superintendent of Schools Dr. Spence Korté.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Hardin, Johnson, Werra and President Thompson—5.

Noes—None.

The Board retired to executive session at 6:20 PM.

The Board recessed from 6:37 PM to 9:12 PM.

The Board reconvened in open session at 9:58 PM.

Director Spence moved that the Board approve an addendum the employment agreement of Dr. Spence Korté.

The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

The Board adjourned at 10:02 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 30, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:14 PM at Audubon Middle School.

Present—Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Spence (6:35 PM), Werra (6:30 PM), and President Thompson—8.

Absent and excused—Director Braun—1.

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

June 28, 1999

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, June 30, 1999, in the Cafeteria of Audubon Middle School, 3300 South 39th Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the Administrators' and Supervisors' Council.

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 Gardner 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 with respect to the Administrators' and Supervisors' Council.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:15 PM.

The Board adjourned from executive session at 7:11 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 30, 1999

Regular meeting of the Board of School Directors called to order by President Thompson at 7:15 PM at Audubon Middle School.

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

Absent and excused—Director Braun—1.

President Thompson expressed the Board's appreciation to the staff of Audubon Middle School and their principal, Ms. Ada Rivera, for hosting the Board meeting.

The Board observed a moment of silence in memory of Richard A. Sanford, a fifth-grader at Cass Street School, who died on June 28 as a result of drowning. Richard was ten years old.

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:

Nicholas Maske,
1999 Graduate,
Pulaski High School

The National Society of the Daughters of the American Revolution has named Nicholas, who graduated from Pulaski High School on June 10, 1999, National Outstanding Youth Volunteer of the Year. The Wisconsin Society of the Daughters of the American Revolution and the North Central Division of the society honored Nicholas at an awards ceremony on March 20, 1999. He was honored at the national level in Washington, D.C., in April at a reception in his honor. Then at National Defense Night, in front of more than 1000 people, he was introduced and recognized for earning this prestigious award.

Nicholas has volunteered at the Clement J. Zablocki VA Medical Center for the past four years, where he accumulated more than 750 hours of volunteer time. He first became interested in volunteer work at the medical center when his grandfather was a patient there. Nicholas primarily spent his volunteer time at the center working in the physical therapy unit.

In addition to his volunteer work at the medical center, Nicholas has spent many hours serving as a volunteer at his church and various community organizations and was an active participant in a variety of school sports and extracurricular activities. Nicholas, who graduated from Pulaski High School with a 3.50

GPA and served as secretary/treasure of the National Honor Society, will attend Marquette University in the fall, with plans to study physical therapy. The staff and students of Pulaski hold Nicholas in high regard and are proud to claim him as one of their own.

The Milwaukee Board of School Directors and the entire school community recognize Nicholas Maske for his outstanding achievements, hard work, and commitment to serve the Milwaukee community.

Other Awards and Commendations

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

STUDENTS

Krishana Robinson, Madison University High School, has been selected as a 1999-2000 HK Systems/Milwaukee School of Engineering Scholar. MSOE will pay half of her tuition, and HK Systems will cover the other half. HK Systems will also pay the cost of a double room, standard meal plan, books, and a technology package, which includes a notebook computer. The prestigious four-year renewable scholarship is worth $24,480 next year and will be adjusted annually to cover her expenses.

Yolanda Holloway, a senior at Bay View High School, received the 1999 Marcus Corporation's “Turn Around Student” $1,000 scholarship. In addition to improving her GPA, Yolanda was involved in both the school and community. She plans to attend either UW-Milwaukee or UW-Parkside, where she will work toward her goal of becoming a lawyer.

Richard Pastorino II, Steuben Middle School, has been certified as an Eagle Scout by the National Boy Scouts of America and was awarded the Eagle rank at his Eagle Court of Honor on June 26, 1999. In cooperation with the Wisconsin Department of Natural Resources, Richard’s Eagle project was to clear Buckthorn trees from the Havenwoods State Forest, located on Milwaukee’s Northwest side.

Charles Asch, Roosevelt Middle School, was the first-place winner of the Wisconsin School Music Association Student Composition Project.. Charles won in the instrumental solo category, which attracted more than 1,000 entries.

Two first-grade students from Vieau School received awards in the Reading Rainbow Contest sponsored by Channels 10/36. Both students wrote their stories in English and Spanish and created their own illustrations. The winning stories will be aired during the summer of 1999 and throughout the year 2000. The two winning students are:

2nd Place:	Ana Oliva, for her story titled, "The Town Without Fruits"
Special Merit:	Marlene Garcia, for her story titled, "The Elegant Scarecrow"

Maria Gonzalez, an eighth-grade student at Wisconsin Conservatory of Lifelong Learning, won first place in the 1999 Wonderful, Colorful World Contest. Maria, who was one of nine winning students across the United States — and the only Wisconsin winner — won $10,000 in art supplies, a Fuji digital camera, and a web TV for WCLL; $1,000 for her art teacher, Sue Lamb; and a $200 savings bond and $500 supply of Cray-Pas oil pastels for herself.

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 1999:

	Valedictorian	Salutatorian
Bay View	Jason Lowery Joseph Schaefer Benjamin Silver Mary Moore	Regina Gutierrez
Custer	Tammy Deau	Phuc Nguyen

	Valedictorian	Salutatorian
Hamilton	Tasha Nealey	Dana Dang
Juneau	Kelly Dawson Kenneth McCants Nola Phimthasack Daniel Ross	Megan Konecny
Kilmer South	Sarah Paul	Kisha Shaw
Rufus King	Robert Forbes Anna Henika Claire Kirchhoff Lan Liu Tiffany McGee Allyson Modra	Erin Lubner
Madison	Krishana Robinson	Steve Chycinski
Marshall	Gail Potym	Kimberly Jones
Milwaukee H.S. Arts	Kate Krepel Anne Riebau Mary Jane Simon	Ann Hinkle
Milwaukee School of Entrepreneurship	Mee Cha	Sarah Staples
Milwaukee Tech.	Stacey Armstrong Mark Krowski	Justin Pacult
New School for Community Service	Candice Cole	Latricia Edwards
North Division	Adella Deacon	Nakia Pegues
Pulaski	Ann Coppersmith Adam Grochowski Elise Wachowiak	David Bugalski
Riverside University	Sarah Spohn	Quintin Johnstone
South Division	Gustavo Salazar	Rene Lazcano
Vincent High School	Talonda Lipsey	Andrew Stainback
Washington	Erik Amoroso	Kou Lor

Four Milwaukee Public Schools students were recognized during a regular season Bucks game for winning the 1999 Milwaukee Bucks Safe Schools Poster Contest, which is funded by a grant from the Johnson Controls Foundation. This year's poster contest theme was "Peace plus people equal power." The MPS winners are:

Maria Mendoza, Kosciuszko Middle School
Demetrius Harper, Bryant Elementary School
Randall Schoen, Milwaukee Spanish Immersion School
Kelly Hubert, Neeskara Elementary School

Five Milwaukee School of Languages students received awards in this year's National French Contest. Students were especially proud of this recognition because they competed with native speakers of the language, making their accomplishments all the more impressive. MSL was the only MPS school to participate in this event and one of the very few public schools involved in the competition. Winners in the May competition were:

1st Place: Yannick Abouo and Sarah Alderman
2nd Place: Mariesso Dobrick, Maud McGraw, and Susan Schoenecker

Milwaukee School of Languages students scored well on the national German test conducted by the American Association of Teachers of German. The test has a total of 100 questions covering listening, grammar, and comprehension skills. Nationwide, over 25,000 students participated in four testing levels. Maria Wesserle, an eighth-grader, was a leading scorer, with 98 correct, ranking her #3 of 409 Wisconsin students taking the test. Elisabeth Brander and Richard Wiegand scored 97 and 96 , respectively, making them #5 and #8 in the state. Five other eighth-grade MSL students scored over 90%. On the high-school-level test, Sarah Pergande, Dana Sisley, and Patrick Collins all scored 93, placing them in a tie at #7 out of 452 in the state. Three other MSL high-schoolers scored over 90%. Jerrel Brantley, MSL tenth-grader, wrote the #1 essay in the contest.

Five students from Wisconsin Conservatory of Lifelong Learning and four students from Cooper Elementary received awards in the April Earth Day 99 Environmental Poster Contest sponsored by the U.S. Post Office. In addition to the following individual student awards, WCLL and Cooper each will receive two Bird Sanctuary programs for having a first-place winner. The following students received awards:

Ashley Alioto, Wisconsin Conservatory of Lifelong Learning
Janequetta Crawford, Cooper Elementary
Rana Farhoud, Cooper Elementary
Andrew Gallert, Wisconsin Conservatory of Lifelong Learning
Julie Genthert, Cooper Elementary
Maranda Klabunde, Wisconsin Conservatory of Lifelong Learning
Van Le, Cooper Elementary
Steven Purol, Wisconsin Conservatory of Lifelong Learning
Alex Zaborowski, Wisconsin Conservatory of Lifelong Learning

Student teams from Milwaukee High School of the Arts, Marshall High School, Fritsche Middle School, and Clarke Street Elementary School were honored at a recognition dinner on May 6, 1999, for their success in the MPS Region Spring Semester Stock Market Game. The Wisconsin Council on Economic Education offers "The Stock Market Game," a national program of the Securities Industry Association's Foundation for Economic Education, for use in schools in Wisconsin. Teams competing in the Wisconsin Stock Market Game (third largest in the nation) start with an imaginary $100,000 and, over a ten-week period, try to successfully build a stock portfolio. The winning teams are:

Senior Division

1st Place: The team from Milwaukee High School of the Arts built its stock portfolio to a total of $510,635:

David Richichi
Adam Hudson
Eron Jones
Cathi Hunt, Teacher Advisor

2nd Place: Team#1 from Marshall High School built its stock portfolio to a total of $351,820:

Don Wenzel
Andrew Hodges
Steve Minik, Teacher Advisor

3rd Place: Team #2 from Marshall High School built its stock portfolio to a total of $295,203:

Michael Weiss
Jason Poeppel
Patrice Pettigrew
Nisa Inanici
Joseph Jurgilanis
James Belland, Teacher Advisor

Junior Division

1st Place: Team #1 from Fritsche Middle School built its stock portfolio to a total of $205,779:

Alex Montezon
Bradlee Seehauer
Michael Westog
Christopher Keene
Bryan Valencia
Virginia Lawton, Teacher Advisor

2nd Place: Team #2 from Fritsche Middle School built its stock portfolio to a total of $192,621:

Leontyne Wade
Adam Gamboa
Johnathan Perry
Tristzette Edwards
Virginia Lawton, Teacher Advisor

3rd Place: The team from Clarke Street Elementary School built its stock portfolio to a total of $178,531:

Anthony Bully
Johnathan Phipps
Feronta Johnson
Charles Flemmings
Maurice Johnson
Marvin Rankins
Eddie Jackson
Kerry Gillard, Teacher Advisor

Forty-four MPS students received awards for their entries in the 11th annual Cinco de Mayo Essay-Poster Contest at a ceremony at State Fair Park on May 8th. The contest, sponsored by United Migrant Opportunity Services, Inc., provides students an opportunity to express their academic abilities and creativity while learning about the historical significance of Cinco de Mayo. This year's MPS winners are:

Essay Contest

First Grade

1st Place: Miriam Amador, Vieau School
2nd Place: Samantha Cortez, Vieau School
3rd Place: Gladys Barron, Vieau School

Second Grade

1st Place: Shaddaira Moncada, Vieau School
2nd Place: Evelia Nunez, Vieau School
3rd Place: Isela Ramirez, Vieau School

Third Grade

1st Place: Jose Flores, Vieau School
2nd Place: Karina Valle, Vieau School
3rd Place: Eric Nunez, Vieau School

Fourth Grade

1st Place: Delia Padilla, Vieau School
2nd Place: Neisa Hernandez, Vieau School

Sixth Grade

1st Place: Frankie Garcia, Vieau School
2nd Place: Lissette Chacon, Vieau School
3rd Place: Maria Bryzon, Vieau School

Seventh Grade

1st Place: Horacio Ferreira, Vieau School
2nd Place: Hector Hernandez, Vieau School
3rd Place: Elena Contreras, Vieau School

Eighth Grade

1st Place: Elizabeth Sandoval, Vieau School

Poster Contest

Kindergarten

1st Place: Bianca Sanchez, Vieau School
2nd Place: Erika Lezama, Vieau School
3rd Place: Damian Morales, Vieau School

First Grade

1st Place: Jose Muntz, Vieau School
2nd Place: Antonio Sandoval, Riley School
3rd Place: Blanca Lopez, Riley School

Second Grade

1st Place: Pedro Sepulveda, Vieau School
2nd Place: Shaddarira Moncada, Vieau School
3rd Place: Carmen Bruzon, Vieau School

Third Grade

1st Place: Demetris Johnson, 78th Street School
2nd Place: Brittany Vomberg, 78th Street School
3rd Place: Roberto Luciano, Vieau School

Fourth Grade

1st Place: Monica Murillo, Vieau School
2nd Place: Karina Rangel, Vieau School
3rd Place: Stephanie Frias, Vieau School

Fifth Grade

1st Place: Fernando Lopez, Kagel School
2nd Place: Jared Flannick, 78th Street
3rd Place: Mailor Yang, 78th Street

Sixth Grade

1st Place: Giovanni Martinez, Vieau School
2nd Place: Joan Medina, Vieau School
3rd Place: Antonio Sanchez, Vieau School

Seventh Grade

1st Place Reinaldo Quinones, Vieau School
2nd Place Sonia Contreras, Vieau School

Eighth Grade

1st Place: Jessica Juarez, Vieau School
2nd Place: Mary Brown, Kosciouszko Middle School
3rd Place: Laura Rodriguez, Kosciouszko Middle School

More than 100 students participated in the first Jobs for Wisconsin Graduates Career Development Conference held recently at the Midwest Express Center. The conference, a showcase for what the students learned in the first year of a pilot program designed to keep youths in high school and help them find and keep quality jobs, is sponsored by the Private Industry Council of Milwaukee County and supported by local businesses. The top three winners in each category are:

Employment Application

Erik Bliss, North Division High School
Nickholas Hokes, Washington High School
Timothy Brown, Custer High School

Employment Interview

Marvel Stith, Washington High School
Sophia Washington, Custer High School
Jasmine Moore, North Division High School

Telephone Techniques

Ka-Linda Nichols, North Division High School
Nichole Phillips, North Division
Brandon Yanney, Custer High School

Public Speaking

Watnise Manuel, North Division High School
Louis Harris, Washington High School
Jon Crymes, Washington High School

Decision Making as a Team

Custer High School
North Division High School
Washington High School

Service Award

Custer High School

SCHOOLS

Hearing-impaired students from Burroughs Middle School produced, taped, and aired their own Time Warner Cable Kidz Biz News program in April at the Time Warner Cable studios. The reporters used sign language or a combination of speech and sign language to communicate their stories. The entire news show was captioned for both hearing and deaf audience members. Time Warner Cable's Kidz Biz is an educational initiative that teaches middle school students media literacy. Seventh- and eighth-grade

students became "hands-on" primary researchers, on-air and on-site reporters, writers, and producers. Kidz Biz is divided into three 5-minute segments: The first five minutes cover international, national, and local news; the second, any number of topics such as science and technology, sports, or health and nutrition; and the last, student reviews of books, movies, music and cable television programs.

Pulaski High School students have been selected to participate in Project ICON (International Conference of Nations), a United Nations simulation project conducted by the University of Maryland. Pulaski students will represent the country of Chile as they negotiate with 24 student country teams from around the world. All Internet e-mail correspondence, Internet research, and real-time telecommunication sessions are held through Pulaski's direct line, via the MPS Internet node. Pulaski High School students are the only MPS team participating in this project.

TEACHERS

Three MPS teachers of music education received recognition and awards from the Civic Music Association during the months of April and May. The teachers and their awards are:

David Kotlewski, Traveling String Music Teacher, "Award of Excellence for Studio Teaching"

Michael Betz, Roosevelt Middle School, "Teacher of the Year, Over-All in Music Teaching"

Curtis Hart, Fairview Elementary School, "General Music Certificate of Excellence in Teaching"

Teachers from Tippecanoe Elementary and Walker Middle School were presented with the Time Warner Cable "Teaching Creatively with Cable" award, entitling them to have their entries submitted to the National Time Warner Cable Crystal Apple Awards. Winning teachers received a $1,000 grant and a trip to Washington, D.C. Mary Jakubiak and Mary Widen, Tippecanoe Elementary, and Sandy Ruesink, Walker International Middle School, received the local Time Warner Cable 10th Anniversary Special Recognition Award. Ms. Ruesink also was honored with the Time Warner Cable National Crystal Apple Award. Awards are granted to teachers who consistently developed exceptional, imaginative, and challenging learning-centered projects through the use of cable.

STAFF

The Department of Communications and Public Affairs has been awarded the prestigious 1999 National School Public Relations Association (NSPR) Golden Achievement Award for its successful public relations program, *HomeWorks!* During the 1997-98 school year, CBS-58 and Milwaukee Public Schools began a partnership to celebrate the achievements, successes, and challenges of students, teachers, parents, and staff in the Milwaukee Public Schools. Twice a week, this joint venture, titled *HomeWorks!*, showcases positive MPS stories on CBS-58. *HomeWorks!* received the NSPR Golden Achievement Award for meeting all four criteria for excellence in programming.

MPS School Board Director John Gardner, former MPS Superintendent Howard Fuller, and former Deputy Superintendent Janie Hatton were honored on Wednesday, May 19, 1999, by the Milwaukee Rotary Club. They were presented with the Rotary Club's Vocational Education Revitalization award given for their leadership, vision, collaboration, and reform initiatives which advanced the revitalization of vocational education and the vision for a new technical high school in Milwaukee.

Thomas Balistreri, principal of Rufus King High School for the College Bound, has been named president of the Association of Wisconsin School Administrators. The Association of Wisconsin School Administrators, which serves as Wisconsin's professional association for school administrators, currently represents nearly 2,000 elementary, middle, and high school principals, as well as several hundred other middle-management school employees.

* * * * *

APPROVAL OF MINUTES

The minutes of the April 26, 1999 Organizational Meeting, and the regular and special Board meetings of April 27 and 28, and May 5, 13, 18, 25 and 26, 1999, were approved as printed.

* * * * *

COMMUNICATION FROM THE SUPERINTENDENT OF SCHOOLS

(Item A) Action on a Recommendation to Disallow Various Claims

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 Mr. John R. Broadnax, attorney, on behalf of Shekeena Bailey, a minor, and her mother and natural guardian Sandra Woods, for damages resulting from an alleged injury sustained by Shekeena Bailey at John Muir Middle School on November 12, 1998.

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

2. Notice of Claim for Damages filed against Milwaukee Public Schools by Mr. Martin D. Stein, attorney, on behalf of Charlene Sexton for damages resulting from an alleged injury sustained by her at Thirty-seventh Street Elementary School on January 28, 1997.

   Claim is being made in the sum of $14,252.86.

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 Korte, Ph.D.
Superintendent of Schools

* * * * *

On the motion of Director O'Neil the claims were disallowed:

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

Noes—None.

REPORTS OF STANDING COMMITTEES
INNOVATION/SCHOOL REFORM COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report and Possible Action on the Development of a Comprehensive School Safety Plan:

a. Resolution 9899R-053 by Former Director Small Regarding School Safety Plans

b. Resolution 9899R-015 by Director Hardin Regarding a Cost Analysis of Placing Safety Assistants on School Buses

c. Resolution 9899R-048 by Former Director Todd Regarding a Feasibility Study of Increase Safety and Security Around MPS Schools

Background

At its meeting on August 11, 1998, the Board's Innovation/School Reform (ISR) Committee directed the Administration to develop a comprehensive Safe Schools Plan for MPS. The Safe Schools Plan was to address the district's efforts regarding school safety, including responses to the following resolutions by Board members:

Resolution 9899R-015

By Director Hardin:

WHEREAS, Milwaukee school bus drivers transport tens of thousands of Milwaukee Public Schools (MPS), private school and Chapter 220 students to and from school each day on a fixed schedule; and

WHEREAS, The bus drivers are often distracted by students who misbehave during the bus ride; and

WHEREAS, The distractions caused by students have led to accidents while the bus driver is attempting to maintain order and drive the bus at the same time; and

WHEREAS, The employment of MPS Safety Assistants to ride on the buses and to monitor student behavior would ensure the safety and discipline of students during the bus ride; now, therefore be it

RESOLVED, That the Board direct the administration to do a fiscal impact analysis of the employment of one MPS Safety Assistant on each school bus throughout the district during the school day; and be it

FURTHER RESOLVED, That the administration report back to the Board the findings of this analysis.

Resolution 9899R-048

By former Director Todd:

WHEREAS, There is a need for increased safety and security around MPS schools; and

WHEREAS, A number of MPS schools use surveillance cameras to maintain security within their buildings and to monitor outside areas, such as parking lots; and

WHEREAS, The cost of this technology has significantly decreased in recent years; and

WHEREAS, Improved safety and security around schools will help increase the stability of the neighborhoods around the schools; now, therefore, be it

RESOLVED, That the administration explore the feasibility of increasing safety and security around MPS schools; and be it

FURTHER RESOLVED, That the results of this feasibility study be presented to the appropriate Committee of the Board no later than three months after the adoption of this resolution.

Resolution 9899R-053

By former Director Small:

WHEREAS, Violence in our society at large, and especially in our schools, is becoming more prevalent; and

WHEREAS, Incidents of school shootings are escalating nationwide; and

WHEREAS, These acts of violence are no longer confined to urban areas, but now involve small rural communities as well, such as Pearl, Mississippi; Jonesboro, Arkansas; Fayetteville, Tennessee; and Springfield, Oregon, and have brought the tragic count to 13 dead and 42 wounded; and

WHEREAS, According to a recent study, more than half of all schools in the U.S. reported at least one serious violent crime during the school year; and

WHEREAS, Ten percent of all public schools have experienced crimes such as murder, rape, suicide, attacks with a weapon, or robbery; and

WHEREAS, Safety is an attainable goal that involved a committed student body, faculty and community, and it is imperative that MPS prevent serious incidents in its schools; now, therefore, be it

RESOLVED, That the administration review its procedures to ensure the safety of students and staff in our schools and address the following issues:

1. Prevention efforts presently in place in schools to address the leading causes of death for students, i.e., accidents, homicides and suicides; and

2. Changes in curriculum to improve problem solving skills and anger management; and

3. District and individual school crisis plan reviews, including effective/ineffective methods of crisis management; and be it

FURTHER RESOLVED, That the administration report to the Board any additional safety measures that need to be taken.

In October 1998, the Administration submitted to the ISR Committee a report outlining the planning process and a timetable. At that time, the Committee directed the Administration to provide a progress report in January 1999 and submit recommendations in March 1999. In January 1999, the Administration brought a report to the Board, outlining several components of the plan. In March 1999, the Administration presented a progress report to the Board. At that time, the Administration indicated it would prepare a final report in May, which would specify implementation strategies.

Administration's Analysis

1. The Administration gave the Milwaukee Public Schools Safety and Security Planning Committee the task of creating a Five-Year Safety and Security Plan. The acting director of school safety convened the committee, which included parents, students, teachers, support staff, administrators, and law enforcement and community representatives.

2. In December 1998, the committee met to identify critical areas of safety and security and to assess the current level of need in the district. In meetings during February 1999, the committee reviewed data

reflecting safety issues and trends and discussed violence prevention efforts in schools and throughout the community. The committee met in late February to develop strategies to address short- and long-term school safety issues, including disruptive students, bus safety, building and campus security, and violence prevention/crisis planning and intervention.

4. The committee developed a final plan focusing on two major areas of need. The recommendations are designed to improve the ability of the schools, Central Services, law enforcement, and the community to mobilize resources, information, and action to reduce the number of safety and security incidents in and around schools.

5. Since March of 1999, a number of modifications have been made to the plan, which strengthen and provide immediate assistance to schools through the Division of School Safety and Security. The MPS Five-Year Safety and Security Plan is attached to your Committee's minutes.

a. Under the leadership of School Board Director Werra and Mayor Norquist, a new safe schools initiative involving MPS and the Milwaukee Police Department has been developed. This initiative has led to immediate joint planning, new levels of support, and improved coordination between the MPS Division of School Safety and Security and the Milwaukee Police Department. The Chief of Police and his command staff have committed to maintaining needed support to assist MPS as we further implement the plan. The specifics of the initiative are included in the attached Five-Year Safety and Security Plan.

b. The plan has been modified to reflect implementation on an as-needed basis in some areas. For example, the full application of surveillance technology in all buildings has been modified to be utilized on an as-needed basis.

c. The plan also recognizes that school safety and security is a partnership between the school, community, and Central Services. Several departments provide and fund many related safety services used by schools. Some of the strategies are funded through those departments or schools. The plan identifies these strategies, but focuses required new funding only on those managed by the Division of School Safety and Security. As the plan is rolled out, the Director of School Safety and Security will work with the departments/divisions and school staff to ensure continued funding in areas of high-priority need.

Strategic Plan Compatibility Statement

6. The five-year plan is compatible with the MPS Strategic Plan Goal 1, Student Achievement, specifically, Objective 1.7, to develop and implement a comprehensive safe schools plan to ensure a safe and orderly academic environment conducive to learning.

Statute, Board Policy or Rules Statement

7. The five-year plan is consistent with Board policy.

Fiscal Impact Statement

8. At the present time, the district would need to fund the $506,000 cost through local reallocations. Some grants may be available, but few provide funds for ongoing operations. Pending state legislation may increase the revenue limits, which would allow the Board to fund the costs through an increased tax levy.

Implementation and Assessment Plan

9. The plan will be implemented in the fall of 1999. Various objectives and strategies will be evaluated annually or more often, if required. Data will be reviewed, and the plan modified and adjusted as needed. Assessments will use data that will direct our focus on continuous improvement.

Committee Recommendations

Your Committee recommends that the Board:

- Express appreciation to the Safety and Security Planning Committee;
- Approve the MPS Five-Year Safety and Security Plan;
- Direct the Administration to allocate the necessary funding to support the plan and to seek appropriate grants; and
- Direct the Administration to annually evaluate and modify the plan as needed.

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(Item 2) Receipt of and Possible Action on the Bilingual/ESL Program Performance Review — Audit #914

Background

1. At its meeting on August 26, 1998, the Board adopted an annual audit plan that included a performance review of the MPS Bilingual/ESL Program.

2. The overall objectives for the audit included identifying and measuring program goals and outcomes and determining (a) program compliance with local, state, and federal regulations, (b) program funding sources, and (c) the degree to which the decentralized funding formula funds the additional costs associated with operating the program.

3. The audit team observed implementation of the programs in several schools, reviewed literature about best practices for educating students with limited English proficiency, and worked closely with Central Services and school personnel to complete the fieldwork.

4. The report contains eight recommendations intended to facilitate the processes of program evaluation and continuous program improvement.

5. The audit report, provided under separate cover, has been reviewed by district administration. District administration's response to the audit recommendations, including plans to address each recommendation, are also included in the report. These plans, when implemented, will appropriately address the audit recommendations.

Committee Recommendations

Your Committee recommends that:

1. The Board receive Audit Report #914, Bilingual/ESL Program Performance Review; and

2. The Administration report back to the Committee, identifying best practices and best outcomes in both English and native-language proficiencies and identifying bilingual programs and curricula that perform exceptionally well, and that the Administration distinguish what makes these programs effective.

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(Item 3) Report on Resolution 9899R-096 by Director Hardin Regarding a Report on the Status of the Implementation of Community Learning Centers and a Follow-up Report on the School Community Integrated Services Network

Your Committee reports having received the following report from the Administration:

Background

1. At its regular monthly meeting on November 24, 1998, the Board referred the following resolution by Director Hardin to the Innovation/School Reform Committee:

WHEREAS, Milwaukee Public Schools will create 11 Community Learning Centers (CLCs) in city schools to provide MPS children with after-school educational support and enrichment services; and

WHEREAS, The goal of these new CLCs is to address educational deficits of MPS children; and

WHEREAS, Services will be available to all children, from pre-kindergarten through grade 12, and their families; and

WHEREAS, The CLCs will assist students who are at risk of academic failure and will provide a safe environment for social and recreation activities; and

WHEREAS, The rapid expansion of this project requires the ability to provide consistency and excellence for CLC educational enrichment programs; and

WHEREAS, Millions of dollars will be allocated for these programs; and

WHEREAS, The Board has oversight responsibility for the staffing and funding of these centers; now, therefore be it

RESOLVED, That the Administration bring a report to the Board on the status of the implementation of Community Learning Centers which is to include funding sources, fund-raising activities of each CLC site, and the guidelines and procedures for contracting and staffing these sites; and be it

FURTHER RESOLVED, That the Safe and Sound board, which oversees the activities of the CLCs, report directly to a citizen advocacy board that represents children who are allegedly served by the Safe and Sound program, this advocacy board to be appointed by the MPS Board of School Directors and to meet monthly; and be it

FURTHER RESOLVED, That the Administration bring this report back to the Board for possible action no later than January 1999.

2. The resolution was discussed at the February 9, 1999, ISR Committee meeting and at the May 11, 1999, ISR Committee meeting. At the May 26, 1999, Board meeting, the Board accepted the Administration's response to the resolution, with the understanding that the School Community Integrated Services Network (SCISN) and MPS would continue to interface in the development of Milwaukee's School/Community Initiatives, which include Community Learning Centers, Safe Schools/Healthy Students, Community Technology Centers, and School Health Resource Centers. The Board further requested that an organizational chart be brought back to the Committee in June with decision-making responsibilities identified.

3. Presently, MPS has nineteen (19) Community Learning Centers that are being funded through the 21st Century Community Learning Center competitive grants sponsored by the U.S. Department of Education:

l Andrew Douglas Community Academy (6-8)	l Franklin Pierce (K-5)
l Edison Middle School	l South Division High School
l La Escuela Fratney (K-5)	l Walker Middle School
l Frederick J. Gaenslen (K-8)	l Phillis Wheatley (K-5)
ll Grand Avenue Middle School (6-12)	l James Whitcomb Riley (K-6)
l Malcolm X Academy (6-8)	l Jackie Robinson Middle School
l Milwaukee Village Middle School	l Vieau (K-8)
l Muir Middle School	l Washington High School
l North Division High School	l Westside Academy (K-8)

Eleven of the nineteen centers are open on evenings, weekends, and during summers and are serving 3,100 children between the ages of 5-18 and their families. The remaining eight centers will open in the fall of 1999. Programs and activities at the CLCs assist students who are at risk of academic failure and

provide a safe and drug-free environment for social and recreational activities. The vision is to create, through a city-wide effort, one hundred (100) rich and vibrant Community Learning Centers that contribute meaningfully to helping children become high academic achievers, helping families create a supportive and stimulating environment in the home, and helping the community create safe and viable neighborhoods.

Planned activities at the CLCs include one-on-one tutoring, small group instruction and academic support, homework help, youth service learning projects, a variety of recreational and social activities, and adult advancement and enrichment courses. Additional activities will be added, based on the results of needs assessment surveys.

Administration's Report

4. At its May 26, 1999, meeting, the Board requested that the Administration bring back to the June ISR committee meeting an organizational chart for Milwaukee's School/Community Initiatives, with decision-making responsibilities identified. After discussions with, and input from, several SCISN members and two Board members, the Administration developed the Milwaukee School/Community Initiatives Flow Chart, which includes the Community Learning Centers. A copy of the flow chart is included in the attachments. An overview of the Milwaukee school/community initiatives flow chart and decision-making responsibilities is provided below.

5. A progress report on the Community Learning Centers is due to the U.S. Department of Education on July 1, 1999. The Administration will provide a report to the Board at that time.

Overview of the
Milwaukee School/Community Initiatives Flow Chart
and Decision-Making Responsibilities

The Executive Committee, 21st Century Community Learning Center Council, SCISN Network, and Network Teams, as indicated on the flow chart, will each play a very vital role in developing the school/community initiatives for Milwaukee.

The Executive Committee will become the working committee accountable for planning and implementing the school/community initiatives. It will act as a liaison between MPS, the 21st Century CLC Council, SCISN Network, and Network Teams. Its role and responsibilities will include:

- Acting as the major workforce for planning and implementing the strategic plan for school/community initiatives;
- Developing a process to elect Executive Committee members and determine operating standards;
- Developing a process to select the 21st Century CLC Council and approving Council operating standards;
- Developing a plan to operationalize Network Teams, including defining their purpose, roles and responsibilities, team membership, community/MPS Co-chairs, and meeting times;
- Holding special informational meetings to address concerns, impart information (e.g., new RFPs, accomplishments, education reform initiatives), and familiarize participants with special activities of the 21st Century Community Learning Centers;
- Generating memos/newsletters on CLC activities to keep CLC stakeholders well informed;
- Monitoring the efforts of grant award recipients to ensure that members of the Council/Network continue to play an active role in the planning and implementation phases;
- Referring specific issues/concerns to appropriate Network Teams or Council;
- Monitoring progress of the Council/Network Teams;

- Developing a plan to acknowledge CLC successes and individuals and groups who advance the mission of the CLCs and referring it to the 21st Century CLC Council for implementation;
- Ensuring that all CLCs have 21st Century Technological capacity;
- Developing "Scope of Service" for CLC implementation, i.e., job descriptions, lead agency, RFP, Executive Committee, technical assistance, consultants.

One-third of the members of this committee will be parents/neighborhood residents, one-third will be Milwaukee Public Schools' (MPS) educators, and one-third will be service provider representatives. It will have two co-chairs, one from MPS and one from the community. An Interim Executive Committee — which includes parents/neighborhood residents, service provider representatives, MPS educators, and two ex officio members — has been put in place until the committee establishes a process to elect Executive Committee members. A more detailed explanation of the organizational structure is included in the attachments.

The 21st Century Community Learning Center Council will become the voice of the community, as two-thirds of its members must be drawn from grass-roots parents and residents that reside in the immediate neighborhoods of the CLCs. They will play an active role in setting the vision, principles, and mission of the 21st Century CLCs and reporting back to the community on their progress. Their roles and responsibilities include:

- Developing the operating standards of the council;
- Setting vision, principles, and mission for the 21st Century Community Learning Centers;
- Reviewing the status of current 21st Century CLC goals and objectives;
- Helping to design programs;
- Helping to identify funding and other resources;
- Monitoring progress on goals and process to ensure alignment with student achievement;
- Serving as community advocates for the 21st Century Community Learning Centers, recommending policy changes to appropriate entities;
- Actively participating in the implementation of strategies for 21st Century CLCs;
- Issuing an Annual Report Card to the community on the status of CLCs;
- Creating channels of two-way communication to directly link youth with community and MPS resources;
- Requesting current data, studies, and reports to assist in implementation of CLCs.

A more detailed explanation of the organizational structure is included in the attachments.

The School Community Integrated Services Network (SCISN) would continue to help identify and develop school/community city-wide initiatives. SCISN would pursue these initiatives in the creation of 100 schools functioning as Community Learning Centers.

SCISN is currently involved in the following school/community city-wide initiatives:

- 21st Century Community Learning Centers (in progress);
- Health Resource Center (health resources for schools) (in progress);
- Safe Schools/Healthy Students (proposed);
- Community Technology Centers (proposed).

SCISN would continue to instill a common vision and mission as well as develop and implement the following Network goals:

1. To identify city-wide school/community initiatives and seek resources to advance them;

2. To adopt and promote common language in city-wide school/community initiatives;
3. To ensure the ownership and active participation of parents and youth in city-wide school/community initiatives.
4. To ensure collaboration and sharing of resources among all SCISN members;
5. To encourage membership representation of the community on Network Teams;
6. To help develop high standards and best practices for all CLCs in academics, social skills, health, safety, cultural competence, and participatory management through the Network Teams.
7. To collaborate with, and make recommendations to, the Executive Committee, 21st Century CLC Council, and other entities/organizations such as Safe and Sound, YSAC, Law Enforcement, CBOs, Health, Faith Organizations and governmental offices related to the effective and sustainable city-wide school/community initiatives.

The membership of SCISN is open to any individual or organization interested in embracing its vision, principles, mission, and goals. Members can actively participate in SCISN by attending the Network's monthly meetings and by getting involved in the organizational structures of the Network Teams.

The Network Teams will be co-chaired by a member from MPS and a member from the community. They will assist in the implementation of the Community Learning Centers. The teams are:

- "Best Practices" Implementation Team
- Academic Achievement Team
- Parent Leadership and Resources Team
- Safe Neighborhood Team
- Health Team
- Communication and Technology Team
- Service Learning Task Force
- Resources and Sustainability Team
- Prevention and Support Services Team
- Training Institute Team
- Evaluation Team

Additional information about SCISN and its Network Teams is attached to your Committee's minutes.

At the school level, the School Governance Councils serve in a Board-approved advisory capacity to the principal. As such, they promote the integration of the school-day operations with the extended school programs and will ensure that the CLC supports the school's educational plan.

The CLC Action Learning Team will be formed as a subcommittee of the School Governance Council to assist in providing direction for CLCs and identifying program priorities. Membership of the Action Learning Teams comprises the major stakeholders of each Community Learning Center. Their roles and responsibilities include:

- Assisting the Lead Agency in providing direction for CLCs and identifying program priorities;
- Assessing needs/interests of the School Community (students, staff, parents, community partners) and neighborhood residents within an 8-12 block radius of the CLC;
- Monitoring and evaluating the CLCs' performance to continuously improve quality in relation to the CLC goals and objectives;

- Analyzing assessment data to determine progress of CLC youth;
- Problem solving around CLC issues;
- Participating in training opportunities to enhance CLC operation;
- Representing the interests of youth, parents, families, and neighborhood residents;
- Ensuring compliance of the "Program and Operating Standards" outlined in the document prepared by the Youth Serving Agency Coalition;
- Keeping meeting records and minutes to evaluate the implementation process of the CLCs (formative evaluation);
- Developing a "Grass-Roots Community Journal" to be published annually;
- Appointing a parent from the Action Learning Team to serve on the 21st Century CLC Council;
- Appointing a representative from the Action Learning Team to serve on SCISN "Best Practices" Implementation Team;
- Referring unresolvable concerns to the Executive Committee.

The Milwaukee School/Community Initiatives Flow Chart also indicates the actual grant process, from the Grant RFPs to the Grant Award Recipients to the Grant Implementation.

On the flowchart, the Grant RFPs indicate the Request for Proposals (RFPs) that are available through grants on the local, state, and federal levels to support Community Learning Centers. The 21st Century CLC Grants have been received from the US Department of Education to implement a total of 19 CLCs**.** The Safe & Sound Grants have been received from Safe & Sound, Inc,. in Milwaukee to support programming efforts in the evenings at the CLCs. The Safe Schools/Healthy Students Grant Proposal was submitted on June 1, 1999, to the US Department of Education, Justice, Health & Human Services to support the CLCs. The Community Technology Center Grant Proposal was submitted on June 14, 1999, to the US Department of Education to support the CLCs.

The Grant Award Recipients indicated on the flow chart denotes the entities who are fiscally responsible for the administration of the Grant.

The 21st Century CLC Grant was required to be submitted and awarded to the Local Educational Agency (LEA), which is the Milwaukee Public Schools. The Safe & Sound Grants were submitted and awarded to the community-based organization operating as the lead agency of the CLC.

The Grant Implementation process indicated on the flow chart denotes the structure at the local school level where the grants supporting the CLCs are implemented.

The principal and School Governance Council will ensure that the CLC supports the school's educational plan. A CLC Action Learning Team will be formed to assist in providing direction and priorities for the CLCs. These groups will have representation on the 21st Century CLC Council, the SCISN Network, and Network Teams.

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(Item 4) Action on a Revision to Language in the 2003 Mathematical Reasoning Graduation Requirement, Administrative Policy 7.37(3)

Administration's Analysis

1. During the 1992-93 school year, the Milwaukee Board of School Directors approved a policy that required all ninth-grade students to enroll in algebra, beginning with the 1993 fall semester. The decision was made because too many students were choosing to enroll in low-level, dead-end mathematics courses that were closing, rather than opening, doors to many career opportunities. Success in applying algebra and higher-level mathematics courses has been a gatekeeper to student success in four-year colleges, in two-

year associate degree technical school programs, and in passing the apprenticeship exams within our community.

2. Prior to the 1992-93 school year, ninth-grade students could enroll in one of three mathematics courses: Algebra, Pre-Algebra, or Applied Mathematics. In June 1992, 53 percent of the students enrolled in a ninth-grade-level mathematics course were in algebra. The passing rate was 52 percent, which was equivalent to 31 percent of all students enrolled in ninth-grade mathematics courses passing algebra.

3. Since the 1993-94 implementation of the algebra requirement for ninth-graders, there has been improvement in the passing rate. By 1994-95, more students passed algebra than were enrolled in algebra in 1992-93. The following data represent the passing rate for all ninth-graders enrolled in algebra since 1993-94:

1993-94	54%
1994-95	56%
1995-96	55%
1996-97	53%
1997-98	56%

Current data indicate that the passing rate will continue to climb in 1998-99. The algebra passing rate at the end of the first semester (January 1999) was 68 percent, compared with 63 percent in January 1998.

4. At its meeting on March 30, 1999, the Board approved revisions to Administrative Policy 7.37(3), High School Graduation Requirements. The purpose of the revisions was to bring the MPS graduation requirements into compliance with the requirements and timelines of State Statute 118.30, which mandates that high school students graduating after September 1, 2002, must pass a high school graduation examination that measures pupil achievement in mathematics, science, reading, writing, geography, and history. At that time, the Administration indicated that it was conducting a review of the Mathematical Reasoning graduation requirement, and recommendations for changes in the MPS requirement would be forthcoming.

5. Current Administrative Policy 7.37(3) requires eighth-grade students to demonstrate proficiency in algebra by the end of eighth grade and then, during the high school years, demonstrate mastery of mathematical proficiency equivalent to three years of study beyond Algebra 1.

6. At meetings of high school principals, algebra teachers, and Central Services administrators, participants reaffirmed their commitment to maintain the district's current policy regarding the algebra requirement; however, staff indicated that there are students entering high school with some deficiencies in mathematical skills and in need of additional preparation and support before successfully completing Algebra 1 and enrolling in more advanced mathematical courses. Some high schools have addressed this critical issue by designing special student support programs. There is, however, inconsistency from one school to another. These support programs and other suggestions were discussed, with the following actions being implemented based on the experience and suggestions of the group:

- An interim course, Mathematical Investigations, is being offered as an elective course for ninth-graders identified by each high school as either needing additional support to be successful in algebra or demonstrating deficiencies in mathematics skills. This course is not an alternative to Algebra 1 — it is offered as an algebra support course for students at risk of not passing algebra.
- Ten high schools are offering extended-year opportunities for algebra students who need more time to successfully complete algebra. Regarding a pilot during the summer of 1998, 70 percent of the students who completed the six-week course passed algebra.
- The district will also:
  - — Continue the current policy regarding the ninth-grade algebra requirement until the newly adopted K- 8 mathematics program is fully implemented;

— Recognize, for those students who have demonstrated proficiency in algebra by the end of eighth grade; that they may be allowed to advance to the second year of a high school mathematics program;

— Provide support for ninth-grade students who have deficiencies in mathematics skills.

— Consider expanding the current pilot of an integrated high school mathematics program, Core-Plus Mathematics Project, to more high schools in the fall of 1999. The Administration is in the process of identifying funding sources to support the purchase of materials, textbooks, and graphing calculators.

7. As the Administration continues to evaluate and improve methods to support students to be successful in achieving the mathematics requirements for high school graduation, the following mathematics curriculum and textbook issues must be addressed:

- The elementary and middle school mathematics curriculum will be aligned in fall of 1999. The grades 9-12 curriculum is not aligned. There is a need to fully align the K-12 mathematics curriculum to ensure success at each level and preparation for success beyond high school.
- The current high school algebra textbook, adopted in 1993, is not aligned to the *MPS K-12 Academic Standards and Grade Level Expectations*, approved by the Board in November 1998, and does not provide a smooth transition from the K-8 mathematics curriculum adopted by the Board on March 25, 1998. The algebra textbook was scheduled to be studied and adopted in 1999-2000, but this study and adoption was delayed to 2003-2004 by Board action of March 25, 1998.

8. The Administration is convening a study group to examine high school standards-based programs that are aligned with the MPS mathematics curriculum framework. This committee would review and recommend an integrated high school mathematics program for implementation beginning in the ninth grade in the fall of 2000. This program would complement the adopted K-5 and 6-8 mathematics programs and provide a comprehensive K-12 mathematics curriculum for all students. The integrated high school program would allow students to meet the graduation requirement. The study group will report its findings to the Superintendent. The Administration will submit recommendations to the Board in December 1999.

9. The current mathematics graduation requirement has proven that MPS students can be successful in mathematics and achieve high standards; however, many students lack the background and support needed to achieve this goal. With this in mind, the Administration is recommending a change in Administrative Policy 7.37(3), High School Graduation Requirements, to enable the district to put into place stronger supports and an appropriate curriculum/textbook alignment so all students can successfully achieve the high mathematical standard. It is recommended that the policy be revised to require that students demonstrate mathematical proficiency equivalent to three years of study at or above Algebra 1, rather than three years of study beyond Algebra 1.

Students will continue to be expected to show proficiency in first-year algebra by the end of the eighth grade. This MPS expectation is within the scope of a national effort to enable students to take Algebra 1 in the eighth grade:

- The College Board/EQUITY 2000 is encouraging school districts involved in EQUITY 2000 to strongly consider enrolling eighth-graders in Algebra 1 and monitoring the progress using disaggregated data.
- The Third International Mathematics and Science Study (TIMSS), an exam given to students in 41 countries in 1994, showed U.S. eighth-graders scoring below the world average. U.S. scores were even lower among twelfth-graders taking the test.

- Researchers who reviewed the TIMSS results concluded the U.S. elementary schools were covering math topics too lightly and too repetitively, compared with European and Asian schools. They also said U.S. middle schools (6-8) had to teach algebra, or students would not have enough time in high school to advance to calculus.
- Various studies also have shown that students who take algebra before high school score higher on the mathematics portion of the Scholastic Assessment Test (SAT) and are more likely to be admitted to selective colleges.
- The California state school board has set a goal for all eighth-graders to learn algebra, and several states, including Virginia, now require middle and high school students to take statewide tests in algebra.

Strategic Plan Compatibility Statement

10. Adoption of the revision to Administrative Policy 7.37(3), High School Graduation Requirements, supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

11. A revision of Administrative Policy 7.37(3) is necessary. The revision of Administrative Policy 7.37(3) is compatible with State Statute 118.30, which mandates that high school students graduating after September 1, 2002, must pass a high school graduation examination that measures pupil achievement in mathematics, science, reading, writing, geography, and history.

Fiscal Impact Statement

12. Implementation of the MPS 2003 graduation requirements would be funded through the FY1999-2000 budget. Funding to support the work of the mathematics curriculum study group would be covered by the Department of Educational Services.

Implementation and Assessment

13. The mathematics curriculum study group will report its findings to the Superintendent. The Administration will submit recommendations for K-12 curriculum alignment to the Innovation/School Reform Committee in December 1999.

Committee Recommendations

Your Committee recommends that the Board approve the following change to Administrative Policy 7.37(3), Graduation Requirements and Grade Level Expectations, High School Graduation Requirements:

3. High School Graduation Requirements

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

   a. Mathematical Reasoning. Students will demonstrate mathematical proficiency equivalent to three years of study <u>at or above</u> ~~beyond~~ Algebra 1. Students will be expected to show proficiency in the first-year algebra by the end of the eighth grade.

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(Item 5) Action on an Amendment to Bring Administrative Policy 7.37(1), Graduation Requirements, into Accordance with Previous Board Action

Administration's Analysis

1. In February 1996, the Board adopted graduation requirements for the class of 2004. The four required areas were Mathematical Reasoning, Scientific Reasoning, Communication, and Community Membership.

2. State Statute 118.30 mandates that high school students graduating after September 1, 2002, must pass a high school graduation examination that measures pupil achievement in mathematics, science, reading, writing, geography, and history. State Statute 118.30 allows school districts to develop their own assessment process in lieu of the state high school graduation examination.

3. At its meeting on March 30, 1999, the Board:

- adopted the following MPS 2003 graduation requirements

  Mathematical Reasoning

  Students will demonstrate mastery of mathematical proficiency equivalent to three years of study beyond Algebra One. Students will be expected to show proficiency in first-year algebra by the end of the eighth grade.

  Scientific Reasoning

  Students will demonstrate a high level of proficiency in science, equivalent to three years of high school study to include the physical, biological and chemical sciences. Students will demonstrate an understanding of scientific inquiry and its application to real life situations.

  Communication

  Students will demonstrate mastery of written and spoken expression 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.

- adopted of a district assessment process for high school graduation in lieu of the state-mandated exam, and

- approved revisions to Administrative Policy 7.37(3), High School Graduation Requirements, to make it congruent with the state timeline and graduation requirements of 2003.

4. At this evening's meeting, an earlier item pertaining to revisions to Administrative Policy 7.37(3), regarding changes to the level of mastery required in mathematical reasoning, is also being recommended for approval. It is recommended that the level of proficiency be changed from three years of study beyond Algebra 1 to three years of study at or above Algebra 1.

5. As the Administration and Board worked toward establishing proficiency requirements for high school graduation and policy changes were approved, the number of Carnegie units required for graduation were not adjusted nor were appropriate policy changes made. Therefore, unit requirements and the 2003 graduation requirements in Administrative Policy 7.37 are not aligned in the areas of mathematics and science.

For students to be successful on the mathematics assessments and science assessments, it is imperative that they have sufficient opportunity to master the areas to be assessed. The Administration is recommending alignment of the mathematics and science unit requirements with the MPS graduation assessment requirements. The proposed changes to Administrative Policy 7.37(1), General Provisions, are outlined below. The entire section 7.37(1), with proposed changes, is included in the recommendation section.

Proposed Changes to Administrative Policy 7.37(1)

1. General Provisions

a. The total number of Carnegie units required for graduation will be ~~21~~ 23, effective with the graduating class of June ~~1996~~. 2003 and thereafter.

b. ~~Fourteen~~ Sixteen of the ~~21~~ 23 units required will be as follows:

English	4 units
Mathematics	~~2~~ 3 units
This includes courses at or above the level of Algebra 1.)	
Science	~~2~~ 3 units
(This includes content and laboratory studies in the physical, biological, and chemical sciences)	
Social studies [from the following]	3 units
1 unit of U.S. history	
1 unit of world history, world geography or world studies	
1 unit of urban citizenship (grade 10) or 0.5 unit of Amer. polit. rel. and 0.5 unit of economics (grade 11-12)	
Physical education	1.5 units
Health	0.5 units
Fine arts	1.0 unit
TOTAL	~~14~~ 16 units

~~Students must meet proficiency in writing (beginning with the class of 1994) and in mathematics (beginning with the class of 1996)~~. Students in the class of 2003 and thereafter must meet learning proficiency assessment requirements in the areas of Mathematical Reasoning, Scientific Reasoning, Communication, and Social Studies.

e. A "senior" is a student in at least his/her 7th semester or its equivalent of high school and has earned a minimum of ~~15~~ 17 units or the number required by the student's school for senior status.

. . .

h. 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)	=	~~10~~ 11 units or more
12th-grade student (senior)	=	~~15~~ 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.

. . .

Students graduating in the classes of 2000, 2001, and 2002 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.

Strategic Plan Compatibility Statement

6. Adoption of the revision to Administrative Policy 7.37(1) is compatible with the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

7. A revision of Administrative Policy 7.37(1) is necessary to bring it into alignment with Administrative Policy 7.37(3).

Fiscal Impact Statement

8. Implementation of Administrative Policy 7.37(1) would be funded through the FY1999 and FY2000 budgets.

Implementation and Assessment

9. Following is the timeline for informing parents, students, and schools about the alignment of graduation assessment requirements and unit requirements:

July 1999	Distribute information to all high school principals about the MPS 2003 graduation assessment and unit requirements.
July 1999	Post information about the MPS 2003 graduation assessment and unit requirements on the MPS website.
August 1999	Distribute information to MPS 9th-grade students and parents about the MPS 2003 graduation assessment and unit requirements.
August 1999	Distribute information about the MPS 2003 graduation assessment and unit requirements to all high school Learning Proficiency Leadership Teams.
October/November 1999	Conduct informational Q & A sessions about the MPS 2003 graduation assessment and unit requirements at various high school sites for parents and students.

Committee Recommendations

Your Committee recommends that the Board approve the following changes to Administrative Policy 7.37(1), Graduation Requirements and Grade Level Expectations, General Provisions:`

1. General Provisions

a. The total number of Carnegie units required for graduation will be ~~21~~ 23, effective with the graduating class of June ~~1996~~. 2003 and thereafter.

b. ~~Fourteen~~ Sixteen of the ~~21~~ 23 units required will be as follows:

English ..... 4 units

Mathematics ..... ~~2~~ 3 units
This includes courses at or above the level of Algebra 1.)

Science ..... ~~2~~ 3 units
(This includes content and laboratory studies in the physical, biological, and chemical sciences)

Social studies [from the following] ..... 3 units

1 unit of U.S. history

1 unit of world history, world geography or world studies

1 unit of urban citizenship (grade 10) or 0.5 unit of Amer. polit. rel. and 0.5 unit of economics (grade 11-12)

Physical education ..... 1.5 units

Health ..... 0.5 units

Fine arts ..... 1 units

TOTAL ..... ~~14~~ 16 units

~~Students must meet proficiency in writing (beginning with the class of 1994) and in mathematics (beginning with the class of 1996)~~. Students in the class of 2003 and thereafter must meet learning proficiency assessment requirements in the areas of Mathematical Reasoning, Scientific Reasoning, Communication, and Social Studies.

e. A "senior" is a student in at least his/her 7th semester or its equivalent of high school and has earned a minimum of ~~15~~ 17 units or the number required by the student's school for senior status.

f. 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.

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).

g. 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.

h. 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)	=	~~10~~ 11 units or more
12th-grade student (senior)	=	~~15~~ 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.

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

Students graduating in the classes of 2000, 2001, and 2002 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.

* * * * *

On the motion of Director Hardin the report was adopted, the vote being as follows:

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

Noes—None.

LEGISLATION, RULES AND POLICIES COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 9900R-013 by Director Gardner Regarding the Designation of an LEA for Charter Schools Established by UWM, MATC and the City of Milwaukee

Resolution

At its meeting on May 26, 1999, the Board referred Resolution 9900R-013 by Director Gardner to the Legislation, Rules and Policies committee:

WHEREAS, State legislation allows UWM, MATC and the City of Milwaukee to establish charter schools; and

WHEREAS, Questions have arisen regarding the appropriate Local Education Authority (LEA) for students attending such schools; and

WHEREAS, Neither charter schools serving as their own LEA nor UWM, MATC and the City of Milwaukee are able to obtain state special education aid nor MPS services for students with exceptional education needs; and

WHEREAS, This state of affairs has led some schools not to pursue a charter affiliation with UWM, MATC and the City of Milwaukee; now, therefore, be it

RESOLVED, That MPS serve as the LEA for all students in the City of Milwaukee, including students enrolled at charter schools established by UWM, MATC and the City of Milwaukee.

Analysis by the Office of Board Governance

1. The City of Milwaukee and DPI have been unable to come to an agreement about which government entity will serve as the local education agency, or LEA, for schools chartered by the City of Milwaukee, UWM, and MATC. Local education agency responsibilities include locating and identifying children with disabilities, establishing due-process procedures for all children, providing Multidisciplinary-

Team services for all children, and providing a free and appropriate education (FAPE) for children. This includes the rights to individualized assessments, an individualized educational program (IEP), and service in the "least restrictive environment."

2. The City Attorney's Office maintains that the state legislature intended City charter schools to be an entirely new classification of school. They believe that this legislation does not designate the City or the City charter schools as LEAs. In a letter dated June 25, 1998, (see attachment to your Committee's minutes) the City Attorney argued that clearly City charters school cannot discriminate against a pupil in admission or deny participation in any programs or activities based on a pupil's disability, but they maintain that these City charter schools are not subject to the provisions of IDEA and are not required to provide services under IDEA because they are not the identified LEA.

3. The City further argues that, while some states have specifically declared their states' charter schools to be public schools and thus required to comply with state and federal laws pertaining to children with disabilities, Wisconsin has not. They point out that attendance at a city charter school is voluntary and that children with disabilities are entitled to enroll in an LEA where they are entitled to receive a FAPE.

Noting that, by choosing to send their children to a City charter school, parents forego their rights to other public placement, the City Attorney states, "A parent of a child with disabilities may choose to enroll his/her child in a public school within an LEA. There, a child will be entitled to receive the full range of services required under IDEA. However, just as is true under MPCP, parental choice to place a child in a City charter school does not pass the LEA's (public school district's) obligation to provide a FAPE under the IDEA to the charter school. That obligation remains with the public school district and it is available should the parent choose to avail his/her child of it."

4. Finally, the City Attorney argues that, while the legislature recently defined LEA, it did not include the City, UWM, or MATC within the state law definition. The legislature specifically addressed the LEA's obligation to children with disabilities in charter schools, providing that those children must be treated in the same manner as children with disabilities attending the LEA's other schools. The legislature did not impose the same obligations on non-LEAs contracting for charter schools.

5. The Department of Public Instruction (DPI) and the Department of Education (DOE) disagree. In a letter dated August 19, 1998, (see attachment to your Committee's minutes) DPI states that "All charter schools in this state are and have always been public." The Department maintains that the federal special education law, IDEA, applies to all public schools regardless of how the state defines LEA; therefore, federal special education laws apply to all charter schools.

DPI maintains that MPS is not the LEA for children who enroll in a city-chartered school because that school is not a "charter school of the LEA." They further purport that the school in which the children is enrolled is the responsible LEA under IDEA. They also maintain that these charter schools are further obligated under Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities Act (ADA).

6. In the letter dated October 8, 1998, (see attachment to your Committee's minuttes) the United States Department of Education agrees that charter schools in Wisconsin, including the City of Milwaukee's charter schools, are public schools and, therefore, must comply with Part B of the IDEA. 20 U.S.C. 8066. The DOE further points out that determinations regarding LEAs are left to the State. The Department of Education notes that "WDPI has determined that MPS cannot be the LEA for students with disabilities who attend City-chartered schools because MPS is unable to exercise sufficient control over the charter schools to ensure compliance."

7. The Wisconsin legislature is currently considering this very issue (see attachment dated May 20, 1999). The current recommendation is that the City, UWM, and MATC charter schools be designated as local education agencies and provide special education services to pupils who attend those schools, as required under federal law. A further recommendation is to provide special education aid to these Milwaukee charter schools based on a sum equal to the amount of actual expenditures during the prior school year, to allow DPI to audit these costs, to provide funds in GPR 2000-01 to cover actual prior year

special education costs for these charter schools, and to reduce general school aids GPR in 2000-01 to adjust state two-thirds funding.

8. The resolution calls for MPS to serve as the LEA for all schools in the City of Milwaukee. The question has been raised as to whether or not MPS could, with the agreement of MPS, the other chartering entities, and the charter schools themselves, choose to serve as the LEA for UWM, MATC, and City charter schools.

9. The Committee may wish to consider obtaining a legal opinion regarding MPS's ability to voluntarily serve as LEA for charter schools established by the City, UWM, or MATC.

Committee Recommendation

Your Committee recommends that MPS agree 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.

* * * * *

(Item 2) Action on Resolution 9900R-012 by Director Gardner Regarding MPS Provision of Summer School Funding for Choice Schools to Whom DPI has Denied Funding

Background

At its meeting on May 30, 1999, the Board referred the following Resolution 9900R-012 by Director Gardner to the Legislation, Rules and Policy Committee.

WHEREAS, A number of choice schools have been receiving summer school funding from the Department of Public Instruction for the past six years; and

WHEREAS, A recent decision by the State Superintendent of Public Instruction has now denied funding for these schools; and

WHEREAS, The timing of this decision, coming so late in the school year, will in effect serve to eliminate these programs for the summer of 1999; and

WHEREAS, If these schools are unable to continue their programs, MPS will have to absorb the students in its own programs; now, therefore, be it

RESOLVED, That the Board direct the administration to contract for summer school programs with the secular non-sectarian choice schools that have been deprived of funding by the decision of State Superintendent of Schools John Benson.

Administration's Analysis

1. Since 1991, the Department of Public Instruction has responded to requests for summer school funding from eligible schools involved in the Milwaukee Parental Choice Program (MPCP). In anticipation of 1999 summer school, the DPI made a decision in December of 1998 not to continue this funding.

2. Originally the decision to provide summer school funding was considered in the context of this pilot program. In 1991, MPS also had a full summer school program. The expansion of the MPCP following the June 1998 Supreme Court decision factored into DPI's decision to withhold MPCP summer school funding.

It was anticipated that the expanded number of enrollees during the course of the regular school year would also be significant for summer school participation. Because MPS currently has its state equalization aid reduced to reflect participation in the MPCP, DPI estimated that another reduction related to summer school would provide MPS with financial hardship for which it wasn't prepared.

3. The DPI is of the opinion that there needs to be clear statutory authority as to the payment for summer school to MPCP eligible schools before they can continue aid reductions to MPS for this purpose.

Strategic Plan Compatibility Statement

4. This resolution supports the MPS Strategic Plan, Goal 1, Student Achievement.

Statutes, MPS Policy or Board Rule Implication Statement

5. No provision.

Fiscal Impact

6. The total cost of the 1998 summer school program was approximately $8 million. Summer school was not specifically aided by the state at full cost.

Prior to summer 1998, the Governor had proposed an MPS takeover in the form of Special Session Senate Bill 2. MPS counter-proposed that the state cover the full cost of summer school in order to reverse the educational deficiencies as reflected in the district's test scores on the 3rd Grade Reading Test and WSAS assessments. This proposal was not approved by the full legislature and, therefore, was not enacted. MPS determined that the importance of summer school was worth offering to its students and restored a full summer school offering in June 1998. Costs for the program were incorporated into the operational costs of the district.

7. For state aid purposes, school districts currently count the number of students that participate in summer school and receive aid the following year based on a calculation that converts their average daily membership into a full-time equivalent. The aid amount that is attributable to the 1998 summer school enrollment is approximately $2 million. Further, for revenue limit purposes, school districts are allowed to count 20% of the allowable revenue limit increase for the number of students that participate in summer school.

8. The MPCP summer schools were paid, in each year, an amount equal to the voucher amount they were paid during the regular school year. It cannot be determined what level of participation these schools will have for their 1999 summer school.

9. MPS could contract with secular non-sectarian schools for summer school services; however, consideration should be given to how the contracted services would be funded. The Board should carefully consider its current inability to count these students for aid purposes.

Committee Recommendation

Your Committee recommends that MPS designate and hold in reserve $225,000 in the contingency fund to ensure non-sectarian independent schools in Milwaukee the necessary funds to operate summer school for low-income students during the summer of 1999. In the even that pending Wisconsin legislation should provide adequate legislative direction to DPI to reimburse these schools for their costs, these funds will revert to the unallocated contingency fund.

* * * * *

(Item 3) Action on Resolution 9899R-128 by Director Hardin to Move the Date of the Regular Monthly board Meeting from the Last Wednesday of the Month to the Last Tuesday of the Month

Resolution

At its meeting on March 30, 1999, the Board referred Resolution 9899R-128 by Director Hardin to the Legislation, Rules and Policies Committee:

WHEREAS, Wisconsin Statute 119.10 (3) requires the Board to fix the time of its regular monthly meeting in its rules; and

WHEREAS, Board Rule 1.02 currently fixes the date of the regular monthly Board meeting on the last Wednesday of the month; and

WHEREAS, The Board often must move the November meeting, since it usually falls on the evening before Thanksgiving; and

WHEREAS, The Board has had to move the date of the various regular meetings over the past several years; and

WHEREAS, Holding meetings on Tuesdays may result in fewer changes having to be made; now, therefore, be it

RESOLVED, That Board Rule 1.02 (1) be amended to provide that the regular monthly Board meeting be held on the last Tuesday of the month.

Analysis by the Office of Board Governance

1. State Statute 119.10 (3) provides that "the board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules. If a regular board meeting falls on a legal holiday, it shall be held on the next business day."

2. Board Rules 1.02 (1) and (2) implement this statute:

Board Rule 1.02 (1) provides that "Regular meetings of the Board, except the April meeting, shall be on the last Wednesday of the month; when any regular meeting day falls on a holiday the meeting shall be held on the next business day."

Board Rule 1.02 (2) provides that "the Board shall also hold a final meeting each year on the Thursday prior to the fourth Monday in April."

3. The dates and possible conflicts for the Board meetings for the next two years are as follows:

Tuesdays	Conflict	Wednesdays	Conflict
Aug. 31, 1999		Aug. 25, 1999	
Sept. 28, 1999		Sept. 29, 1999	
Oct. 26, 1999		Oct. 27, 1999	
Nov. 23, 1999		Nov. 24, 1999	Thanksgiving eve
Dec. 28, 1999	During winter recess	Dec. 29, 1999	During winter recess
Jan. 25, 2000		Jan. 26, 2000	
Feb. 29, 2000		Feb. 23, 2000	
Mar. 28, 2000		Mar. 29, 2000	
May 30, 2000		May 31, 2000	
June 27, 2000		June 28, 2000	
July 25, 2000		July 26, 2000	
Aug. 29, 2000		Aug. 30, 2000	
Sept. 26, 2000		Sept. 27, 2000	
Oct. 31, 2000		Oct. 25, 2000	
Nov. 28, 2000		Nov. 29, 2000	*
Dec. 26, 2000	Winter recess	Dec. 27, 2000	Winter recess
Jan. 30, 2001		Jan. 31, 2001	
Feb. 27, 2001		Feb. 28, 2001	
Mar. 27, 2001		Mar. 28, 2001	

*There is no conflict since Thanksgiving falls on the 23rd in 2000. Usually there is a conflict.

4. The April meetings are scheduled as follows:

Thursday	Conflict
Apr. 20, 2000	Passover
Apr. 19, 2001	Spring recess

Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 4) Report and Possible Action on Current Legislative Matters Affecting MPS, Including, but not Limited to: THE GOVERNOR'S BUDGET BILL, School Funding, Expansion of SAGE, Chapter 220 Funding and Expansion of Neighborhood Schools, Revenue Limits and Other Legislative Positions Adopted by the Board on May 26, 1999

Your Committee reports having received an update on current legislative matters affecting MPS. Additional information and/or recommendations will be provided at the Board meeting as circumstances warrant.

* * * * *

Separate consideration was requested of all items in the report.

President Thompson and Director Johnson recused themselves from voting on Item 1 and left the room.

Director Dannecker in the chair.

With respect to Item 1, designation of an LEA for charter schools, Director Gardner moved to approve the Committee report.

The motion prevailed, the vote being as follows:

Ayes— Directors Gardner, Hardin, O'Neil, Spence, Werra and Chair pro Tem Dannecker—6.

Noes—None.

Abstaining from voting—Director Johnson and President Thompson—2.

President Thompson and Director Johnson returned to the meeting and President Thompson resumed the chair.

With respect to Item 2, a resolution regarding summer school funding for choice schools, Director Gardner moved to approve the Committee report.

The motion prevailed, the vote being as follows:

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

Noes—Director Hardin—1.

With respect to Item 3, a resolution to move the date of the regular monthly Board meeting from the last Wednesday of the month to the last Tuesday of the month, Director Hardin moved to suspend Board Rule 1.11 and adopt the change to Board Rule 1.02 (1), effective immediately, except for the months of September and October, 1999.

The motion to suspend and adopt prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 4, an update on current legislative matters, Directors Gardner and Dannecker provided the Board with a report on the current status of the Governor's budget bill.

In accordance with notice previously given, Director Gardner moved to rescind the following actions taken by the Board on November 4, 1998:

2. MPS seek legislation that would provide for the state budget to pay the full cost of the private and religious schools as well as the separate charter district without draining MPS funds.
3. The Director, Office of Board Governance, seek the support of the Milwaukee Common Council, the Metropolitan Milwaukee Association of Commerce (MMAC), and the Wisconsin Association of School Boards to join MPS in seeking state funds to pay for a state-created school district, without draining MPS funds.
4. The Director, Office of Board Governance, lobby the state legislature and the Common Council to establish a separate city budget account and seek to establish a separate city taxing authority to fund the City of Milwaukee's sponsored charter school.
5. If the Governor is unwilling to fund the segregated dual school district created by his legislation, the Superintendent prepare a list of anticipated budget cuts to make up the shortfall created by the private and religious choice and charter legislation.
6. MPS seek a court injunction to prohibit funding this segregated dual school district with MPS funds.
7. MPS sue the Governor, Legislature, the City, and the University of Milwaukee – Wisconsin to recover the funds that have been (or are anticipated to be) taken away from the state's only school district with a majority student population of color.

The motion to rescind prevailed, the vote being as follows:

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

Noes—Director Hardin—1.

FINANCE/PERSONNEL COMMITTEE

Director O'Neil presented the following report for the Finance/Personnel Committee:

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

The following recommendation is made based on bids received on Friday, May 7, 1999:

HVAC CONSULTING SERVICES

Starms Early Childhood School

Prime Contractor
F L M Engineering, Inc.
W62 N214 Washington Avenue
Cedarburg, WI 53012

Low Bidder, for a total contract of $34,800.00

Certified M/WBE	Required M/WBE Partici-pation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	0%	0%	5	0	1	Corp	0

The following recommendation is made based on bids received on Tuesday, May 11, 1999:

LAN TECHNOLOGY UPGRADE

Sarah Scott Middle School

Prime Contractor
Advance Cabling Solutions, Inc.
10437 Innovation Drive
Wauwatosa, WI 53226

Low Cumulative Bidder, Base Bid of $229,674, plus $29,600 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $96,956 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $30,993 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $9,253 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of $396,476.00

Certified M/WBE	Required M/WBE Partici-pation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	10%	53% MBE	28	2	4	Corp	2

LAN TECHNOLOGY UPGRADE

Division 1 — Mitchell School

Prime Contractor
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder, Base Bid of $219,429, plus $107,069 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $84,410 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $22,205 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $5,516 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of $438,629.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	10%	10% MBE	43	3	4	Corp	1

Division 2 — Manitoba School

Prime Contractor
Habermehl Electric, Inc.
9542 South 58th Street
Franklin, WI 53132

Low Cumulative Bidder, Base Bid of $158,304, plus $29,046 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $62,479 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $17,411 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $3,437 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of $270,677.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	10%	100% WBE	25	3	3	Corp	1

The following recommendation is made based on bids received on Tuesday, May 25, 1999:

MASONRY RESTORATION

Burdick School

Prime Contractor
R. D. Woods Co., Inc.
6420 South Howell Avenue
Oak Creek, WI 53154

Low Bidder, Base Bid of $98,750.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	10%	11% MBE	18	2	1	Corp	1

OFFICE ADDITION

Browning School

Prime Contractor
T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007

Low Bidder, Base Bid of $171,000.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	15%	3% MBE 13% WBE	14	0	2	Corp	7

SCHOOL REMODELING

Custer High School

Prime Contractor
T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007

Low Bidder, Base Bid of $155,600.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	15%	8% MBE 18% WBE	14	0	2	Corp	7

The following recommendations are made based on bids received on Thursday, June 3, 1999:

LAN TECHNOLOGY UPGRADE

Division 1 — Clarke Street School

Prime Contractor
Town & Country Electric Inc.
3720 North 124th Street
Wauwatosa, WI 53222

Low Cumulative Bidder, Base Bid of $133,229, plus $27,345 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $53,174 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $22,802 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $8,275 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of $244,825.00

Certified M/WBE	Required M/WBE Participation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	10%	10% MBE	675	19	57	Corp	1

Division 2 — Hi-Mount School

Prime Contractor
Computer Cable Connection, Inc.
2810 Harlan Drive
Bellevue, NE 68005

Low Cumulative Bidder, Base Bid of $120,559, plus $132,732 for Mandatory Alternate Bid 1 to provide the work for modifications to existing electrical service revisions; plus $84,673 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; plus $13,917 for Mandatory Alternate Bid 3 to provide all of the new CC hubs (excluding the CC cabinet); plus $5,822 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway, & telecommunications work related to the PBX, for a total contract of $357,703

Certified M/WBE	Required M/WBE Partici-pation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcon-tractors
No	10%	10% WBE	226	57	28	Corp	2

Total construction contract dollars awarded $2,133,660.00
Total dollars HUB participation $663,603.48
% of MBE participation 14.38%
% of WBE participation 16.72%
% of M/WBE participation 0.00%
% Minority employees within company 9.31%
% Women employees within company 11.32%

Authorization to Make Purchases

RFP-284 Refrigerated and Frozen Storage of Government Food Commodities — 3 years

The contract with the current refrigerated and frozen food storage provider is due to expire on June 30. That provider is requesting a substantial rate increase and is unwilling to enter into a contract longer than one year. The Administration contacted each of the three remaining cold-storage vendors in the greater Milwaukee area. Only one vendor, Hansen Storage, was interested in providing service to MPS.

After several weeks of negotiations, we are recommending that a contract be awarded to Hansen Storage Company for a three-year period beginning July 1, 1999. Anticipated costs to receive and store the district's government commodities is anticipated to be approximately $70,150 per year. This is $6,100 less than the cost to remain at the current facility.

SS-498 Authorization to Enter into a Contract with UW-Milwaukee Center for Urban Community Development for Training Action Learning Teams

Recommend authorization to enter into a Professional Service Contract with the UW-Milwaukee Center For Urban Community Development. The contract will provide for the development and training of Action Learning Teams at each of the eleven (11) 21st Century Community Learning Center sites. Services will also include data gathering and analysis and submission of reports to U.S. Department of Education. Cost of the services is $60,000.

SS-500 Authorization to Extend a Three-Year Lease with Hewlett-Packard for the Computer System in the Division of Facilities and Maintenance

Recommend authorization to extend a three-year lease for the HP 3000 system in the Division of Facilities and Maintenance Services by one additional year. The HP 3000 system is scheduled to be replaced with a client-server system July 1, 2000.

SS-501 Authorization to Increase the Contract Amount with M.J. Technologies From $43,000 to $103,000

Recommend authorization to increase the contract with M.J. Technologies to $103,000. M.J. Technologies is designing and developing an Asbestos Tracking System. The current legacy system is not Y2K compliant, and the Division has been cited by the EPA for non-compliance in reporting requirements. The additional cost will cover the estimate of 1,005 additional hours to complete the project.

SS-502 Authorization to Increase the Contract Amount with COGNOS Corporation from $20,000 to $50,000

Recommend authorization to increase the contract with COGNOS Corporation to an amount not to exceed $50,000. COGNOS is involved in the Y2K remediation efforts in the Division of Facilities and Maintenance Services for various business operations. COGNOS has been involved with the Division's computer operations and is familiar with the Division's operations and business practices.

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

SS-491 Lease-Purchase of Computers and Software (Title 1 Non-Public Schools)

Two-year lease-purchase contracts have been issued to Apple Education Finance for 152 Apple iMac computers, 13 file servers, and 24 printers, totaling $243,348 for 23 non-public Title 1 schools. Payments will be made from Title 1 non-public schools funds, starting with their FY00 budget.

Three-year lease-purchase contracts have been issued to CitiCorp Leasing for Computer Curriculum Corporation computer-assisted instructional software and related services, totaling $865,648 for 22 non-public Title 1 schools. Payments will be made from Title 1 non-public schools funds, starting with their FY00 budget.

SS-495 Consulting Services for Health and Dental Insurance (Insurance & Risk Management)

Contracts totaling an estimated $99,000 have been issued for two consulting firms to assist with requests for proposals for health and dental insurance. Each firm’s contract is not to exceed $49,500. The firm of Milliman and Robertson provides ongoing actuarial services for MPS health plans. Health Care Systems Consultants provides underwriting analysis and rate justification for HMO and dental insurance. They were chosen because of their past performance.

SS-496 100 Apple Computers (Milwaukee School of Languages)

Purchase orders have been issued for 45 Apple iMac computers, 55 Apple G3 computers, 1 file server and related computer peripherals totaling approximately $134,000. Special pricing required delivery during June. Funds were budgeted by Facilities and Maintenance Division as part of the school’s remodeling project.

SS-497 Lease-Purchase of Microcomputers (Various)

Using lines of credit established with Apple Education Finance and with CitiCorp Leasing, lease-purchase contracts have been issued for over 1,000 microcomputers for summer delivery. Each school has chosen either standard MPS Apple or Windows models which are compatible with the School Management System software initiative.

The projected value of the equipment and related items for summer delivery is $2.5 million. The intent is to use this same sole-source reference for any additional lease-purchase requests received during fiscal year 1999-2000.

Reports of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of April 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$749,149,223	$5,700,000	$754,849,223	$607,039	$508,099,079	$246,750,144	67%
Categorically Aided	76,608,417	34,144,610	110,753,027	8,511,176	66,763,339	43,989,688	60%
School Nutrition	26,821,658	0	26,821,658	449,531	18,224,390	8,597,268	68%
Construction	31,150,000	10,998,913	42,148,913	0	11,327,672	30,821,241	27%
Extension	7,120,371	-380	7,119,991	100,095	6,736,317	383,674	95%
Total All Funds	890,849,669	50,843,143	941,692,812	9,667,841	611,150,797	330,542,015	65%

B. Statement of Expenditures as of April 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$749,149,223	$10,290,887	$759,440,110	$77,357,262	$618,358,811	$141,081,299	81%
Categorically Aided	76,608,417	35,573,007	112,181,424	10,107,670	79,956,434	32,224,990	71%
School Nutrition	26,821,658	39,984	26,861,642	3,166,985	22,357,390	4,504,252	83%
Construction	31,150,000	14,235,970	45,385,970	922,536	44,187,325	1,198,645	97%
Extension	7,120,371	52,035	7,172,406	468,726	5,868,039	1,304,367	82%
Total All Funds	890,849,669	69,191,883	951,041,552	92,023,179	770,727,999	180,313,553	81%

(1) Represents Board approved transfers during fiscal year 1999 and appropriations for purchases encumbered in fiscal year 1998.

C. Statement of Revenues as of May 31, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$749,149,223	$5,700,000	$754,849,223	$3,988,157	$512,087,235	$242,761,988	68%
Categorically Aided	76,608,417	34,547,904	111,156,321	11,259,895	78,023,234	33,133,087	70%
School Nutrition	26,821,658	0	26,821,658	2,686,382	20,910,740	5,910,918	78%
Construction	31,150,000	10,998,913	42,148,913	927	11,328,599	30,820,314	27%
Extension	7,120,371	-380	7,119,991	58,593	6,794,910	325,081	95%
Total All Funds	890,849,669	51,246,437	942,096,106	17,993,954	629,144,718	312,951,388	67%

D. Statement of Expenditures as of May 31, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$749,149,223	$10,290,887	$759,440,110	$63,026,860	$685,235,858	$74,204,252	90%
Categorically Aided	76,608,417	35,976,301	112,584,718	9,858,155	88,714,112	23,870,606	79%
School Nutrition	26,821,658	39,984	26,861,642	2,477,633	24,923,142	1,938,500	93%
Construction	31,150,000	14,235,970	45,385,970	953,498	44,879,258	506,712	99%
Extension	7,120,371	52,035	7,172,406	447,917	6,298,636	873,770	88%
Total All Funds	890,849,669	60,595,177	951,444,846	76,764,063	850,051,006	101,393,840	89%

(1) Represents Board approved transfers during fiscal year 1999 and appropriations for purchases encumbered in fiscal year 1998.

The monthly reports on expenditures have been attached to the minutes of your Committee's meeting of June 22, 1999.

Report on Administrative And School Fund Transfers

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

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Burroughs	P.T.O.	$4,023	Infocus projector
Burroughs	P.T.O.	$350	Student buses (field trip)
Congress	Potawatomi	$6,491	Camp Congress Equipment
Custer	Floor Covering, Inc.	?	Floor tile samples — class project
Custer	Thrifty Floors	?	Floor tile samples — class project
Custer	Lafarge Corp.	?	Floor tile samples — class project
Dover	Employee Fund Drive (United Way)	$210	CD class
Emerson	Jonathan Green	$50	Class trip
Emerson	Rose Carr	$200	Class trip
Emerson	Atlas Chiropractor	$130	Class trip
Fairview	Christine Burtnett	$100	Trampoline
Fairview	Cheryl Keenan	$100	Stylewriter II printer
Garfield	Ms. Angela Stinson	$50	Student Scholarships
Garfield	Ms. Jeanne Grant	$100	Student Scholarships
Garfield	Ms. Rosanne Gilman	$100	Student Scholarships
Garfield	Social Development Commission	$89	240 Granola Bars — Perfect Attendance
Garfield	Debra Jupka	$900	Office furniture
Garfield	Debra Jupka	$249	Fax machine
Garfield	C. H. Coakley Co.	$250	To be used as needed
Goodrich	PTA	$1,117	Rainy day games
Goodrich	PTA	$2,794	Tot Lot
Hampton	PTO	$7,887	Field trips, incentives, T-shirts
Hampton	Counseling Center	$400	Art supplies — peace murals
Hi-Mount	Ameritech	$1,000	Parent Tech Project

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Kosciuszko	American Legion Aux. #18	$900	Reading Is Fundamental
MacDowell	PTA	$1,300	Steppers' Uniforms
Malcolm X	Emma Olds	$24	Cap and gown
Malcolm X	Walter Washington	$24	Cap and gown
Malcolm X	Shirley Owens	$24	Cap and gown
Malcolm X	Sherman Hill	$24	Cap and gown
Malcolm X	AKA Sorority	$125	Math and science students
Malcolm X	Marian Jackson	$25	Cap and gown
Manitoba	PTO	$3,000	Field trips, programs
Manitoba	PTO	$1,640	Video data projector
Manitoba	Stephanie Lombard-Villa	$100	Kaye walker
Milwaukee Sign Language	Richard & Ethel Herzfeld Foundation	$10,000	Implementation project
Pulaski	Chrysler Corp.	$12,000	1996 Dodge Intrepid — teaching
Thoreau	PTA	$1,850	Classrooms
Victory	PTA	$500	Field trip
Victory	PTA	$149	Safe — office
Victory	PTA	$225	Computer software
Victory	PTA	$2,740	Activities, incentives, supplies
Walker	Russ Torsrud	$100	Auditorium Renovation
Walker	Russ Torsrud	$200	Flags for auditorium
Walker	Milwaukee Mustangs	$40	Tickets — attendance lottery
Walker	Pizza Hut	$40	Coupons — attendance lottery
Walker	Koss Corporation	$100	Post cards — attendance lottery
Walker	Milwaukee Admirals	$40	Tickets — attendance lottery
Walker	Milwaukee Brewers	$40	Pictures — attendance lottery
Walker	Little Caesar's Pizza	$40	Certificates — attendance lottery
Walker	Anonymous	$300	Attendance lottery
WCLL	Norma Cleary	$280	Eighth-grade trip
WCLL	Lois Meyers	$500	Eighth-grade trip
WCLL	Jacqueline Nowak	$300	Eighth-grade trip
WCLL	Betty McCarrier	$200	Eighth-grade 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.

* * * * *

(Item 2) Action on Monthly Personnel Matters; Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Approval of Prevailing Wage Rates; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
James Anderson Walker	Boiler Attendant Trainee $25,063.48/yr.	05-03-99
Melanie Balderas Lancaster	School Secretary I $16,853.11/yr.	05-03-99
Jacqueline Brimley Congress-South Campus	Child Care Worker $8.64/hr.($12,856.32/yr.)	05-17-99
Wandala Calhoun Special Services Center	School Secretary I $20,320.04/yr.	06-04-99
Kerry Calvert Townsend	School Secretary I $16,853.11/yr.	05-03-99
Joan Felski Lloyd	School Secretary I $16,853.11/yr.	06-10-99
Crissy Kimbrough-Tate Educational Services	School Secretary I $20,320.04/yr.	06-01-99
Maria Lopez Forest Home	School Secretary I $22,684.00/yr.	06-02-99
Sonia Lopez Forest Home	School Secretary I $23,364.44/yr.	08-18-99
Michelle Parr School Nutrition	Food Service Manager Trainee $9.04/hr.($12,086.48/yr.)	05-10-99
Lakessha Pheal Parent & Student Services	School Secretary I $20,320.04/yr.	05-24-99
Arnita Rathell Congress-South Campus	Child Care Worker $8.64/hr.($12,856.32/yr.)	05-17-99
Jacquelyn Seymore Congress-South Campus	Child Care Worker $8.64/hr.($12,856.32/yr.)	05-17-99
Keath Stuck School Nutrition	Food Service Manager Trainee $9.04/hr.($ 12,086.48/yr.)	05-10-99
Silvia Valle Longfellow	School Secretary I $16,853.11/yr.	05-24-99
Ellen White Lincoln Center of the Arts	School Secretary I $16,853.11/yr.	05-17-99
Debra Wiley Special Services Center	School Secretary I $20,320.04/yr.	05-19-99
	PROMOTIONS	
Arnold Bronk Warehouse & Dist. Serv.	Rec./Inventory Supply Custodian $40,636.96/yr.	07-01-99
Richard Eison Madison	Boiler Attendant Trainee $25,063.48/yr.	05-17-99
Leonita Ferguson Malcolm X Academy	School Secretary II $24,789.18/yr.	05-13-99

John Fieldhack Washington	Boiler Attendant Trainee $25,063.48/yr.	05-17-99
Michael Frank II Marshall	Boiler Attendant Trainee $25,063.48/yr.	05-17-99
Mary Frommholz Technology Services	Programmer/Analyst $41,636.14/yr.	05-03-99
Nancy Gonia Technology Services	Sr. Programmer/Analyst $48,410.96/yr.	05-03-99
Debra Grabowski Kosciuszko	Boiler Attendant Trainee $25,063.48/yr.	05-17-99
Sharon Hinton School Nutrition	Food Service Manager Trainee $9.26/hr.($12,380.62/yr.)	05-04-99
Chandra Keith Douglas Comm. Academy	School Secretary II $25,823.20/yr.	05-03-99
Connie Klumb Juneau	Boiler Attendant Trainee $25,063.48/yr.	05-17-99
Steven Mays Webster	Boiler Attendant Trainee $25,063.48/yr.	05-17-99
Michael W. Moore Technology Services	Programmer/Analyst $40,914.64/yr.	05-03-99
Michelle Smart Lee	Food Service Manager IV $18,278.28/yr.	04-20-99
Lor Xiong Technology Services	Programmer/Analyst $39,827.06/yr.	05-03-99

CHANGES IN STATUS

Janet Hermann-Meh Doerfler	School Secretary I $23,402.44/yr.	06-01-99
Marilyn Kontowski Parent & Student Services	Parent & Student Svc. Assistant $25,656.54/yr.	04-12-99
Curtelia Woods Douglass	Handicapped Children's Assistant $13,050.82/yr.	05-12-99

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs/Exp. Credit	Start Date
nr	Annette T. Baczek EC:EEN	B	$27,333	0	8/24/99
r	Doreen A. Badillo Spanish	B	$27,333	0	8/24/99
nr	Mia Belsky-Severin C.D./L.D.	B	$27,333	0	8/24/99
r	Michael C. Beringer Physical Education/K-12	B	$26,732	0	5/17/99
nr	Suzanne E. Brackett Speech Pathology	B	$27,333	0	8/24/99

r	Patricia A. Broderick Birth-Grade 3	B	$27,333	0	8/24/99
nr	Amy C. Catchpole Speech Pathology	C	$30,780	0	8/24/99
r	Alan J. Claas Upper Elementary	B	$27,981	1	8/24/99
nr	Leah D. Donohue Elementary Education	B	$27,333	0	8/24/99
nr	Donna O. Garrett Upper Elementary	B	$27,981	1	8/24/99
nr	Sally A. Ghilarducci Broadfield Science/Earth Science/Chemistry	B	$27,333	0	8/24/99
nr	Megan S. Graeme Elementary Education	B	$27,333	0	8/24/99
nr	Holly A. Heinzelman PreK-6	B	$27,333	0	8/24/99
r	Aaron J. Hendricks Social Studies	B	$26,732	0	2/1/99
nr	Daniel R. Hertel Biology	B	$27,981	1	8/24/99
r	Jacalyn J. Hoze PreK-6	B	$27,333	0	8/24/99
nr	Ronald L. Hunter Biology/Chemistry/Broadfield Science	B	$27,333	0	8/24/99
nr	John J. Jezak Tech Ed-Electrical	A	$29,079	3	8/24/99
r	Kelly B. Kendricks Montessori/Elementary Education	B	$27,333	0	8/24/99
nr	Monroe L. Lerner English	B	$35,741	7	8/24/99
nr	Jessica L. Martin PreK-3	B	$27,333	0	8/24/99
r	Maggie T. Misun Mathematics	B	$26,732	0	4/22/99
nr	Mary A. Moore Broadfield Science/Chemistry/Biology	B	$27,333	0	8/24/99
r	Roger K. Muskett Mathematics	B	$33,154	5	8/24/99
r	Jeremy C. Prach E.D.	B	$27,333	0	8/24/99
r	Jennifer M. Slawnikowski L.D.	B	$27,333	0	8/24/99
r	Michael G. Spidell K-9/E.D.	B	$27,333	0	8/24/99
r	Debra A. Szucs C.D.	B	$26,732	0	5/17/99

nr	Michael K. Wall Elementary Education	B	$26,732	0	5/7/99
nr	Curtis P. Walser C.D.	B	$27,333	0	8/24/99
r	Zeeland Y. Walsh Grades 1-9	B	$26,732	0	6/1/99
r	Ebbie L. Wells K-9/L.D.	B	$27,333	0	8/24/99
r	Paula J. Williams Guidance	C	$30,780	0	8/24/99
r	Daniel G. Wisniewski Theatre Arts	B	$33,689	6	10/14/98
r	Sheng Xiong Elementary Education	B	$26,732	0	5/24/99

CODES
(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 14, 1999:		
Phyllis Baxter	Washington	May 19, 1999
Maternity Leave, to January 21, 2000:		
Dawn Strasser	Whitman	May 3, 1999
Maternity Leave, to June 12, 2000:		
Katrina Edmond	Forest Home	August 24, 1999
Tracy Paulson	LaFollette	August 24, 1999
Extension of Illness Leave, to June 12, 2000:		
Lauren Aiello	Leave	August 24, 1999
Burdean Black	Leave	August 24, 1999
John Kincaid	Leave	August 24, 1999
Alba Santiago	Leave	August 24, 1999
Extension of Maternity Leave, to January 21, 2000:		
Nancy Perinovic	Leave	August 24, 1999
Extension of Maternity Leave, to June 12, 2000:		
Heidi Brandt	Leave	August 24, 1999
Elaine Fansler Mazza	Leave	August 24, 1999
Michelle Fitzgerald	Leave	August 24, 1999
Laura Gorecki	Leave	August 24, 1999
Gloria Hafemann	Leave	August 24, 1999
Meaghan Hessenthaler	Leave	August 24, 1999
Despina Miller	Leave	August 24, 1999
Pamela Miller	Leave	August 24, 1999
Beth Neustifter	Leave	August 24, 1999
Linda Prado	Leave	August 24, 1999

Extension of Maternity Leave, to June 12, 2000:

Heidi Roberts	Leave	August 24, 1999
Michelle Thompsen	Leave	August 24, 1999
Lauren Vey	Leave	August 24, 1999
Kristin Wright	Leave	August 24, 1999

Extension of Personal Leave, to June 12, 2000:

Jennifer Carew Kipp	Leave	August 24, 1999
Michelle Hucke	Leave	August 24, 1999
Lisa Schwab	Leave	August 24, 1999
Karen Vande Hey	Leave	August 24, 1999
Carol Wortz	Leave	August 24, 1999

CURTAILMENT OF LEAVE:

Thomas Kreuser	Curtailed his sabbatical leave that was granted from January 25, 1999, through June 14, 1999.
David Kotlewski	Rescinded his personal leave that was granted from August, 1999, through June, 2000.

Report on Resignations

Name	Position	Effective Date
Laurie L. Abler	Teacher	06-11-99
Carolyn A. Balge	Teacher	05-07-99
Jiying Cao	Teacher	05-16-99
Jodeen Casetta	Assist. Prin.	06-16-99
Patty A. Coleman	Teacher	06-14-99
Jennifer A. DiGiovanni	Teacher	06-11-99
Robert P. Engle	Teacher	08-01-99
Laura E. Gutierrez	Teacher	06-14-99
Rex Hamann	Teacher	06-14-99
Victoria Heilman	Teacher	06-14-99
Heather L. Highley	Teacher	05-03-99
Karen L. Jacobs	Teacher	06-14-99
Scott Kelly	Teacher	06-14-99
Frederick W. Luft	Teacher	06-14-99
Dennis L. Maciejewski	Teacher	06-14-99
Phyllis R. Mathews	Teacher	06-14-99
Megan K. McGivney	Teacher	06-14-99
Geraldine A. Moore	Teacher	06-14-99
Patrick B. Morrissey	Assist. Prin.	05-29-99
Teri L. Norton	Teacher	06-15-99
Renee D. Pace	Teacher	06-14-99
Nettie L. Raasch	Teacher	06-14-99
Tammy A. Reed	Teacher	06-14-99
Adrienne Reinardy	Teacher	05-25-99
Peter F. Schmidt	Teacher	06-14-99
Catherine A. Sticha	Teacher	06-14-99
Patricia R. Stuiber	Teacher	05-14-99
Michele R. Szidon	Teacher	06-11-99
Thomas Taylor Jr.	Teacher	06-25-99
Larry W. Thysell	Teacher	06-14-99

Susan Wettengel	Teacher	07-30-99
Rosie White	Teacher	06-14-99
June E. Wittemann	Supervisor	07-05-99
Stanley Young	Teacher	06-11-99

Approval of 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 have been forwarded to the Board under separate cover.

Affirmative Action Report

The Affirmative Action Report for the month of May 1999 is attached to your Committee's minutes. This is an informational report, and no action is required.

Committee Recommendations

Your Committee recommends that:

1. The Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.
2. The Board authorize the Administration to pay the prevailing wage rates detailed in the above-mentioned communications in contract with contractors and subcontractors.
3. Increases for MPS construction craftsmen be authorized as of the date indicated on the above-mentioned communications.

* * * * *

(Item 3) Action on a Development and Operation Agreement for the Todd Wehr Community Center/Ralph Metcalfe Neighborhood School

Administration’s Analysis

1. At its meeting of May 27, 1998, the Board approved in concept the joint-use school/community center with the Boys and Girls Clubs to be located between 33rd and 35th Streets and North Avenue, adjacent to Metcalfe Park. The Board also authorized the Administration to proceed with the planning of the project and negotiations required to develop an Intergovernmental Cooperation Agreement for consideration by the Board, with the understanding that the funding required to implement this project is to come from sources other than those presently identified for implementation in the current capital plan.

2. At its meeting of February 24, 1999, the Board gave its endorsement of, and support for, naming the new community center "The Todd Wehr Metcalfe Park Community Center." The Board also approved "The Ralph H. Metcalfe School" as the name of the new school.

3. During the past several months, the Administration has worked with the City Attorney and the attorney for the Neighborhood Improvement Development Corporation (NIDC) to develop the development agreement for the project. The agreement has now been completed and is being brought back to the Board for its approval in accordance with the action of May 27, 1998. A copy of the agreement has been supplied under separate cover.

4. The agreement details the responsibilities of the Board, the NIDC, and the Boys and Girls Clubs in the actual construction and occupancy of the new facility. The agreement details the fiscal and operational requirements necessary to ensure that the facility is constructed to meet Board construction standards, to protect the Board's interest financially, and to protect the interests of the children to ensure that the facility will be completed prior to occupancy. The agreement also specifies the date that the facility will become MPS property and when the district will assume operational control.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the MPS Strategic Plan, Goal 1, Student Achievement, specifically Objective 1.13, to establish partnerships within the community to help students achieve high standards; and Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.3, to increase the number of children choosing neighborhood schools as their first choice.

Statute, board policy or rule statement

6. Section 66.30 Wisconsin Statutes requires Board approval for execution of any Intergovernmental Cooperation Agreements.

Fiscal Impact Statement

7. There is no immediate fiscal impact. All costs have been identified and funds made available to cover those costs, including $5,250,000 in district funds obtained as a result of the purchase-of-services agreement approved by the Board on August 26, 1998. All other funds being used for the project are from sources other than those in the current capital plan in compliance with the Board action of May 27, 1998.

There will be additional operational costs when the building is occupied in August 2000. These costs are for the normal start-up supplies, staffing costs, and operating expenses related to the building. Funds will be included in the FY01 budget to cover these costs.

Implementation and Assessment Plan

8. Upon approval of the agreement, development of contract documents will continue in order to solicit bids and commence construction so the facility can open in September 2000. Should circumstances arise in which completion is not possible for FY01, NIDC must notify the Board by October 15, 1999, so that plans can be altered for occupation in the following year. The agreement does contain language to enable any consequential damages by the Board to be recovered.

Committee Recommendation

Your Committee recommends that the Board approve the development agreement for The Todd Wehr Metcalfe Park Community Center.

* * * * *

(Item 4) Action on a Request from the Seventy-eighth Street School Community Regarding Changing the Name of the School to the Academy of Accelerated Learning

Administration's Analysis

1. For the past year, Seventy-eighth Street School (four-year-old kindergarten through grade five) has been affiliated with the Accelerated Schools Project based at Stanford University. The Accelerated Schools Project is based on coherent philosophy and principles that drive staff to create powerful learning situations for all children, integrating curriculum and instructional strategies aligned with the belief that all children are to be treated as gifted and talented and that the individual talents of each child are to be sought out and recognized. The school staff and parents are involved in the training that is required to be an Accelerated School.

2. Staff, students, and parents agree that there is a need for a name change and that the new name be Academy of Accelerated Learning. Although Seventy-eighth Street School is now an Accelerated School, the present name conveys no description or information relative to the school's vision or method of instruction. Staff, parents, and students believe that changing the name of the school will better reflect its mission.

3. In January 1999, parents and staff were asked to give suggestions for a new name for Seventy-eighth Street School. Thirty-two names were suggested. From this list members of the School Governance Council selected ten names. On February 8, 1999, parents, staff and students were asked to select one name from the list of ten. After this survey, the list of ten names was narrowed to three names.

On February 19, 1999, parents, staff and students were given the list of three names and asked to select one name. In this final survey, 200 of 271 parents, 29 of 48 staff, and 145 of 405 students selected "Academy of Accelerated Learning."

On March 15, 1999, a final letter was sent to all parents, informing them of the name which had received the most votes and asking them if they supported moving forward with the change. Eighty of 100 parents concurred. Staff was surveyed, and the decision was unanimous. Students were surveyed, and 276 of 400 concurred.

4. The Administration has reviewed the request and concurs with the name change of Seventy-eighth Street School to Academy of Accelerated Learning.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the MPS Strategic Plan Goal 2, MPS — Milwaukee's First Choice of Schools, in that it provides a clear message relative to the school's vision and focus. Additionally, the Accelerated Schools program addresses both Goal 1, Student Achievement, and Goal 3, High Standards/Accountability.

Statute, Board Policy or Rule Statement

6. The recommendation is consistent with Administrative Policy 5.01(6) relative to the naming of school facilities. The new name complies with all of the requirements contained in the policy.

Fiscal Impact Statement

7. The approximate cost of $3,000 to have the name placed on the exterior of the building will be absorbed in the school's budget.

Implementation and Assessment Plan

8. The new name will be utilized upon approval by the MPS Board of School Directors.

Committee Recommendation

Your Committee recommends that the Board authorize the immediate renaming of the Seventy-eighth Street School to Academy of Accelerated Learning.

* * * * *

(Item 5) Receipt of the Deloitte & Touche Integration Transfer Program Membership Audit

Background

1. State statute 120.14 requires school boards to provide for an independent audit of school district accounts and for certification of the audit. The State Superintendent, under authority granted by statute 115.28 (18), has required that audits be performed that include an annual review of the integration transfer program membership counts.

2. The review of the integration transfer program membership count is usually conducted during the month of April and is due to the Wisconsin Department of Public Instruction in early May.

3. The objectives of the membership audits are to determine (1) how enrollment and attendance records are kept in the district; (2) how the district identifies the pupils eligible to be included in resident intradistrict counts and nonresident interdistrict counts; and (3) whether the pupils are integration transfer program-eligible and meet the pupil count criteria.

4. Deloitte & Touche has completed the integration transfer membership audit report of the district's September Pupil Count Report (PI 1563-A) and the January Pupil Count Report (PI 1563-B) for fiscal year 1999. The membership audit report has been provided to the Board under separate cover.

5. Representatives of Deloitte & Touche will be available to answer any questions from Committee or Board members.

Committee Recommendation

Your Committee recommends that the Board receive the Deloitte & Touche Performance Audit Report on September 18, 1998, and January 8, 1999, Integration Transfer Program Student Membership.

* * * * *

(Item 6) Receipt of and Action on the Summary Report of Partnership School Financial/Compliance Reviews

Background

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

2. Individual audit reports have been completed for seven of the eight partnership schools reviewed. The remaining audit will be issued upon completion. These reports present audit findings and recommendations, as well as partnership school responses to audit recommendations. Individual partnership school financial and compliance audit reports are available upon request.

3. 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 partnership school reviewed. In addition, the summary report offers recommendations to the Division of Small Community Schools to aid in administering this program.

4. The summary report and each school's individual financial and compliance review have been provided to the Superintendent and the Division of Small Community Schools.

Committee Recommendation

Your Committee recommends that the Board:

1. Receive the summary report of the partnership school financial and compliance reviews; and

2. Direct the Division of Small Community Schools to work with the partnership schools to resolve the exceptions reported and to prepare and submit a report to the Office of Board Governance by October 1999 to report (1) how the exceptions were resolved, and (2) the actions taken to respond to the recommendations to aid in the administration of the program.

* * * * *

(Item 7) Action on Recommendations for Approval of FY2000 Partnership School Alternative Education Contracts

Administration's Analysis

1. On June 24, 1998, the MPS Board of School Directors approved contracts with a number of community-based organizations to provide alternative education programs for children at risk. Our contract provides that 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 at-risk students, as well as regular and exceptional education students experiencing difficulty with their behavior.

2. Student outcome information associated with accountability standards for partnership schools was collected for the 1997-98 school year and the fall semester of the 1998-99 school year. Data on each measure were reviewed to determine whether schools achieved the MPS standards for partnership schools. These standards are 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. The quantitative data for 1997-98 and the first semester of 1998-99 are attached to your Committee's minutes.

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 1999 for the following partnership schools: Spotted Eagle AIC, Assata, Learning Enterprise of Wisconsin (LEW), Nova, Afro Urban Institute-Cornerstone, Regimented Education Academy (REA), Career Youth Development (CYD), and Synergy. The review of CYD, which is in process, is expected to be completed shortly.

At this time, the Administration is continuing to work with LEW to resolve a number of unresolved issues with respect to the audit findings for LEW. Audit Services is in the process of completing the financial/compliance review of CYD. The Administration is recommending that the Board authorize the Administration to renew the contracts with LEW and CYD, contingent upon satisfactory resolution of their audit findings.

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 $6,417 per student and include the cost of an MPS teacher.

Partnership School	Grade Level	Proposed Seats for FY2000 Full Year	Semester II	Seat Total FTE	Total Contract Cost
Spotted Eagle AIC	9-12	100		100.0	$641,700
Assata	9-12	60		60.0	385,020
Aurora Weier	9-12	65	15	72.5	465,232
Loyola Academy	9-12	90		90.0	577,530
El Puente	9-12	100		100.0	641,700
Milw. Spectrum	9-12	90		90.0	577,530
NOVA	6-12	100		100.0	641,700
Grandview	9-12	200		200.0	1,283,400
Shalom	9-12	100		100.0	641,700
HR Academy	6-8	80		80.0	513,360
~~AUI~~ Cornerstone	9-12	90		90.0	577,530
Silver Spring	6-8	65		65.0	417,105
HR Possentum	6-8	60		60.0	385,020
UCC	6-8	60		60.0	385,020
Totals		1260	15	1267.5	$8,133,547
At-Risk Behavioral Reassignment					
Synergy	6-12	125		125.0	802,125
Southeastern	6-8	60		60.0	385,020
St. Charles	6-12	45		45.0	288,765
Total		230		230.0	$1,475,910
GRAND TOTAL		1490	15	1497.5	$9,609,457

6. The following contracts are being recommended for renewal contingent upon satisfactory resolution of their audit findings. The total contract costs listed are based on a per pupil rate of $6,417 per student and include the cost of an MPS teacher:

Partnership School	Grade Level	Proposed Seats for FY2000 Full Year	Semester II	Seat Total FTE	Total Contract Cost
LEW	9-12	150		150.0	$962,550
CYD	6-12	75	75	112.5`	$721,912
TOTAL		225	75	262.5	$1,684,462

- The chart reflects the increase of 10 seats to 100 at El Puente.
- The number of seats at Walker SWELL will increase from 40 to 60. An added $114,060 will be transferred to the Walker SWELL-MPS Agency Accounts.
- Contracts with the recommended service providers are contingent on the availability of state desegregation settlement funds.
- Based on Board action of February 25, 1998, the amount of the contracts listed may be reduced as a result of the final 1998-99 attendance figures. Specifically, "Contract payments will be

reduced if the annual rate is less than 70%." Also, contracted sites serving behavioral-reassignment, adjudicated, and exceptional education students who are assigned by MPS will be waived from the provisions of the policy.

Strategic Plan Compatibility Statement

7. The recommendations support the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

8. The 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

9. The costs of renewing contracts for the 1999-00 school year are included in the recommendation. Funding for some of the programs is also contingent on the availability of state desegregation settlement funds. A transfer of $114,060 from Small Community Schools, Non-MPS Sites-Agency Programs, to Walker SWELL-Agency Accounts will be necessary. An appropriate fiscal note is attached to your Committee's minutes.

Implementation and Assessment Plan Statement

10. Formal/informal assessment is 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 it has 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.

Committee Recommendations

1. Your Committee recommends that the Board authorize the renewal of the contracts with partnership schools as listed below:

Partnership School	Grade Level	Proposed Seats for FY2000 Full Year	Semester II	Seat Total FTE	Total Contract Cost
Spotted Eagle AIC	9-12	100		100.0	$641,700
Assata	9-12	60		60.0	385,020
Aurora Weier	9-12	65	15	72.5	465,232
Loyola Academy	9-12	90		90.0	577,530
El Puente	9-12	100		100.0	641,700
Milw. Spectrum	9-12	90		90.0	577,530
NOVA	6-12	100		100.0	641,700
Grandview	9-12	200		200.0	1,283,400
Shalom	9-12	100		100.0	641,700
HR Academy	6-8	80		80.0	513,360
Silver Spring	6-8	65		65.0	417,105
HR Possentum	6-8	60		60.0	385,020
UCC	6-8	60		60.0	385,020
Totals		1170	15	1177.5	$7,556,017
At-Risk Behavioral Reassignment					
Synergy	6-12	125		125.0	802,125
Southeastern	6-8	60		60.0	385,020
St. Charles	6-12	45		45.0	288,765
Total		230		230.0	$1,475,910
GRAND TOTAL		1400	15	1407.5	$9,031,927

2. Your Committee reports the following contract out of Committee without recommendation, with the understanding that additional information will be presented at the June Board meeting about Cornerstone (documentation of compliance with MPS requirements for award of contract) and HR Academy (request for additional seats and MPS' ability to increase seats):

Partnership School	Grade Level	Proposed Seats for FY2000 Full Year	Semester II	Seat Total FTE	Total Contract Cost
Cornerstone	9-12	90		90.0	577,530

3. Your Committee further recommends that the Board authorize the renewal of the contracts with the following partnership schools, contingent upon satisfactory resolution of their audit findings. The approval of LEW's contract is contingent upon additional information being brought to the June Board meeting about how LEW will comply with the contract requirements. If LEW does not satisfy the Board, your Committee recommends that no contract be awarded to LEW; if the report is satisfactory, that 130 seats be awarded to LEW, with the remaining 20 seats awarded to HR Academy.

Partnership School	Grade Level	Proposed Seats for FY2000 Full Year	Semester II	Seat Total FTE	Total Contract Cost
LEW	9-12	150		150.0	$962,550
CYD	6-12	75	75	112.5`	$721,912
TOTAL		225	75	262.5	$1,684,462

4. Your Committee further recommends that the Board authorize the transfer of $114,060 to the Walker SWELL, MPS-Agency Account, from the Small Community Schools, Non-MPS Agency Programs, budget.

* * * * *

(Item 8) Action on Recommendations for Contract Renewal with St. Charles and St. Francis for Private School Placement of Students with Exceptional 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 MPS 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 requiring the State Superintendent of Public Instruction to individually approve each placement in a private agency for students with handicaps.

3. On June 24, 1998, the MPS 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 205 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 exceptional education students experiencing difficulty with their behavior.

5. At the request of the Division of Special Services, the number of seats at St. Charles has been reduced from 165 to 145 due to a reduced need.

6. The number of seats at St. Francis has been reduced from 40 to 23. The Division of Special Services will establish a program for 17 students in grades 1-5 at a MPS elementary school site. A transfer of $107,000 from Small Community Schools to Special Services to fund the classrooms will be necessary. Once a site is determined, funds will be transferred to that school.

7. The per-FTE cost for St. Charles is $9,307. The per-FTE cost for St. Francis is $11,000. The difference in the rate is due to the additional services required for students attending St. Francis.

Strategic Plan Compatibility Statement

8. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy Or Rule 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 these contracts are shown below:

Organization	1998-99 Seats	1999-2000 Seats	Grades	Costs
St. Charles	165	145	6-12	$1,349,515
St. Francis	40	23	1-5	253,000
Total	205	168		$1,602,515

Funds sufficient to cover these costs were approved in the FY2000 budget. Funds will be transferred from Small Community Schools, Non-MPS Sites-Agency Programs, and to Special Services, Contract Services, until a school is identified. Once a site is determined, the funds will be transferred to that school. An appropriate fiscal note is attached to your Committee's minutes.

Implementation and Assessment Plan Statement

11. A program performance evaluation is conducted annually to measure that the schools have complied with the following performance standards stated in the contract. Unless otherwise negotiated and agreed to by the parties in writing, Partnership School shall establish to the satisfaction of MPS on an annual basis that Partnership School has complied with the following performance standards:

    - The average daily attendance rate of pupils in the Partnership School shall be at least 70%.
    - At least 70% of the students will have remained in school.
    - At least 70% of the participating high school seniors shall have received a school diploma.
    - At least 70% of the eligible students in grades 1-8 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.
    - 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.
    - 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.

Committee Recommendations

Your Committee recommends that the Board

1. Authorize the Administration to renew the contracts with the following organizations:

Organization	1998-99 Seats	1999-2000 Seats	Grades	Costs
St. Charles	165	145	6-12	$1,349,515
St. Francis	40	23	1-5	253,000
Total	205	168		$1,602,515

2. Approve the transfer of $107,000 from the Division of Small Community Schools Non-MPS Sites Agency Programs, budget to the Division of Special Services budget, Contract Services. Once a site is identified, the funds will be transferred to that school.

* * * * *

(Item 9) Action on Recommendation for Approval of FY2000 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 1999, 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 Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule 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 1999-00 budget.

Day Treatment Site	99-00 Seats	Contract Amount
Southwest Key Intensive	30	$120,990
St. Charles Intensive Day	30	120,990
Project Excel	45	192,437
Lad Lake Ultra	30	128,909
Total	135	$563,326

The FTE cost for Southwest Key and St. Charles is $4,033. The contract costs for Project Excel and Lad Lake are based on the salaries of the MPS teachers assigned to those site.

Implementation and Assessment Plan Statement

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 Partnership School shall establish to the satisfaction of MPS on an annual basis that the Partnership School has complied with the following performance standards:

- The average daily attendance rate of pupils in the Partnership School shall be at least 70%.
- At least 70% of the students will have remained in school.
- At least 70% of the participating high school seniors shall have received a school diploma.

- At least 70% of the eligible students in grades 1-8 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.
- 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.
- 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.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into contracts with the following day treatment agencies to provide an educational program for adjudicated students for the 1999-2000 school year:

Day Treatment Site	99-00 Seats	Contract Amount
Southwest Key Intensive day	30	$120,990
St. Charles Intensive Day	30	120,990
Project Excel	45	192,437
Lad Lake Ultra	30	128,909
Total	135	$563,326

* * * * *

(Item 10) Action on Recommendations for FY2000 Renewal of Early Childhood Contracts to Day Care Centers

Administration's Analysis

1. Since 1988, the Milwaukee Public Schools has had the authority under Sec. 119.72, Wisconsin State Statue, 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, 1998, 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 State Funded Kindergarten Day Care Program 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. Board policy requires all outside contracts for day care agencies to be approved by the MPS Board of School Directors.

8. Wisconsin State Statute 119.72 authorizes Milwaukee Public Schools to contract with day care centers.

Fiscal Impact Statement

9. The costs for contracting with day care agencies are shown below:

Day Care Center	1998-99	1999-2000	Amount
Carter Child Development Center	80	80	$276,000
LaCausa Day Care Center, Inc.	60	60	207,000
Silver Spring Neighborhood Center	36	36	124,200
Urban Day I *	20	0	0
Southeastern Youth & Family, Inc. **	0	20	69,000
Total	196	196	$676,200

* Urban Day School chose not to request a contract for FY1999-2000.

** Southeastern Youth & Family, Inc. will provide a wrap-around all-day four-year- old early childhood program with MPS.

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.

Implementation and Assessment Plan Statement

10. 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, 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:

- Language Arts
- Active Learning
- Math and Logical Reasoning
- Social/Emotional
- Science/Social Studies/Health

Evaluations completed in August 1998 for the 1997-98 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 1998-99 school year. It is anticipated that the evaluations will be completed by August 1999.

Committee Recommendations

Your Committee recommends that the Board authorize the Administration to renew contracts with the following agencies to provide 196 early childhood seats for the 1999-2000 school year at a cost of $676,200, contingent upon receipt of state funds and successful outcomes resulting from the formal and informal assessments conducted during the 1998-99 contract experience:

Day Care Center	1999-2000	Amount
Carter Child Development Center	80	$276,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Center	36	124,200
Urban Day I	0	0
Southeastern Youth & Family, Inc.	20	69,000
Total	196	$676,200

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(Item 11) Action on a Recommendation to Authorize the Administration to Enter into or Expand Contracts with Independent Schools Who Wish to Contract with MPS for Seats, Up to the Number Allowed by the Board-MTEA Contract

Administration's analysis

1. The Milwaukee Board of School Directors at its May 26, 1999, meeting authorized the Administration to enter into contracts with the following agencies for early childhood services:

Site	Authorized FTE	Authorized Amount
Bruce Guadalupe	500	$ 2,850,000
Seeds of Health	240	1,188,000
V.E. Carter	120	580,000
La Causa	60	290,000
Next Door	100	460,000
Guadalupe Head Start	20	92,000
MMABSE	60	290,000
AGAPE	120	608,000
TOTAL	1,220	$ 6,358,000

The FY2000 budget allocates $4,980,000 for contracted services for 970 seats. The Administration requested authorization for 1,220 seats, the additional seats being for students who were funded through the Milwaukee Parental Choice Program. The Administration recommended, and the Board authorized, funding the variance of $1,378,000 through projected revenue cap increases and $803,000 from the Reserve Fund

2. At its June 2, 1999, Agenda Planning Meeting, the Board requested the Administration to explore increasing the number of contracted seats to the number allowable under the agreement with the Milwaukee Teachers Education Association (MTEA). The Administration surveyed potential vendors and has prepared the following list of potential agencies:

Site	Additional FTE	Additional Amount
Hickman Academy	130	$ 684,200
Seeds of Health (Hilltop)	60	$ 300,000
V.E. Carter	20	$ 106,000
La Causa	20	$ 92,000
Urban Day II	20	$ 92,000
MMABSE	20	$ 106,000
AGAPE	60	$ 318,000
Next Door Foundation	20	$ 92,000
TOTAL	350	$1,790,200

3. It is estimated that each additional FTE will increase the revenue limit by $2,300, for a first-year total of $805,000. The remaining cost of $985,200 could be funded by reductions in other programs or by using the Reserve Fund Balance.

4. Time limitations prevented the Administration from following its normal practice of soliciting Request for Proposals (RFP) for the educational services. The agencies listed above, with the exception of Hickman Academy, have contracts that were approved by the Board last month. Hickman Academy expressed interest in partnering with MPS earlier.

5. At this time, the Administration cannot ascertain whether there will be a need for the additional seats in FY2000. Hickman Academy and Seeds of Health (Hilltop) currently participate in the Milwaukee Parental Choice Program. The other agencies would be expanding the number of seats available.

6. The Administration recommends that the Board approve contracts at the expanded amount with the agencies listed. The Administration further recommends approving the use of $985,200 from the Reserve Fund.

7. The contracts would be for three years. Consistent with the provisions of our contract, contracts can be renewed given 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 students in early childhood grades.

Strategic Plan Compatibility Statement

8. The recommendation supports the MPS Stategic Plan Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.1, to replicate educational programs in high demand. These contracts will provide parents and students with multiple educational options.

Statute, Board Policy or Rule Statement

9. The contracts conform to all statutes, policies, and rules.

Fiscal Impact Statement

10. The projected cost for the contracts listed for approval are shown below:

Site	FTE	Additional Amount
Hickman Academy	130	$ 684,200
Seeds of Health (Hilltop)	60	$ 300,000
V.E. Carter	20	$ 106,000
La Causa	20	$ 92,000
Urban Day II	20	$ 92,000
MMABSE	20	$ 106,000
AGAPE	60	$ 318,000
Next Door Foundation	20	$ 92,000
TOTAL	350	$ 1,790,200

11. The Administration is recommending funding the variance of $1,790,200 through an increase in the levy and $985,200 from the Reserve Fund. Should the Board approve this recommendation, the total amount of Reserve Funds to be used to expand early childhood seats in FY2000 would be $1,778,200.

Implementation and Assessment Plan

12. The agreements will be monitored through the Department of Educational Services, Division of Small Community Schools. Unless otherwise negotiated and agreed to by the parties in writing, the contracted agency shall establish to the satisfaction of MPS on an annual basis that it has evaluated how children are performing in the program in the following areas, and that the children are making acceptable progress toward MPS academic standards/proficiencies:

Language Arts

Active Learning

Math and Logical Reasoning

Social/Emotional

Science/Social Studies/Health

Committee Recommendations

That the Board:

1. Authorize contracts with the following agencies for the FTE and amount listed below:

Site	FTE	Amount
Hickman Academy	130	$ 684,200
Seeds of Health (Hilltop)	60	$ 300,000
V.E. Carter	20	$ 106,000
La Causa	20	$ 92,000
Urban Day II	20	$ 92,000
MMABSE	20	$ 106,000
AGAPE	60	$ 318,000
Next Door Foundation	20	$ 92,000
TOTAL	350	$ 1,790,200

2. Amend the FY2000 School Operations Budget by an additional $1,790,200 beyond the action the Board authorized on May 26, 1999. Of this amount, $805,000 would be an increase in the levy. The remaining $985,200 would be drawn from reserves as applied surplus.

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(Item 12) Action on a Recommendation to Enter into Financing Agreements for the Acquisition of Technology in the 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 necessary funds to support the purchase of appropriate technology. Entering a lease/purchase agreement can provide the financial leverage which 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 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.

3. Since FY96, the total amount of lease/purchases has been $15,297,926. Payments totaling $9,206,959 have been made, leaving a balance of $6,090,967. Payments totaling $2,813,577 are scheduled in FY2000, leaving a balance of $3,277,390.

4. The Administration has orders from schools totaling $2,489,622. Twenty schools and the Title I Program are scheduled to purchase 1,163 computers, plus additional hardware and software. Since FY96,

schools have purchased 6,046 computers using lease/purchase agreements. Various Central Services departments have entered into lease/purchase agreements for network servers, administrative software and hardware. The Administration is requesting reauthorization to obtain and use an additional $5 million credit line.

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 Goal, Student Achievement, Objective 1.8, to use technology effectively to support higher-order learning throughout the school district by implementing the MPS Technology Strategic Plan.

Statute, Board Policy or Rule Statement

7. The recommendation 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 are submitted to the Board for approval. The funding sources are always 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 FY2000.

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(Item 13) Action on Recommendations to Revise Board Policy 6.09, Acquired Immune Deficiency Syndrome (AIDS), and Recommendations Regarding Procedures for this Policy

Administration's Analysis

1. The Board adopted Administrative Policy 6.09, Acquired Immune Deficiency Syndrome (A.I.D.S.), on March 27, 1991. The policy was modified in August 1991 and reaffirmed in March 1995.

2. The Administration is recommending a revision to Policy 6.09 to address the latest medical advice and confidentiality issues and to reflect current appropriate language use. The revised policy language replaces the existing policy, which is attached to your Committee's minutes.

3. In addition, the Administration is recommending the approval of Administrative Procedures 6.09, Human Immunodeficiency Virus Infection Procedures, that will provide clear guidelines and direction to staff, parents, students, and community members regarding students and employees infected with human immunodeficiency virus (HIV). Currently, no administrative procedures exist for the policy.

4. A wide range of people contributed to the revision of the policy and creation of the procedures. This included staff from Children's Hospital's HIV unit, Milwaukee Health Department, MPS Central Services, including the Division of Insurance and Risk Management Services, and the Department of Public Instruction's HIV consultant.

5. The City attorney has reviewed the revised policy and procedures, and all his recommendations have been incorporated.

6. The policy has been updated to

- include more specifics regarding confidentiality
- reflect current use of language, such as *HIV Infection*
- incorporate the consent of students who are 14 years or older, and
- coordinate the HIV policy and procedures with existing administrative policies and procedures for chronic health problems and students with disabilities.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS Strategic Plan, Goal 3, High Standards and Accountability.

Statute, MPS Policy, or Board Rule Implication Statement

8. The revised policy and recommended procedures adhere to Wisconsin State Statute 146.025 and are consistent with Section 504 Rehabilitation Act, Title II of the Americans with Disabilities Act, and Individuals with Disabilities Education Act (IDEA). Adoption of the revised Administrative Policy 6.09, HIV Infection, and approval of administrative procedures related to HIV infection is recommended.

Fiscal Impact Statement

9. No additional funding is required. Staff will implement the revisions as part of their existing responsibilities.

Implementation and Assessment

10. Changes in the administrative policy and procedures will be presented to MPS administrators, principals, and special education staff in selected district-wide meetings.

11. A presentation to school-based staff will be designed in coordination with the City of Milwaukee Health Department, MPS Division of Insurance and Risk Management, and Children's Hospital HIV staff, with input from principals and support staff.

12. The Milwaukee Health Department will be available for consultation with MPS staff and to provide annual updates at schools.

13. The administrative policy and procedures regarding HIV infection will be presented to new staff as a part of the new teacher orientation and will be coordinated with future Blood-Borne Pathogens inservices.

14. The Administration will include the policies and guidelines regarding HIV infection in the fall edition of the *Parent/Student Handbook on Rights, Responsibilities and Discipline.*

15. The Administration will conduct an annual review to assess the effectiveness of the implementation process.

Committee Recommendation

Your Committee recommends that the Board adopt the revision to Administrative Policy 6.09, Human Immunodeficiency Virus (HIV) Infection, and approve Administrative Procedure 6.09, Human Immunodeficiency Virus (HIV) Infection, as follows:

Policy 6.09

HUMAN IMMUNODEFICIENCY VIRUS (HIV) INFECTION

Milwaukee Public Schools (MPS) will strive to protect the health and safety of children and youth in our care, as well as their families, our employees, and the community. MPS will cooperate with public health authorities to promote these goals.

The evidence is overwhelming that the risk of transmitting human immunodeficiency virus (HIV) is extremely low in school settings when current guidelines are followed. The presence of persons (students or adults) living with HIV infection or diagnosed with acquired immunodeficiency syndrome (AIDS) poses no significant risk in school settings.

I. Students

A. A student with HIV infection has the same right to attend school and receive services as any other student and will be subject to the same rules and policies. HIV infection will not factor into decisions concerning class assignments, privileges, or participation in all school-related activities.

B. School authorities will determine the educational placement of students known to be infected with HIV on a case-by-case basis by following established policies and procedures for students with chronic health problems or students with disabilities. Decision makers must consult with the student's physician and parent or guardian, respect the student's and family's privacy rights, and reassess the placement if there is a change in the student's needs for accommodations or services.

C. On an annual basis, school administrators will notify all students, parents/legal guardians, and school personnel about current policy and procedures concerning HIV infection and provide convenient opportunities to discuss them.

Information concerning the HIV policy and procedures will be included in district communications to parents/guardians.

II. Confidentiality

A. Students and families are not required by law to disclose HIV infection status to anyone in the education system.

B. Every MPS employee shall treat as highly confidential any information concerning the HIV status of a student. Violation of this confidentiality is cause for disciplinary action, criminal prosecution, and/or personal liability for a civil suit.

C. No information regarding a student's HIV status will be disclosed to any individual or organization without a court order or the informed, written, signed and dated consent of the person 14 years of age or older, or the parent or legal guardian of a person under age 14 years. The written consent must specify the name of the recipient of the information and the purpose for the disclosure.

D. All health records, including prescription authorization forms, notes of meetings, proceedings, telephone calls, copies of written consents, and all other documents that reference a student's HIV infection status, will be kept separate from school education records in a folder in a secured, locked file in the principal's office.

E. Any verbal communication about individual students with HIV infection must be restricted to persons who have consent from the student's parent/legal guardian or the student 14 years of age or older. The conversation must occur in a private area, away from other adults and students.

F. Administration of medication to the student with HIV infection must ensure the confidentiality of the student's HIV infection diagnosis and status.

III. Adults

A. "Adult" means a teacher, administrator, food service employee, other school staff members, and other persons having school duties, whether compensated or uncompensated.

B. Adults with HIV infection in all MPS settings will not be restricted from their normal employment or duties by reason of HIV infection.

C. Adults with HIV infection in all MPS settings are expected to continue to carry out their responsibilities and duties as long as they are willing and able to do so. They are expected to manage their own medical care. Should adults with HIV infection in any MPS setting choose to disclose their HIV status to MPS administration, such information will be treated confidentially and may not be disclosed further or used as cause for dismissal or other prejudicial treatment.

D. If MPS administration has concerns about safety, performance of jobs, or other duties related to adults with HIV infection, MPS administration may contact the Milwaukee Health Department Medical Director or the MPS Department of Human Resources Director for advice or formal consultation. No identifying information regarding the adult with HIV infection will be disclosed.

IV. Infection Control

A. The MPS Blood Borne-Pathogen Plan is to be followed by all staff as a standard approach in every case of exposure to blood and body fluids (universal precautions).

B. The principal will arrange for review of the Blood-Borne Pathogen Plan on an annual basis with all school staff. The principal/MPS administrator will be responsible for providing staff/classrooms, including playground, field trip, food service and gym personnel, with the necessary equipment for universal precautions (i.e., gloves, bags, or containers). The Milwaukee Health Department public health nurses are available for consultation in implementing these procedures.

V. Policy Review

This policy will be reviewed by MPS administration at least every three (3) years in consultation with the Milwaukee Health Department and the HIV Care Program of Children's Hospital of Wisconsin, Inc.

Administrative Procedures 6.09

HUMAN IMMUNODEFICIENCY VIRUS (HIV) INFECTION

Milwaukee Public Schools (MPS) will strive to protect the health and safety of children and youth in our care, as well as their families, our employees, and the community. MPS will cooperate with public health authorities to promote these goals.

The evidence is overwhelming that the risk of transmitting human immunodeficiency virus (HIV) is extremely low in school settings when current guidelines are followed. The presence of persons (students or adults) living with HIV infection or diagnosed with acquired immunodeficiency syndrome (AIDS) pose no significant risk in school settings.

I. Students

A. A student with HIV infection has the same right to attend school and receive services as any other student and will be subject to the same rules and policies. A student with HIV infection cannot be discriminated against because of his/her medical condition. HIV infection cannot factor into decisions regarding student class assignments, privileges, or participation in all school-related activities.

B. If the student’s parent/legal guardian or the student 14 years of age or older wishes to disclose the student’s HIV infection to school personnel, that party may request a meeting, provide written consent for the meeting, and identify those persons allowed to be present. Such a meeting can be used to disclose the student’s HIV infection to school personnel and to educate school staff members about issues related to HIV infection/transmission, psycho-social issues of families, and the issues of confidentiality pertinent to HIV infection.

C. If the parent/legal guardian, primary care physician, school staff member, Milwaukee Health Department personnel, public health nurse, or the student (14 years of age or older) has reasonable cause to believe that the student's HIV infection is substantially limiting one or more major life activities (e.g., walking, seeing, hearing, speaking, breathing, learning, caring for self, performing manual tasks) and that the student needs specialized accommodations in order to participate in school activities, the student should be referred for an evaluation according to the school district procedures under Section 504 of the Rehabilitation Act and Title II of the Americans With Disabilities Act. The referral should be made to the school principal or designee (the school §504/ADA coordinator.) The school principal/designee must contact the MPS §504/ADA nurse for assistance with the evaluation process.

D. If the parent/legal guardian, primary care physician, school staff member, Milwaukee Health Department personnel, public health nurse, or the student (14 years of age or older) has reasonable cause to believe that the student's HIV infection is significantly affecting school performance and that the student may need special education services in order to benefit from education, the student should be referred for an evaluation according to the school district procedures under the Individuals With Disabilities Education Act (IDEA). The referral should be made to the school's special education building coordinator. The building coordinator must contact a Special Services Nursing Supervisor for assistance with the evaluation process.

II. Confidentiality

A. Students/families are not required by law to disclose HIV infection status to anyone in the education system.

B. No information regarding a student's HIV status will be disclosed to any individual or organization without a court order or the informed, written, signed, and dated consent of the student's parent/legal guardian or the student 14 years of age or older.

1. The written consent must specify the name of the recipient of the information and the purpose for the disclosure.

a. HIV infection must be identified on the consent form, or any consent provided by the parent/legal guardian or the student 14 years of age or older is not valid.

b. The consent form itself is a confidential document and must be treated in the same manner as any confidential document.

2. The written consent is valid for one (1) year and must be renewed annually to continue sharing information.

3. If an MPS staff member is told by a parent/legal guardian or student about a student's HIV infection, that staff member must obtain a signed, written consent from the parent/legal guardian or the student 14 years of age or older before the staff member can disclose the student's HIV infection to anyone, including another staff member.

The parent/legal guardian or the student 14 years of age or older, must sign a separate consent form for each person to be informed about the student's HIV infection.

C. Violation of this confidentiality is cause for disciplinary action, criminal prosecution and/or personal liability for a civil suit.

D. All health records, including prescription authorization forms, notes of meetings, proceedings, telephone calls, copies of written consents, and all other documents that reference a student's HIV infection status, will be kept separate from school education records in a folder in a secured, locked file in the principal's office.

1. Any MPS or school report with the student's HIV infection diagnosis and status, including Multi-disciplinary Team (M-Team) reports and Individual Education Plans (IEP), will be kept with the health records separate from education records in a secured, locked file in the principal's office.

2. Access to these confidential records is to be supervised by the principal and is to be limited to those named in written consent from the parent/legal guardian or the student 14 years of age or older.

a. The names of these authorized persons will be listed by the principal on the outside of the record folder, along with the expiration date for the respective consent.

b. Written permission for someone to access these confidential records should specify the person's name, not position, so that a later person in the same position does not automatically have access. The principal is to ensure that only those with permission have access to the files.

c. All MPS staff keeping personal notes must keep them separate from education records and in a secured, locked file in the principal's office. When writing personal notes, staff should not write or indicate HIV infection on any document with a student's name.

d. Persons who have not been authorized to know about a student's HIV infection should not be given records which reveal such status for duplicating or filing.

E. Any verbal communication about individual students with HIV infection must be restricted to persons who have consent from the student's parent/legal guardian or the student 14 years of age or older. The conversation must occur in a private area, away from other adults and students.

F. Administration of medication to the student with HIV infection must ensure the confidentiality of the student's HIV infection diagnosis and status.

1. Medications must be stored in such a manner that will preserve the student's confidentiality.

a. The cabinet or drawer in which medications are stored must have a door/drawer that does not allow the contents to be viewed by passersby.

b. The medication cabinet/drawer must be kept locked.

c. Only the principal and the medication administrative persons are authorized to have access to the key.

2. Administration of medication must be done in such a way as to preserve the student's confidentiality. This means that the child must be given medications in a location where other individuals cannot see the medication the child is taking.

3. Medication bottles or packages that are empty must have their labels removed and shredded before discarding the bottle or package so that no one is able to identify the student with HIV infection.

III. Adults

A. "Adult" means a teacher, administrator, food service employee, other school staff members, and other persons having school duties, whether compensated or uncompensated.

B. Adults with HIV infection in all MPS settings will not be restricted from their normal employment or duties by reason of HIV infection.

C. Adults with HIV infection in all MPS settings are expected to continue to carry out their responsibilities and duties as long as they are willing and able to do so. They are expected to manage their own medical care. Should adults with HIV infection in any MPS setting choose to disclose their HIV status to MPS administration, such information will be treated confidentially and may not be disclosed further or used as cause for dismissal or other prejudicial treatment.

D. If MPS administration has concerns about safety, performance of jobs, or other duties related to adults with HIV infection, MPS administration may contact the Milwaukee Health Department Medical Director or the MPS Department of Human Resources Director for advice or formal consultation. No identifying information regarding the adult with HIV infection will be disclosed.

IV. Infection Control

A. The MPS Blood-Borne Pathogen Plan is to be followed by all staff as a standard approach in every case of exposure to blood and body fluids (universal precautions).

B. The principal will arrange for review of the Blood-Borne Pathogen Plan on an annual basis with all school staff. The principal/MPS administrator will be responsible for providing staff/classrooms, including playground, field trip, food service and gym personnel, with the necessary equipment for universal precautions (i.e., gloves, bags, or containers). The Milwaukee Health Department public health nurses are available for consultation in implementing these procedures.

V. Policy Review

This policy will be reviewed by MPS administration at least every three (3) years in consultation with the Milwaukee Health Department and the HIV Care Program of Children's Hospital of Wisconsin, Inc.

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(Item 14) 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 1998-99 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 work load and the convening of a panel within the time constraints required by law.

3 For the 1999-2000 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 to the present, the Independent Hearing Panel has determined if the student was to receive educational services during the expulsion period. Generally, no educational services have been 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.

5. The Administration is recommending the following revisions to the Independent Hearing Panel Guidelines for Offering Educational Services:

- Educational services will be recommended for possession of objects that can be considered weapons (not applicable to guns) and will be recommended for possession of illegal drugs and alcohol.
- Educational services will not be recommended if the offense involved other actions in addition to possession. Generally, educational services will not be recommended if the student engaged in overt activities, such as distribution of drugs on campus, brandishing or using the weapon in a threatening manner, or for similar actions by the student.

The revised guidelines for offering educational services are attached to your Committee's minutes.

The Independent Hearing Panel may choose not to follow the Administration's recommendations regarding the provision of educational services, depending on the circumstances of individual cases. When this occurs, the panel must submit a *Deviating from Milwaukee Public Schools Guidelines in the Disposition of Expulsion Cases* form, a copy of which is attached to your Committee's minutes.

6. During the 1998-99 school year (August-May), 177 students were expelled, compared with 267 expulsions during the 1997-98 school year. A summary of the expulsion data for the 1998-99 school year and expulsion statistics covering 1977-78 to 1998-99 are attached to your Committee's minutes.

7. 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 school from which the expulsion occurred.

Strategic Plan Compatibility Statement

8. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, specifically Objective 1.7, to develop and implement a comprehensive safe schools plan to ensure a safe and orderly academic environment conducive to learning.

Statute, Board Policy or Rule Statement

9. The proposed resolution regarding delegating the Board's expulsion authority to an Independent Hearing Panel is consistent with:

- Wisconsin State Statute 941.26(4)
- Wisconsin State Statute 120.13
- Wisconsin State Statute 119.25
- 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

10. 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 1999-2000 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 1999-2000 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 1998-99 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 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 revised 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.

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(Item 15) Action on a Recommendation to Adopt a Resolution Authorizing and Approving a Governmental Lease-Purchase Agreement with TEACH Wisconsin Regarding Wiring Projects

Background

1. At its July 29, 1998, meeting, the Board authorized the Administration to receive TEACH grant funds and TEACH wiring loans. At that time, the Administration applied for a $3.5 million Fast Start TEACH loan. The district did not receive any Fast Start funding. Since then, the Administration has applied for and received approval for $15 million in standard TEACH loans.

Administration's Analysis

2. Under the TEACH loan program, the district would be obligated to pay debt service on 50% of the amount of the loan over 10 years. Accordingly, if the district requests the entire $15 million loan amount on July 15, 1999, at an expected interest rate of 5%, the debt service for each of the next 10 years would be $953,940. This amount includes both principal and interest payments on $7.5 million.

3. Because the district is precluded by state statute from issuing debt, TEACH loan finding would come to MPS in the form of a lease-purchase arrangement similar to lease-purchase arrangements the Board has entered into with the City of Milwaukee. A copy of the proposed lease-purchase agreement is being sent to Board members under separate cover. The agreement has been approved by the Wisconsin TEACH Board.

Strategic Plan Compatibility Statement

4. The TEACH Wisconsin loan will assist the district in accomplishing its *Technology Strategic Plan.*

Statute, MPS Policy or Board Rule Implication Statement

5. The recommendation is consistent with Board policies.

Fiscal Impact Statement

6. If authorized by the Board, the district would close on all or part of the $15 million loan on July 15, 1999. The first debt service payment would be due to TEACH Wisconsin on March 1, 2000. If the district requests the full $15 million at the closing, the debt service payment will be $953,940.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution:

RESOLUTION AUTHORIZING AND APPROVING A GOVERNMENTAL LEASE PURCHASE AGREEMENT WITH TEACH WISCONSIN REGARDING WIRING PROJECTS

WHEREAS, The Board of School Directors (the "Board") of the Milwaukee Public Schools, Milwaukee County, Wisconsin, (the "District") hereby finds and determines that the District is in need of improvements to educational technology to meet the essential educational and operational needs of the District;

WHEREAS, The improvements to the educational technology shall consist of acquiring, installing, and upgrading network wiring, which may include any or all of the following: equipment racks and panels for services in telecommunication closets; wiring for voice and data; fiber and coaxial-cable; wireless LAN hardware and fiber; and related electrical upgrades, design and construction costs and professional fees (collectively, the "Project");

WHEREAS, The District has received a letter of commitment from TEACH Wisconsin in connection with the Project (the "Commitment");

WHEREAS, The Board hereby finds and determines that it is in the best interest of the District to finance the Project by entering into a lease purchase agreement (the "Lease") with TEACH Wisconsin (the "Lessor") pursuant to the terms and conditions of the TEACH wiring loan program and the Commitment;

WHEREAS, the Lease shall be in substantially the form presented at this meeting of the Board; shall provide for the leasing of components of the Project more particularly described in Exhibit A attached to the Lease (and defined therein as the "Property"); and shall be in a principal amount not to exceed $15,000,000;

WHEREAS, pursuant to Chapter 119, Wisconsin Statutes, the Board has the power to purchase or otherwise acquire the Property and school apparatus for the use of the schools of the District; and

WHEREAS, to the best of the knowledge, information, and belief of the Board, the District complies with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes, and will continue to comply following the execution of the Lease; now, therefore, be it

RESOLVED by the Board of School Directors of the District that:

Section 1. Approval of the Project and Acquisition of the Property. The Board hereby finds and determines, pursuant to the Constitution and laws of the State of Wisconsin, that the Project serves a "public purpose" and that the leasing of the Property from the Lessor under the terms and provisions set forth in the Lease is essential, necessary, convenient and in furtherance of the District's purposes and in the best interests of the inhabitants of the District; and the Board hereby authorizes and approves the leasing of the Property, all in accordance with the terms and provisions of the Lease.

Section 2. Approval and Execution of the Lease. The Lease, in substantially the form presented to this meeting of the Board, is in all respects approved, authorized and confirmed, and the President and Clerk of the Board, or others authorized by law to sign on their behalf, are authorized and directed to execute and deliver the Lease in substantially the form and with substantially the same content as presented to this meeting of the Board, for and on behalf of the District.

Section 3. Execution of Documents. The President and Clerk of the Board, or other appropriate officers or agents of the Board or the District, are hereby authorized to execute and deliver for and on behalf of the District any and all additional certificates, documents, instruments and other papers and to perform all other acts that they may deem necessary or appropriate, in order to implement and carry out the transactions and other matters authorized by this resolution.

Section 4. Tax Covenants. The District hereby further covenants and agrees that it will take all necessary steps and perform all obligations required by the Code and the Regulations (whether prior to or subsequent to the closing of the transaction authorized by this Resolution) to assure that the Lease is an obligation described in Section 103(a) of the Code, the interest on which is excluded from gross income for federal income tax purposes, throughout its term. The District Clerk or other officer of the District charged with the responsibility for executing the Lease, shall provide an appropriate certificate of the District, for inclusion in the transcript of proceedings, as of the date of the Closing certifying that it can and covenanting that it will comply with the provisions of the Code and the Regulations.

Section 5. Conflicting Resolutions. All prior rules, orders, resolutions or other actions of the Board, or parts thereof, inconsistent with this resolution or with any of the documents hereby approved, are hereby rescinded and repealed only to the extent of such inconsistency.

Section 6. Effective Date. This resolution shall be in full force and effect immediately upon its adoption and approval in the manner provided by law.

* * * * *

(Item 16) Action on Recommended Administrative Appointment 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)	Maria Monteagudo	Mgr, Compensation & Records Dept of Human Resources	Schedule III, Range 11A $62,700
5(r)	Martin Lexmond	Curriculum Generalist Vincent High School	Schedule III, Range 6A $59,650
5(r)	Nancy Piastowski	Secretary to Superintendent Office of the Superintendent	Schedule III, Range 3A $38,000

* * * * *

Separate consideration having been requested of Items 7, 11 and 16, on the motion of Director Hardin, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 7, contracts with partnership schools, division of the question was ordered.

With respect to recommendation 3 of Item 7, Director Gardner moved that the Board not renew the contract with LEW for FY2000.

Director Hardin moved to refer the matter to the Finance/Personnel Committee for further analysis and recommendation for a contract for 130 seats.

The motion to refer failed of adoption, the vote being as follows:

Ayes—Directors Hardin, Spence and President Thompson—3.

Noes—Directors Dannecker, Gardner, Johnson, O'Neil and Werra—5.

The question being on the motion not to renew to contract, the motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, Johnson, O'Neil and Werra—5.

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

Director Johnson moved to approve the contract with CYD, contingent upon sartisfaction of the issues in the audit.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to recommendation 1 of Item 7, Director Gardner moved to adopt the Committee report amended as follows, with the additional $128,340 to come from existing funds available in the alternative and partnership schools budget:

Partnership School	Grade Level	Proposed Seats for FY2000 Full Year	Semester II	Seat Total FTE	Total Contract Cost
Spotted Eagle AIC	9-12	100		100.0	$641,700
Assata	9-12	60		60.0	385,020
Aurora Weier	9-12	65	15	72.5	465,232
Loyola Academy	9-12	90		90.0	577,530
El Puente	9-12	100		100.0	641,700
Milw. Spectrum	9-12	90		90.0	577,530
NOVA	6-12	100		100.0	641,700
Grandview	9-12	200		200.0	1,283,400
Shalom	9-12	100		100.0	641,700
HR Academy	~~6-8~~	~~80~~		~~80.0~~	~~513,360~~
	6-10	100		100.0	641,700
Silver Spring	6-8	65		65.0	417,105
HR Possentum	6-8	60		60.0	385,020
UCC	6-8	60		60.0	385,020
Totals		~~1170~~	15	~~1177.5~~	~~$7,556,017~~
		1190		1197.5	$7,684,357
At-Risk Behavioral Reassignment					
Synergy	6-12	125		125.0	802,125
Southeastern	6-8	60		60.0	385,020
St. Charles	6-12	45		45.0	288,765
Total		230		230.0	$1,475,910
GRAND TOTAL		~~1400~~	15	~~1407.5~~	~~$9,031,927~~
		1420		1427.5	$9,160,267

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to recommendation 2 of Item 7, Director Hardin moved that the Board approve the partnership school contract award to Cornerstone, with the understanding that the MPS division of Small Community Schools and the Department of Finance will monitor the operations of the school to ensure compliance with all administrative, fiscal and education program requirements and to ensure the ability of the school to fund operations for the entire 1999-2000 school year.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to recommendation 4 of Item 7, Director Hardin moved to approve the fund transfer.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 11, expansion of contracts with independent schools, Director Hardin moved to adopt the Committee recommendation.

Director Gardner moved to amend by adding the provision that the contracts will come back to the Board for approval, and by deleting the language on the source of funds and inserting "that the administration be authorized to allocate funds from existing funds and from anticipated and unanticipated revenues, with a report to the Board on the sources of funding no later than August, 1999."

The amendment was adopted by consensus.

The question being on approval of the Committee recommendation as amended, it was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 16, administrative appointments and promotions, the Superintendent requested that the Board add the following name to the list of appointees:

5(r) Lori Komas	Principal Hi-Mount School	Schedule III, Range 13Z $59,639

Director Spence moved that the Board approve the Committee report with the above name added.

The motion prevailed, the vote being as follows:

Ayes— Directors Dannecker, Gardner, Hardin, Johnson, O'Neil, Werra, and President Thompson—7.

Noes—None.

Abstaining from voting—Director Spence—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 19 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 May 19, June 1 (3), June 2, June 4 (3), June 7, June 8, June 9 (2), June 10 (3), June 14, June 15, and June 16 (2), 1999.

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

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

Noes—Director Hardin—1.

UNFINISHED BUSINESS

(Item A) Approval of an Extension of Time to Negotiate a Charter School Contract with Fritsche Middle School as an Instrumentality of the Board

At a special meeting on June 3, 1999, the Board took action to grant the petition of Fritsche Middle School to become a charter school as an instrumentality of MPS, with the Office of Board Governance, in consultation with the Superintendent and the City Attorney, directed to commence the negotiation of a contract with Fritsche Middle School and to submit the contract for Board approval within 30 days.

Contract negotiations are progressing satisfactorily; however, given the fact that this is the first contract to be negotiated, the 30-day goal for completing negotiations appears to have been overoptimistic.

It is therefore requested that the 30-day time limit be eliminated, with the contract to be brought to the Board for approval as soon as it is completed.

* * * * *

Director Johnson moved to eliminate the 30-day time limit, with the contract to be brought to the Board for approval as soon as it is completed

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item B) Approval of an Extension of the Contract with the Administrators' and Supervisors' Council through August 25, 1999, Pending the Completion of Negotiations for a Successor Contract

The current contract with the Administrators' and Supervisors' Council expires on June 30, 1999. The Board met on June 14, 1999, to consider negotiations for a successor contract. It is anticipated that negotiation sessions will be held in July.

Ordinarily, the provisions of a contract with a labor union would automatically be extended while negotiations for a successor contract were in progress. The status of ASC, however, is unique in that it has been voluntarily recognized by the Board as a bargaining representative for its members. The Board may, therefore, wish to adopt a motion extending the provisions of the current contract and the application of benefits to exempt employees through August 25, 1999, pending completion of negotiations.

* * * * *

Director Hardin moved to extend the provisions of the current contract and the application of benefits to exempt employees through August 25, 1999, pending completion of negotiations

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Dannecker moved to suspend Board Rule 1.02 (4) for the remainder of the 1999-2000 Board year, to allow the President to set the location of the regular monthly Board meeting.

The motion to suspend prevailed, the vote being as follows:

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

Noes—None.

The Board recessed from 9:02 to 9:17 PM.

The Board adjourned at 9:51 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 20, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 10:03 PM.

Present—Directors Dannecker, Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Gardner—2.

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

July 15, 1999

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, July 20, 1999, immediately upon adjournment of the Finance/Personnel Committee meeting (scheduled to begin at 6:30 PM), in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, WI, for the purpose of conducting a worksession on the Neighborhood Schools legislation.

SUZANNE M. LUNDIN
Director/Board Clerk

The Board proceeded to conduct a worksession on the Neighborhood Schools legislation.

The Board adjourned at 10:32 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 27, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:03 PM.

Present—Directors Dannecker, Hardin, Johnson, O'Neil, Spence (6:06 PM), Werra, and President Thompson—7.

Absent and excused—Directors Braun and Gardner—2.

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

July 27, 1999

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, July 27, 1999, in Room 103 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 the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan.

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 for the governmental body 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 concerning possible litigation with respect to the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan.

The Board may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director O'Neil 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 with respect to the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Hardin, Johnson, O'Neil, Werra and President Thompson—6.

Noes—None.

The Board retired to executive session at 6:05 PM.

The Board reconvened in open session at 6:22 PM.

Pursuant to the discussion held in executive session, Director Dannecker moved that the Board approve the settlement agreement between the Milwaukee Board of School Directors and the Administrators and Supervisors Council, Inc., and that the Superintendent be authorized to execute and deliver the settlement agreement on behalf of the Milwaukee Board of School Directors.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 6:26 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 27, 1999

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

Present—Directors Dannecker, Hardin, Johnson, O'Neil, Spence, Werra and President Thompson—7.

Absent and excused—Directors Braun and Gardner—2.

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of June 3, 14, 17, 22 and 30, 1999, were approved as printed.

* * * * *

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item A) Action on a Request that the Board Amend the Previously Adopted Fiscal Year 2000 School Operations Fund Budget Resolution

Office of the Superintendent of Schools

Office of Board Governance

TO THE BOARD OF SCHOOL DIRECTORS:

Wisconsin Statutes Section 119.46 ,Taxes for School Operations Fund, directs that "[a]s part of the budget transmitted annually to the Common Council under s. 119.16 (8) (b), the board shall report the amount of money required for the ensuing school year to operate all public schools in this city under this chapter." Section 119.16 (8) further dictates that "[t]he board shall transmit its completed budget to the Common Council on or before the first Monday in August of each year."

At its meeting on April 22, 1999, the Milwaukee Board of School Directors adopted a resolution for transmittal to the Common Council establishing the MPS School Operations Fund for the 1999-2000 fiscal year at $799,646,498 and setting the tax levy at $164,983,438. As a result of amendments made on May 26, 1999, both the School Operations Budget and the School Operations Tax Levy were increased by $1,378,000, primarily for the purpose of funding early childhood contracts. To reflect the actions of the Board on May 26, 1999, relating to the FY 2000 budget, the School Operations Fund Budget Resolution must be amended prior to certification to the Common Council.

The table below reflects changes resulting from the Board's actions on May 26, 1999:

Account	Change
Revenues:	
Tax Levy	$ 575,000
Reserves	803,000
Increase in Budgeted Revenues	$ 1,378,000
Expenditures:	
Shade Shop Mechanic – Salaries and Fringes	$ (52,374)
Middle Schools	(500,000)
Contingent Fund	552,374
Early Childhood Contracts	1,378,000
Increase in Budgeted Expenditures	$ 1,378,000

Recommendation

We therefore recommend that the 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 ~~$799,646,498~~ $801,024,498 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 2000 Fiscal Year; and that ~~$164,983,438~~ $165,558,438 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 1999, 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.

SPENCE KORTE
Superintendent of Schools

SUZANNE M. LUNDIN
Director/Board Clerk

* * * * *

Director Dannecker moved that the Board approve the communication and adopt the revised budget resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Johnson, Spence, Werra and President Thompson—5.

Noes—Directors Hardin and O'Neil—2.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON FINANCE/PERSONNEL

Director O'Neil 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

The following is a report detailing the emergency award of contract due to extenuating circumstances relating to deterioration of the roof structure that must be completed for life-safety. This contract was issued on June 30, 1999:

ROOF REPLACEMENT

Custer High School

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

Sole Bidder, Base Bid of..... $109,000.00

Certified M/WBE	Required M/WBE Partici-pation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcontractors
No	0%	0%	160	6	6	Corp	0

LAN CABLING

Division of Support Services

Prime Contractor
Computer Cable Connection, Inc.
2810 Harlan Drive
Bellevue, NE 68005

Low Bidder, Base Bid of $107,240.00

Certified M/WBE	Required M/WBE Partici-pation	Proposed M/WBE Participation	# of Employees in Company	# of Minority Employees	# of Women Employees	Type of Business	# of Subcontractors
No	10%	10% WBE	226	57	28	Corp	2

Total construction contract dollars awarded..... $216,240.00
Total dollars HUB participation..... $10,724.00

% of MBE participation 4.96%
% of WBE participation 0.00%
% of M/WBE participation 0.00%
% Minority employees within company 14.41%
% Women employees within company 7.97%

Authorization to Make Purchases

RFP-281 School Bus Video Camera Systems

Recommended award to Hoglund Bus Company for 50 "live" video camera taping systems and 150 additional decoy boxes, for a total of $60,000. Purchase of the 50 Sony camcorders to complete the system will be made from the PNC company, for a total of $26,700.

The camera systems and decoy boxes for this initial purchase will be installed in 200 buses among five bus contractors in early fall. MPS will retain ownership of the camera units so that they may be moved between contractors as needed. The Administration will also provide written guidelines for the use, monitoring, and safeguarding of all tapes.

SS-504 Computer Printers (MPS Stock Item) [Information Item]

Purchase orders have been issued for 182 Hewlett-Packard networkable laser printers totaling approximately $230,400. They will be stored in our MPS warehouse and will be requisitioned by schools as needed. They were purchased from a supplier who was awarded the State of Wisconsin's contract.

If more stock is needed during the next six months, the intent is to have the option of using this sole-source authorization to purchase this model or its replacement.

SS-505 Authorization to Enter into a Lease/Purchase Agreement with Government Capitol Corporation for the Purpose of Purchasing the Waterford Early Reading Program (Lancaster & Granville Schools)

Recommend authorization to enter into a three-year lease with Government Capitol Corporation to purchase the Waterford early Reading Program at Lancaster and Granville Schools. The Waterford Early Reading Program is a comprehensive approach to reading instruction. The Program utilizes computer hardware, software, training, and lesson materials. In addition, reading materials are provided for each student. Purchase cost is projected at $150,000. Funding will be from a combination of school, Central Service accounts, and grants.

SS-506 Authorization to Purchase the Waterford Early Reading Program (Lowell School)

Recommend authorization to enter into a three-year lease with Government Capitol Corporation to purchase the Waterford early Reading Program at Lowell School. The Waterford Early Reading Program is a comprehensive approach to reading instruction. The Program utilizes computer hardware, software, training and lesson materials. In addition, reading materials are provided for each student. Purchase cost is projected at $21,331. Funding will be from school accounts.

SS-507 Authorization to Increase the Contract Amount with Stratagem, Inc., for Project Management Services Associated with the District's HR/Payroll Project

The Administration is requesting authorization to increase the contract amount with Stratagem, Inc., from $400,000 to an amount not to exceed $500,000. At its January 28, 1998, meeting, the Board granted authorization to enter into a contract with Stratagem, Inc., to provide services with the district's HR/Payroll project. At its March 30, 1999, meeting, the Board authorized the Administration to increase the contract with Stratagem,

Inc., from $200,000 to $400,000. Stratagem, Inc., has assumed a greater role in the implementation of the HR/Payroll project than was originally envisioned. Stratagem, Inc., has been very instrumental in ensuring the project will be implemented in accordance with the approved schedule.

The additional increase will cover its involvement through October 30, 1999. The HR/Payroll project will be delayed 6-8 weeks. The delay will not cause any disruptions in meeting payroll or Human Resource requirements.

SS-373 1 Ameritech Virtual Classroom Video Link (Technology Center) [Information Item]

A purchase order totaling $68,240.15 has been issued to Ameritech for a virtual classroom video link. An existing sole-source #SS-373 (approved by the Board 10.29.97) was used as the basis for this purchase.

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 of July 20, 1999. This is an informational report, and no action is required.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Barton	Brady Corp.	$1,000	Science camp
Barton	Reltec	$500	Summer reading program
Bell	Maher & Associates, Architects	$35,000	Equipment for new auto CAD lab
Clarke Street	Rotary Club of Milwaukee	$150	Field trip
Engleburg	AKA Sorority EKQ Chapter	$50	Math, science scholarship
Hawthorne	Wal-Mart	$350	Environment Day supplies
Hawthorne	Associated Bank	$155	Students bank accounts
Hawthorne	Milw. Zoological Society	$25	Bus payment
King, Jr.	Kathleen Neuman	$100	5th-Grade Trip
King, Jr.	Dr. Camille O. Cosby	$10,000	5th-Grade Trip
King, Jr.	Milw. Metro Credit Union	$100	5th-Grade Trip
King, Jr.	Murphy Marketing Comm.	$500	5th-Grade Trip
King, Jr.	Ramelann Kalagian	$50	5th-Grade Trip
King, Jr.	Ramelann Kalagian	$100	5th-Grade Trip
King, Jr.	Briggs & Stratton Corp	$5000	5th-Grade Trip
King, Jr.	Bentley Co.	$125	5th-Grade Trip
King, Jr.	Northwestern Mutual	$800	5th-Grade Trip
King, Jr.	International Union UAW	$100	5th-Grade Trip
King, Jr.	Brenda Ward	$125	5th-Grade Trip
King, Jr.	Marjorie Shadd	$25	5th-Grade Trip
King, Jr.	Valencia Drew-Westmoreland	$25	5th-Grade Trip
King, Jr.	Larry Nash	$100	5th-Grade Trip
King, Jr.	Jennifer Thomas	$75	5th-Grade Trip
King, Jr.	MPS Human Resources	$30	5th-Grade Trip
King, Jr.	The Pyramid Group	$160	5th-Grade Trip
King, Jr.	Mr. & Mrs. Thomas Scheeck	$125	5th-Grade Trip
King, Jr.	Susanna Zachari	$125	5th-Grade Trip
King, Jr.	Therese Robinson	$50	5th-Grade Trip
King, Jr.	Marybeth Sandrieg	$25	5th-Grade Trip
King, Jr.	Jocklyn Smith	$30	5th-Grade Trip

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
King, Jr.	Karen Salzbrenner	$25	5th-Grade Trip
King, Jr.	Inez Wilson	$75	5th-Grade Trip
King, Jr.	Barbara Vesaas	$375	5th-Grade Trip
King, Jr.	Mr. & Mrs. Amos Simmons	$200	5th-Grade Trip
King, Jr.	Robert Nelson	$5	5th-Grade Trip
King, Jr.	Quad Graphics	$5000	5th-Grade Trip
King, Jr.	Parent Student Services	$10	5th-Grade Trip
King, Jr.	Anderson Consulting	$1200	5th-Grade Trip
King, Jr.	Eva Flowers	$125	5th-Grade Trip
King, Jr.	Rhulene Swanigan	$20	5th-Grade Trip
King, Jr.	Myron Fry	$50	5th-Grade Trip
King, Jr.	Kay Zuberbier	$50	5th-Grade Trip
King, Jr.	Diane Kremkau	$25	5th-Grade Trip
King, Jr.	Gwen Irvin	$50	5th-Grade Trip
King, Jr.	Robert Green	$75	5th-Grade Trip
King, Jr.	General Educational Assistants & Paraprofes-sionals — King, Jr.	$172	5th-Grade Trip
King, Jr.	Dr. Florence Johnson	$25	5th-Grade Trip
King, Jr.	Celin Arce	$50	5th-Grade Trip
King, Jr.	Robert Meyer	$25	5th-Grade Trip
King, Jr.	Alice Somers	$50	5th-Grade Trip
King, Jr.	Wayne Brzezinski	$20	5th-Grade Trip
King, Jr.	Ted & Mary Kellner	$400	5th-Grade Trip
King, Jr.	WICOR Foundation	$1250	5th-Grade Trip
King, Jr.	George Gerharz	$500	5th-Grade Trip
King, Jr.	Gimbel, Reilly, Guerin & Brown	$250	5th-Grade Trip
Lincoln MSA	Chicago Art Glass	$500	Stained glass for art projects
Lincoln MSA	Jimmy Jib Boom	$1200	Professional camera service
Lincoln MSA	David Larson Productions	$1200	Jib Camera Boom Rental
McNair	Alpha Kappa Alpha	$50	Math and science
MPS	Maher and Associates	$18,695	Computers, ploters, printers, software
MPS — After-School Programs	Sam's Hope Literacy Project	$1,500	1500 Books for use in after school programs
River Trail	PTO	$7,583	Field trips, supplies, uniforms
Victory	PTA	$4,287	School supplies, incentivies
Washington	Tower Automotive	$2,000	Terminals and printer

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.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Leaves of Absence; Approval of Prevailing Wage Rates; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Ruth Brennan Head Start Program	Head Start Health Specialist $31,821.56/yr.	06-16-99
Natasha Dotson Garfield	School Secretary I $16,853.11/yr.	06-07-99
Berta Glodowski Vincent	School Secretary I $17,358.67/yr.	08-17-99
Brian Grashen Building Operations	School Engineer I $31,814.38/yr.	06-14-99
Sean Kane Fac. & Main. Services	Draftsman II $40,000.00/yr.	07-06-99
Joann Smith Parent & Student Services	School Secretary I $20,320.04/yr.	06-28-99
Dahialys Suarez Pulaski	School Secretary I $27,313.78/yr.	06-21-99
Carol Sullivan Fairview	School Secretary I $17,571.56/yr.	06-17-99
Dolores Vargas Washington	School Bookkeeper $30,445.74/yr.	07-06-99
Cathy Walker-Harris Clarke	School Secretary I $17,358.68/yr.	08-17-99
	PROMOTIONS	
Joann Bentley MHSA	School Secretary III $32,965.66/yr.	07-12-99
Jeanne Bocek Custer	School Bookkeeper $31,863.60/yr.	07-19-99
Charles Curtis Building Operations	School Engineer I $30,427.54/yr.	06-14-99
David Dittmar Steuben	Boiler Attendant Trainee $25,063.48/yr.	06-28-99
John Dixon, Jr. Building Operations	School Engineer I $33,201.22/yr.	06-14-99
David Drobnik Building Operations	School Engineer I $30,427.54/yr.	06-14-99
Kim Fahringer 81st	Food Service Manager II $16,656.05/yr.	05-28-99
Mary Gabelbauer Lloyd	Food Service Manager II $16,802.91/yr.	05-28-99

Barbara Gicas Corbine Finance	Account Clerk I $28,347.54/yr.	05-27-99
Debbie Haack Finance	Account Clerk I $28,347.54/yr.	04-07-99
Susan Hobach Building Operations	School Engineer I $30,427.54/yr.	06-14-99
Dennis Hoover Kosciuszko	Building Service Helper II $23,229.96/yr.	06-28-99
Debra Johnson South Division	Building Service Helper II $23,229.96/yr.	06-27-99
Daisy Jones Philipp	Food Service Manager I $14,969.31/yr.	06-08-99
Dale Milanowski Building Operations	School Engineer I $30,427.54/yr.	06-14-99
David Nelson Building Operations	School Engineer I $30,427.54/yr.	06-14-99
Mary Powell Building Operations	School Engineer I $34,588.06/yr.	06-14-99
Anna Rivers Washington	Building Service Helper II $23,229.96/yr.	06-28-99
Robert Schnick Building Operations	School Engineer I $33,201.22/yr.	06-14-99
Deanna Scholz 37th	Food Service Manager II $16,042.30/yr.	06-08-99
Camille Stefanski Parent & Student Services	Secretary 3 $31,182.32/yr.	06-28-99
James Swift Fac. & Main. Services	Locksmith Chargeman $22.37/hr.($44.740.00/yr.)	06-21-99
Susan Tepps Hawthorne	Food Service Manager I $15,610.22/yr.	06-08-99
John Wolf Building Operations	School Engineer I $31,814.38/yr.	06-14-99

RETURNS FROM LEAVE

Sandra Harrison Special Services Center	School Secretary I $22,539.11/yr.	08-17-99
Geraldine Lewis-Smith Lincoln Avenue	School Secretary I $23,364.44/yr.	08-17-99

REINSTATEMENTS

Lisa Moeck Central Services	Boiler Attendant $27,933.88/yr.	06-27-99

CHANGES IN STATUS

Awilda Acevedo Parent & Student Services	Parent & Student Services Assistant $28,347.54/yr.	06-21-99
Gloria Remm Audubon	School Secretary I $25,357.54/yr.	07-01-99
Kim Townsend River Trail	Handicapped Children's Assistant $13,050.82/yr.	05-25-99

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to January 21, 2000:		
Irvin Anderson	Granville	March 30, 1999
Maternity Leave, to June 12, 2000:		
Erin Maydak	Westside Academy I	December 1, 1999
Julie Meyer	Scott	August 24, 1999
Personal Leave, to June 12, 2000:		
Lynn Doyle	DSS Center	August 24, 1999
Jennifer Horwath	Green Bay	August 24, 1999
Heidi LaBute	Emerson	August 24, 1999
Janet McRoberts	Manitoba	August 24, 1999
Kerrie Swart	Gaenslen	June 8, 1999
Nancy Vlachina	Webster	August 24, 1999
Sabbatical Leave, to June 12, 2000:		
Dan Janowski	Vincent	August 24, 1999
Debra Jelich	81st Street	August 24, 1999
Extension of Illness Leave, to January 22, 2000:		
Maceo Allen	Leave	August 24, 1999
Extension of Illness Leave, to June 12, 2000:		
Sabrina Grant	Leave	August 24, 1999
Cynthia Jones	Leave	August 24, 1999
Wilbur Parry	Leave	August 24, 1999
Betty Russ Banks	Leave	August 24, 1999
Bruce Sauter	Leave	August 24, 1999
Extension of Maternity Leave, to June 12, 2000:		
Tami Baker	Leave	August 24, 1999
Janet Barczak	Leave	August 24, 1999
Julie Clark	Leave	August 24, 1999
Andrea Davis	Leave	August 24, 1999
Nochelle Davis	Leave	August 24, 1999
Wendy Godager Bode	Leave	August 24, 1999
Elizabeth Harrison	Leave	August 24, 1999

Molly Hernandez	Leave	August 24, 1999
Melissa Hogan	Leave	August 24, 1999
Sarah Lee	Leave	August 24, 1999
Karen Martens	Leave	August 24, 1999
Elizabeth Pesch	Leave	August 24, 1999
Melinda Runnoe	Leave	August 24, 1999
Erica Schmidt	Leave	August 24, 1999
Colleen Sullivan Konyn	Leave	August 24, 1999
Kim Urchell	Leave	August 24, 1999
Susan Will	Leave	August 24, 1999

Extension of Personal Leave, to January 21, 2000:

Kathryn Winston	Leave	August 24, 1999

Extension of Personal Leave, to June 12, 2000:

Felicia Edwards	Leave	August 24, 1999
Bonnie Ulrich	Leave	August 24, 1999

Extension of Sabbatical Leave, to June 12, 2000:

LaRhonda Bearden Steward	Leave	August 24, 1999
Cynthia Dismuke	Leave	August 24, 1999
Roxie Hentz Harris	Leave	August 24, 1999
Josephine Hill	Leave	August 24, 1999
Willie Killins, Jr.	Leave	August 24, 1999
Juanita Sprouse	Leave	August 24, 1999

Extension of Study Leave, to June 12, 1999:

Annie Oliver	Leave	August 24, 1999

Curtailment of Leave:

Aida Cruz Farin	Rescinded her maternity leave that was granted from April 22, 1999, through June 14, 1999.
Roger Pumphrey	Rescinded his illness leave that was granted from March 24, 1999, through June 14, 1999.

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 of July 20, 1999.

Affirmative Action Report

The Affirmative Action Report for the month of June 1999 is attached to the minutes of your Committee's meeting of July 20, 1999. This is an informational report, and no action is required.

Committee recommendations

Your Committee recommends that:

1. The Board approve the classified personnel transactions and leaves of absence as listed above.

2. The Board authorize the Administration to pay the prevailing wage rates detailed in the above-mentioned communications in contract with contractors and subcontractors.

3. Increases for MPS construction craftsmen be authorized as of the date indicated on the above-mentioned communications.

* * * * *

(Item 3) Informational Report on Leases Approved by the Superintendent During the 1998-99 School Year

Your Committee reports having received the following informational report from the Administration.

Administration's Report

At its meeting of April 25, 1996 (Proc. pp. 737-769), 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 FY99 is attached to your Committee's minutes.

* * * * *

(Item 4) Action on Recommendations for Approval of a Contract with Highland Community Charter School

Administration's analysis

1. The Milwaukee Public Schools entered into a three-year contract with Highland Community School on September 1, 1996. Highland Community School, located at 2004 West Highland Boulevard, operates an educational program in accordance with the educational model of Dr. Maria Montessori. Highland Community School serves 75 students, or 55 full-time-equivalent seats.

2. Highland Community School has submitted a proposal to extend its existing contract. It is recommended that the Board authorize the Administration to extend, for an additional three years, the current contract with Highland Community School for 75 students, or 55 full-time-equivalent-seats, at a projected cost of $272,600.

3. The Highland Community School is in the process of long-range planning and has obtained expanded facilities. The school is requesting a three-year extension of its current contract, but in the future may submit a Charter School Proposal in accordance with the Board's revised charter school policy and Wisconsin Statute 118.40 (Charter Schools).

Strategic Plan Compatibility Statement

4. Objective 2.1, Replicate programs in high demand.

Statute, Board Policy or Rule Statement

5. The authorization is in accordance with Wisc. Stat. 118.40 (Charter Schools).

Fiscal Impact Statement

6. The FY2000 budget includes $255,000 for Highland Community Schools. Project cost of the contract with Highland Community Schools is $262,600. The variance will be transferred from other Early Childhood Contract accounts. The per-pupil amount for Highland Community School differs from the amount in the Board's revised charter school policy and procedures.

Implementation and Assessment Plan

7. The Office of Board Governance and the Administration will monitor educational and fiscal compliance with the contract.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to extend the current contract with Highland Community School for an additional three years for 75 students, or 55 full-time-equivalent seats, at a projected cost of $272,600.

* * * * *

(Item 5) Action on Recommendations for Approval of School-Within-a-School Program for Disruptive Youth

Background

At its January 27, 1999, meeting, the Board referred the following Resolution 9899R-114 by Directors Hardin and O'Neil and former Directors Fisher, Small, and Todd to the Innovation/School Reform Committee:

WHEREAS, MPS is continually looking to expand our program offerings to meet the needs of the at-risk and chronically disruptive student populations; and

WHEREAS, Hamilton High School currently runs the Lighted Schoolhouse Academy, which is a school-within-a-school construct designed to address the needs of the at-risk and disruptive student; and

WHEREAS, The students at the Academy, as members of the comprehensive high school, are entitled to all supportive services and offerings; and

WHEREAS, An academic program is specifically designed to help each individual meet graduation requirements; and

WHEREAS, Accelerated learning, rigorous academic training, reduced class size, and increased student/teacher interactions characterize this intensive program; and

WHEREAS, Milwaukee Police Department school squad officers interact with students in the learning process and/or as athletic coaches; and

WHEREAS, The result has been a dramatic improvement in attendance, achievement, and attitude; and

WHEREAS, Attendance and achievement are accountability measures for all MPS schools; now, therefore, be it

RESOLVED, That the Administration develop a plan to replicate and institute this type of program at additional MPS schools; and be it

FURTHER RESOLVED, that the Administration bring this plan to the Board no later than May for the 1999-2000 school year.

At its May 26, 1999, meeting, the Board approved the Administration's plan to provide additional programs for disruptive youth at MPS sties for the 1999-2000 school year. The Administration was directed to submit recommendations for contracts to the Board of School Directors in July 1999.

Administration's Analysis

1. As a result of Board action on July 29, 1998, contracts to serve disruptive students in grades 6-12 during the 1998-99 school year were approved with the following MPS schools:

SCHOOLS	GRADES	SEATS	COST
Hamilton High School	9-12	50	$74,200
Juneau High School	9-12	45	62,460
Madison High School	9-12	50	72,850
North Division High School	9-12	45	42,435
Riverside High School	9-12	45	62,370
Robinson Middle School	6-8	20	19,900
South Division High School	9-12	45	52,920
Walker Middle School	6-8	20	25,860
Washington High School	9-12	45	62,460
TOTALS		**365**	**$475,455**

During the 1998-99 school year, South Division High School decided against offering the program. At the end of the 98-99 school year, Walker Middle School discontinued its program to design a new one for the 1999-2000 school year.

2. Student outcome information associated with accountability standards for partnership schools was collected for the 1998-99 school year. Data on each measure were reviewed to determine whether schools participating in the school-within-a-school program achieved the MPS standards for partnership schools. The data measured were based on the following 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

A chart indicating performance data for those schools that provided programs during the 1998-99 school year is attached to the minutes of your Committee's meeting of July 20, 1999.

3. Hamilton, Robinson, Juneau, Madison, North, Riverside, and Washington successfully assigned students to a school-within-a-school program. Three hundred students were served during the 1998-99 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 all seven schools receive approval for contracts to serve disruptive students for the 1999-2000 school year.

4. The Department of Parent and Student Services and the Division of Small Community Schools developed a Request for Proposal (RFP) for submission by schools interested in a school-within-a-school for disruptive youth program for the 1999-2000 school year. All middle schools and high schools received the RFP, along with specifics regarding the program and a timeline for submitting a proposal. A copy of the RFP is available upon request.

5. Proposals were received from the following sites:

Grand Avenue
Milwaukee Technical High School
Walker Middle School

6. A team of three readers reviewed each proposal for content and quality. The proposals were evaluated and ranked according to the following criteria:

Review Criterion	Points Possible
RFP Requests	5
History	10
Student Entrance & Dismissal Procedures	5
Educational Program	35
Support Services	20
Facilities and Cost	15
Staff Development	10
Total	100

7. Applicants received an average of 79.44 points. The administration is recommending all three schools receive approval for contracts to serve disruptive students for the 1999-2000 school year.

Applicant Proposal	Review Points
Grand Avenue	77.00
Milwaukee Tech	80.66
Walker Middle School	80.66

Strategic Plan Compatibility Statement

8. The recommendations support the MPS Strategic Plan, Goal 1, Student Achievement, to continuously improve the 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 Rule Statement

9. The recommendations are consistent with the provisions of Wisconsin Statute 118.153 regarding the definition of at-risk students; Administrative Policy 3.09, Purchasing and Bidding Requirements; and MPS Board standards for contracting with Partnership Schools.

10. The recommendations also are in agreement with Board action of June 18, 1997, authorizing the creation of schools for disruptive youth, and the November 25, 1997, Board directive that future funding for these schools be designed on a cost-sharing formula with some of the funds coming from each school's per-pupil allotment to avoid double funding.

Fiscal Impact Statement

11. For the 1999-2000 contracts, the cost per pupil for the school-within-a-school disruptive youth program will be $5,696, which is 71% of the Comprehensive Annual Financial Report (CAFR). The Division of Small Community Schools will contribute the difference between the CAFR per-pupil cost and each school's per-pupil allotment. The schools' per-pupil allotment includes fringe benefit costs. The cost of entering into contracts for the 1999-2000 school year is $707,485. With Board approval, the funds will be transferred from the Small Community Schools' Non-MPS Agency budget to the Small Community Schools' MPS Agency budget for the use of MPS school sites granted contracts.

12. Funds sufficient to support contracts for the 1999-2000 school year were appropriated in the FY00 MPS budget.

Implementation and Assessment

13. Programs will be implemented in August 1999, subject to the completion of a signed Memorandum of Understanding with the Milwaukee Teachers Education Association.

14. Program assessment will be performed annually to measure student outcome standards specified for contracted programs serving children at risk.

Committee Recommendations

Your Committee recommends that the Board:

1. Approve contracts to serve disruptive students for the 1999-2000 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
Hamilton High School	9-12	70	$105,350
Juneau High School	9-12	45	62,505
Madison High School	9-12	70	102,130
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
Washington High School	9-12	70	98,840
TOTAL		**395**	**$532,425**

2. Approve contracts to serve disruptive students for the 1999-2000 school year with the following new 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
Milwaukee Tech	9-12	60	79,140
Walker Middle School	6-8	40	53,400
TOTAL		**140**	**$175,060**
GRAND TOTALS for 1999-2000		**535**	**$707,485**

* * * * *

(Item 6) Action on Recommendations for Expansion of the FY2000 Partnership School Contracts

Administration's analysis

1. At its June 30, 1999 meeting, the Board of School Directors did not authorize a contract with Learning Enterprises of Wisconsin, Inc., (LEW) for 150 partnership school seats.

2. The Administration solicited the other partnership schools to explore if any were willing to increase the number of seats available to offset the 150 seats previously assigned to LEW. The following sites expressed interest in expanding their seats:

School	Additional Seats	Additional Cost	Effective
Cornerstone	10	$64,170	8/25/99
Seeds of Health	100	$320,850	1/20/2000

The Administration recommends that the contracts with the above partnership schools be amended to reflect the increase in seats.

3. The Administration is working with the Afro-Urban Institute to develop an educational program to serve "at-risk" students. At the time of the Finance and Personnel Committee meeting, a proposal had not been accepted. The Administration is hopeful that a partnership school can be established with the Afro-Urban Institute for the start of the second semester.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

5. The recommendation adheres to the provisions established by:

- Wisconsin Statute 118.153, Children at Risk
- MPS Standards for Contracting with Partnership Schools
- Partnership School Contracts Audit #505, May 1995

Fiscal Impact Statement

6. The original contract amount with LEW was $962,550. The total cost for the expansion of seats with the agencies listed above is $385,020.

Implementation and Assessment Plan

7. The implementation and assessment plan outlined in the June 30, 1999, Board item will include these additional seats.

Committee Recommendation

Your Committee recommends that the Board:

1. Authorize the Administration to expand the number of seats with the partnership school listed below:

School	Additional Seats	Additional Cost	Effective
Cornerstone	10	$64,170	8/25/99

2. Authorize the Administration to enter into a contract with Learning Enterprises of Wisconsin, Inc., (LEW) to ensure that its current students are allowed to continue at the school;

3. Direct the Administration to develop appropriate financial and operational procedures and controls for LEW; and

4. Limit the number of seats at LEW for the 1999-2000 school year to 123.

* * * * *

(Item 7) Action on Request to Change the Name of Pleasant View School to the Doctor Benjamin Carson Academy of Science

Administration's analysis

1. In 1973, Pleasant View opened as a school for children with special education needs. Since that time, there has been a trend toward inclusion of special-needs children into the general population. Consequently, the need for this type of program has decreased over the years. In addition to a declining number of special-needs students, Pleasant View became home to the Pleasant View Alternative High School, Lady Pitts, School Age Parents Program, the MPS Home/Hospital Program, and Ebenezer Day Care Center. In June 1999, all of these programs were moved from the Pleasant View site.

In August 1999, a new school will open at the Pleasant View location. It will serve children from kindergarten through grade five, adding a grade each subsequent year until it is a full K-8 school. The mission of the new school is to challenge, stimulate, and maximize student performance in an innovative learning community that will integrate science, math, and technology.

2. The present name conveys no description or information relative to the school's vision, new student population, or method of instruction. In fact, because parents associate past programs with the present name, it has become a hindrance to recruiting neighborhood students to the new school. Therefore, parents, Parklawn Resident's Association, community supporters, business partners, principal, and staff are in agreement that a name change would indicate the focus of this new neighborhood K- 8 school.

3. On January 16, 1999, at an initial open house/informational meeting for the neighborhood, a discussion in the community began regarding changing the name of the facility to better reflect the mission, as well as to let people know that the new school is very different from the former school. Those in attendance at the open house agreed that the name change to Dr. Benjamin Carson Academy of Science would reflect the vision, philosophy, and direction of the new school.

Dr. Benjamin Carson is a famous African American Scientist and Surgeon who is the Director of Pediatric Neurosurgery at Johns Hopkins Hospital. His belief in the importance of developing all children in the sciences is compatible with the school's mission.

Dr. Carson grew up in a single-parent home in a Detroit, Michigan, housing project similar to Parklawn. Because of positive role models and a mother who would not let him view himself as a victim, he was able to overcome many obstacles. The impact of these positive role models helped him develop a passion for learning that catapulted him from low achievement to a Yale scholarship, a pioneering role in modern medicine, and an influence that has extended from central-city schools to corporate boardrooms and the federal government. Dr. Carson's life is a testament of what can happen when a person believes in his potential, makes a commitment to education, and capitalizes on opportunities to learn.

4. On April 12, 1999, the Administration wrote a letter to Dr. Benjamin Carson, requesting permission to use his name for this school. On June 9, 1999, Dr. Benjamin Carson gave permission to use his name for the new school.

5. The Administration has reviewed the request and concurs with the name change of the Pleasant View building to Dr. Benjamin Carson Academy of Science.

Strategic Plan Compatibility Statement

6. The recommendation is consistent with the MPS Strategic Plan Goal 2, MPS — Milwaukee's First Choice of Schools, in that it provides a clear message relative to the school's vision and focus. Additionally, providing a new neighborhood K-8 school addresses both Goal 1, Student Achievement, and Goal 3, High Standards/Accountability.

Statute, Board Policy or Rule Statement

7. Because Dr. Benjamin Carson is not deceased, the name change would require a waiver of Administrative Policy 5.01(6), relative to the naming of school facilities, which states that the person after whom a school is named must have been deceased "for a period of not less that 10 years." The new name complies with all the other requirements contained in the policy.

Fiscal Impact Statement

8. The approximate cost of $2,500 to have the name placed on the exterior of the building will be absorbed in the school's budget.

Implementation and Assessment Plan

9. The new name will be utilized upon approval by the MPS Board of School Directors.

Committee Recommendations

Your Committee recommends that the Board

1. Waive Administrative Policy 5.01(6), relative to the naming of school facilities after a person, to enable the Pleasant View School to be named after a person yet alive; and

2. Approve the immediate renaming of the Pleasant View School site to Dr. Benjamin Carson Academy of Science.

* * * * *

(Item 8) Action on Recommended Changes to Administrative Policy 8.28, Student Discipline

Administration's analysis

An addition to Administrative Policy 8.28., Student Discipline, is being recommended to include a code of school/classroom conduct. In addition, Board Administrative Procedures 8.28, Student Discipline, will need to be amended to include the due-process procedures regarding discipline for students with disabilities.

Code of School/Classroom Conduct

1. A new state law was enacted on July 1, 1998, pertaining to a code of conduct for classroom behavior. It is contained in Wisconsin State Statutes 120.13(1)(a). The code of conduct must be adopted by the Board by August 1, 1999.

2. In February 1999, the Board established a committee of school district residents to develop a code of classroom conduct. The committee consisted of parents, pupils, members of the School Board, school administration, teachers, pupil services professionals, and other residents appointed by the Board. A list of the committee members is attached to your Committee's minutes.

3. The proposed code of school/classroom conduct developed by the committee is attached to your Committee's minutes. The district's student behavior expectations, as published in the *Parent/Student Handbook on Rights, Responsibility, and Discipline*, and the due-process procedures regarding discipline for students with disabilities under the Individual with Disabilities Education Act served as the basis for developing the code of school/classroom behaviors. The key points of the code are as follows:

- The code of school/classroom conduct and discipline chart specifies what constitutes student activity that interferes with the teaching process.
- The code integrating the policies, procedures, and disciplinary options of the current disciplinary plan into the code of conduct.
- The code provides for parent notification when a violation of the code of conduct results in a student's change in placement.

Due Process Procedures Regarding Discipline Problems for Students with Disabilities.

4. In June 1997, the Individuals with Disabilities Education Act (IDEA) was signed into law. Two of the additions have a specific connection to disciplinary procedures for student with disabilities:

- Allow schools to discipline disabled students in the same manner as other students if the improper behavior is not a manifestation of the disability, provided no cessation of services occurs.
- Expand the circumstances in which a hearing officer and/or personnel may assign students with disabilities to alternative placement for up to 45 days.

5. On March 6, 1998, a special education discipline committee was created to review the district's current disciplinary procedures for students with disabilities and to review the procedures in accordance with the provisions in the 1997 reauthorization of IDEA. The list of committee members is attached to your Committee's minutes.

6. The proposed Due Process Procedures regarding discipline for students with disabilities in the attachments. In May 1998, the special education committee completed its review and revised the due-process procedures regarding discipline for students with disabilities. The plan was reviewed by the Broadly Based Task Force on Exceptional Education and by the school principals. The key points of the plan are as follows:

- The four levels of disciplinary action, from conference/intervention through expulsion, are now applicable to all students in the school district, including students with disabilities.

- The authority of school administrators to preserve the safety/security of students and staff members has been strengthened so that students with disabilities who violate school rules and

the code of conduct are subject to the same forms of disciplinary action as students who do not have disabilities.

- School personnel are given the authority to remove a student to an appropriate Interim Alternative Educational Setting (IAES) for up to forty-five (45) days — even if an appeal is filed by the parent or legal guardian — if a student carries or possesses a weapon at school, or if the student knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance while at school or at a school function. The school district may also petition an independent hearing officer or request a court injunction to place a student in an IAES for not more than forty-five (45) days if it can be demonstrated by substantial evidence that the student's current placement is likely to result in injury to the student or to others.
- The role of the IEP team (including the parent/legal guardian as a full participant) has been expanded as the primary vehicle for determining all major decisions related to the discipline of students with disabilities.
- School personnel may suspend or remove a student with a disability for up to ten (10) days in a school year; however, the IEP team must immediately conduct a functional behavior assessment, intervention planning, and manifestation determination if a student with a disability is suspended more than ten (10) cumulative days in a school year.
- The IEP team is required to conduct a functional behavior assessment, develop/modify a behavior intervention plan, and complete a manifestation determination review prior to the implementation of disciplinary action at Level 3 and Level 4 (including a disciplinary change of educational placement, placement in an Interim Alternative Educational Setting for a weapon or drug violation, or expulsion from school with appropriate IEP services).

The Administration will investigate creating alternative seats for elementary students. In addition, the Administration will revise the *Parent/Student Handbook on Rights, Responsibility, and Discipline.*

Strategic Plan Compatibility Statement

10. The establishment of a code of school/classroom conduct is compatible with the strategic plan objective related to safe schools.

Statute, Board Policy or Rule Statement

11. The code of conduct for classroom behavior was developed in accordance with Wisconsin State Statute 120.13(1)(a). Upon approval, Board Administrative Policy and Board Administrative Procedures 8.28, Student Discipline, will be amended to incorporate the additional language.

Fiscal Impact Statement

12. Implementation of the code of school/classroom conduct requires no additional funds.

Implementation and Assessment Plan

13. The code of school/classroom conduct will be included in the 1999-2000 edition of the *Parent/Student Handbook on Rights, Responsibility, and Discipline.*

School principals and district staff will be inserviced on both the code of school/classroom conduct and the due-process procedures regarding discipline for students with disabilities.

An assessment will be made to determine the impact the code of school/classroom conduct and the due-process procedures for disciplining students with disabilities on student discipline in the district. The analysis will include the variables of suspensions, expulsion, and Central Service referrals.

Committee Recommendations

Your Committee recommends that the Board:

- Amend Administrative Policy 8.28 to include the Code Of School/Classroom Conduct; and
- Amend Administrative Procedures 8.28 to include the due-process procedures regarding discipline for students with disabilities.

* * * * *

(Item 9) Approval of an Agreement to Accept a Donation of Playground Equipment at Benjamin Franklin Elementary School

Administration's Analysis

1. During the past several months, the principal of Ben Franklin School has been in discussions with the City of Milwaukee and KaBOOM!, a national non-profit organization, to plan for a new tot lot and to replace the existing obsolete equipment at the Benjamin Franklin School. KaBOOM!, through its Let Us Play campaign, secured a sponsorship from Target to provide the equipment for the new tot lot.

2. The discussions have resulted in an agreement in which KaBOOM! will work through the City of Milwaukee Department of Public Works to use employee volunteers from Target and community residents to design, plan, and build the tot lot area. Each participant will be required to sign waivers of liability drafted by the City Attorney. All equipment and materials used will be in accordance with MPS standards, and all warranties will be transferred to MPS upon completion of the project. An agreement for the project has also been developed by the City Attorney. A copy of the agreement is attached to your Committee's minutes.

3. In exchange for the gift, appropriate acknowledgment of the gift through the placement of a plaque with the Target name and/or logo and coordination of media coverage by Target has been agreed to by all parties. This project is one of fifteen (15) which will be completed by Target and KaBOOM! this summer throughout the nation.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, Objective 1.13, to establish partnerships within the community to help students achieve high standards.

Statute, Board Policy or Rule Statement

5. Acceptance and acknowledgment by the Board of gifts or donations to the district is required by Administrative Policy 9.06, Gifts to Schools. Due to its unusual nature, the donation is being brought separately from the routine gifts.

6. In addition, Administrative Policy 9.08, Advertising in the Schools, does not permit any promotion or display of religious, political, or commercial advertising at any time in the buildings or on the premises. The inclusion of a plaque acknowledging the donation with Target logo will require the Board to grant an exception to the policy.

Fiscal impact statement

7. There is no cost impact to the district. The cost of the modifications — estimated at $50,000 — is included as part of the gift. The cost of the equipment will be about $35,000, with the remainder being the value of the donated labor. There will be no new costs for the district to maintain the equipment.

Implementation and assessment plan

8. Upon approval by the Board, the agreement will be signed and the City will then work with KaBOOM! and Target to plan and develop the site. The work will be completed between September 12 and 19, 1999.

Committee Recommendations

Your Committee recommends that the Board:

- Accept the donation of playground equipment from Target for the Benjamin Franklin School in the estimated value of $35,000, with the appropriate acknowledgment on behalf of the Board.
- Waive Administrative Policy 9.08, Advertising in the Schools, to permit the placement of a plaque with the Target name and/or logo acknowledging the gift.
- Authorize the Administration to execute the appropriate documents as required to facilitate the project.

* * * * *

(Item 10) Approval of Interdistrict (Chapter 220) Transfer Agreements

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 March 1999, the Administration mailed to each suburban district the 1999-2000 Interdistrict Student Transfer Agreement (attachment) with a request that the agreement be signed by the Board president and returned to the Milwaukee Public Schools.

3. As of July, 1999, 15 suburban districts have returned the 1999-2000 Interdistrict Student Transfer Agreements signed by their Board presidents.

4. The chart below highlights the number of available seats made available by the school districts of Elmbrook, Fox Point, Glendale, Greendale, Greenfield, Hamilton, Maple Dale, Menomonee Falls, Mequon, New Berlin, Shorewood, South Milwaukee, West Allis, Whitefish Bay, and Whitnall.

Chapter 220 District	**1999-2000 Contracted Seats**	**1999-2000 Projected Enrollment**
Elmbrook	364	325
Fox Point	140	146
Glendale	104	112
Greendale	148	123
Greenfield	201	193
Hamilton	95	67
Maple Dale	80	89
Menomonee Falls	345	322
Mequon	204	158
New Berlin	116	118
Shorewood	315	290
South Milwaukee	352	323
West Allis	317	253
Whitefish Bay	369	354
Whitnall	211	178
GRAND TOTAL	3361	3051

Strategic Plan Compatibility Statement

5. The recommendation under this proposal is consistent with the district's objective to increase the number of parents that receive their first choice of schools.

Statute, Board Policy or Rule Statement

6. The resolution regarding Chapter 220 Interdistrict Student Transfer Agreement is referenced to Wisconsin State Statute 121.85(3) and Board policy adopted May 24, 1995.

Fiscal Impact Statement

7. The Milwaukee Public Schools and suburban school districts receive state funding for each student participant.

Committee Recommendation

Your Committee recommends that the Board approve the 1999-2000 Interdistrict Student Transfer Agreement and authorize the Board President to execute the 1999-2000 transfer agreements for the following school districts:

Elmbrook	Hamilton	Shorewood
Foxpoint	Maple Dale	South Milwaukee
Glendale	Menomonee Falls	West Allis
Greendale	Mequon	Whitefish Bay
Greenfield	New Berlin	Whitnall

* * * * *

(Item 11) Action on Recommended Administrative Appointment 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)	Celin Arce	Principal Fratney Street School	Schedule III, Range 13Z $70,687.15
5(r)	Kenneth Black	Manager, Financial Planning Department of Finance	Schedule III, Range 12A $82,758.00
2(r)	Elve Coleman	Assistant Principal Granville Elementary School	Schedule III, Range 10Z $58,984.00
5(r)	Sandra Peterson	Curriculum Generalist Riverside Univ. High School	Schedule III, Range 6A $52,521.00

* * * * *

Separate consideration having been requested of Item 6, on the motion of Director O'Neil the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 6, expansion of the FY2000 Partnership School Contracts, in accordance with notice previously given, Director Hardin moved that the Board rescind its approval of the June 30, 1999, motion by Director Gardner that the contract with Learning Enterprises of Wisconsin not be renewed for the next fiscal year.

The motion to rescind prevailed on the following vote:

Ayes—Directors Dannecker, Hardin, Johnson, O'Neil, Spence and President Thompson—6.

Noes—Director Werra—1.

Director Hardin moved:

1. That the Board authorize the administration to expand the number of seats with the partnership school listed below:

School	Additional Seats	Additional cost	Effective
Cornerstone	10	$64,170	8-25-99

2. That the Board authorize the administration to enter into a contract with Learning Enterprises of Wisconsin, Inc., (LEW), contingent upon the following:

a. That LEW repay MPS a total of $25,552 by August 13, 1999. No funds granted under the contract agreement for the 1999-2000 year will be paid prior to the repayment of disallowed claims. MPS reserves the right to audit LEW as MPS deems appropriate.

b. That the number of seats at LEW for the 1999-2000 school year be limited to 113, to be filled only by continuing students enrolled at LEW on June 1, 1999.

c. That LEW agrees to comply with the fiscal management requirements and the financial compliance audit requirements outlined in the contract agreement.

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 SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented two 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 July 15, 1999.

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

Ayes— Directors Dannecker, Johnson, O'Neil, Spence, Werra, and President Thompson—6.

Noes—Director Hardin—1.

The Board adjourned at 7:12 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 24, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 5:30 PM.

Present—Directors Braun, Dannecker (5:40 PM), Gardner, Hardin, Johnson (5:40 PM), O'Neil (7:00 PM), Spence, Werra, and President Thompson—9.

Absent—None.

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

August 23, 1999

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, August 24, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, WI, for the purpose of: 1) receiving, giving public hearing, considering and taking action on a charter school contract with Fritsche Middle School; 2) receiving, considering and taking action on various Reports of the Independent Hearing Panel of the Board of School Directors; and 3) considering collective bargaining negotiations strategy with respect to contract negotiations with the Administrators' and Supervisors' Council.

With respect to Item 2) 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.

With respect to Item 3) above, 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
Director/Board Clerk

The Board gave public hearing on Item 1, the Fritsche Charter School Contract.

With respect to Item 1, the Fritsche Charter School Contract, Director Dannecker moved that Board authorize and direct the President of the Board, the Director of Board Governance and the Superintendent to execute this contract according to the terms and conditions set forth therein.

Director Braun moved to amend by deleting the second sentence under Section I. P: "Charter School shall be nonsectarian in its programs, admissions policies, employment practices and all other operations. ~~Nonsectarian means that Charter School does not include a pervasively religious curriculum and is not sponsored, administered, or funded by any religious group or organization~~."

The amendment was adopted, the vote being as follows:

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

Noes—None.

The question being on the motion to authorize and execute the contract as amended, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

With respect to Item 2, the Director, Office of Board Governance/Board Clerk presented one expulsion order from the Independent Hearing Panel of the Board of School Directors.

Director Dannecker moved that the Board, pursuant to Wisconsin Statutes, Section 19.85(1)(f), retire to executive session to consider disciplinary data of a specific individual.

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 6:02 PM.

The Board reconvened in open session at 6:16 PM.

Director Braun moved to accept the report of the Independent Hearing Panel of July 29, 1999.

The motion prevailed, the vote being as follows:

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

Noes—Director Hardin—1.

With respect to Item 3, labor negotiations, 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.

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 6:18 PM.

The Board adjourned from executive session at 7:18 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 31, 1999

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

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

Absent—None.

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:

Hazel Luckett,
Science Teacher,
Dr. Benjamin Carson Academy of Science

The Presidential Teaching Awards program recognizes elementary and secondary teachers for their commitment and dedication to nurturing student interest in science and mathematics. Each state finalist receives $750 and will be recognized at an awards program and reception in Madison on September 14th. National selection panels will determine elementary and secondary science and mathematics award recipients in each state.

Ms. Luckett is one of 12 Wisconsin teachers nominated to the Presidential Awards for Excellence in Science and Mathematics Teaching program. Ms. Luckett's nomination for this award provides well deserved recognition of her outstanding contributions to the teaching profession.

Ms. Luckett served Milwaukee Public Schools as a classroom and science teacher at Kagel Elementary School for 12 years. In 1997, she was selected to be a math/science resource teacher for the Milwaukee Urban Systemic Initiative. In this capacity, she provided guidance in science education to classroom teachers and facilitated professional development, curriculum development, and assessment activities. This school year, Ms. Luckett joins the teaching team at MPS's new school, Dr. Benjamin Carson Academy of Science.

Hazel Luckett's effectiveness in supporting students to succeed in science is exemplified in a unit on bridges and other structures which she taught to a group of fourth-graders. During this unit, students designed, built, and tested structures. They were able to self-assess their ability to work together while seeking answers to their own questions about materials and designs.

Community and parents were integral parts of the experience. Interviews with city engineers and a bridge operator and a visit to the Cherry Street bridge to observe its mechanics provided opportunities for the students to fully understand the building and operation of bridges. A culminating presentation for this unit was the "Bridgeathon," in which the students presented information, displayed bridges they built and tested, and answered questions from visiting community members, parents, and fellow students.

The Milwaukee Board of School Directors and the entire school community recognize Ms. Hazel Luckett for being an outstanding teacher who consistently demonstrates the highest level of professional commitment and competency in her work with students and colleagues.

Other Awards and Commendations

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

STUDENTS

Maria A. Delgado, a 1999 graduate of South Division High School, was one of three Wisconsin students who have received $10,000 scholarships from the Hispanic Chamber of Commerce of Wisconsin. Each year, the Chamber awards scholarships to college-bound or continuing-education students. The scholarships are supported by special events, individual benefactors, and businesses. Maria, who will attend the University of Wisconsin–Madison, received a scholarship sponsored by the Harley-Davidson Foundation.

Sonya Edwards, Milwaukee High School of the Arts, took first place and was awarded a $2,000 scholarship in the Afro Academic/cultural, Technical – Science, Olympics (ACT-SO) theatrical competition. Sonya competed against 100 other contestants from all over the country. The July competition sponsored by the National Association for the Advancement of Colored People took place in New York City. Sonya won the local competition for teens ages 13 to 18 held in April. That victory gave her an all-expense-paid, five-day trip to New York to compete at the national level.

Dana Bond, a 1999 Hamilton High School graduate, was awarded the $8,000 President's Distinguished Student Scholarship at the University of Minnesota-Twin Cities for fall 1999. The university honors incoming students who have demonstrated exceptional academic performance and leadership. The award is presented in recognition of the achievements and potential of the most promising incoming freshmen — students who will continue to distinguish themselves as campus leaders and as outstanding university scholars. Dana will be a freshman at the university this fall, majoring in accounting and finance.

Five MPS seniors were presented with $1,000 Time Warner Cable Career in Communications Scholarships at City Hall on June 1. The Time Warner Cable scholarship program was founded in 1984 to cultivate applicants who have demonstrated scholastic achievement and the desire to pursue careers in the communication field. Students awarded scholarships were:

Razalyn Brock, Custer High School
Edward King, Jr., Hamilton High School
Katherine Krepel, Milwaukee High School of the Arts
Anita Peoples, Vincent High School
Jonathan Tillman, Jr., Marshall High School

The Great Lakes Beverages Association (GLBA), an organization of African-American tavern and liquor store owners, awarded each of 33 MPS students of African American descent $1,000 scholarships. The money was donated by 42 businesses and private citizens, with the biggest portion donated by beer and liquor distributors and suppliers. Students wrote essays outlining their ambitions and were interviewed briefly. Winners will receive the scholarship in two installments: one $500 installment when they start college, and the other $500 after the first semester, if they have maintained a 3.0 grade-point average. Winners of the Great Lakes Beverage Association scholarships are:

Melissa Allen, Milwaukee School of Entrepreneurship
Benita Anderson, Bay View
Stacey Armstrong, Milwaukee Trade and Technical
Latira Barnett, North Division
Shavonda Bethly, Riverside University
Sonya Boyd, Bay View
Monica Branch, Milwaukee School of Entrepreneurship
Cory Brown, North Division

Samantha Burgess, Bay View
Carrie Clarke, Riverside
Angela Davis, Milwaukee Trade and Technical
Adella Deacon, North Division
Deanna Finner, Marshall
Brandon Gladney, Milwaukee Trade and Technical
Natashia Golden, Rufus King
Carmen Gutter, Marshall
Yolanda Holloway, Bay View
Lakesha Johnson, Marshall
Safiya Jones, Riverside
Talonda Lipsey, Vincent
Kiara Miller, Milwaukee Trade and Technical
Khaulah Nuruddin, Washington
Onyebuchi Oraedu, Washington
Latoya Perry, Vincent
Sean Pryor, Milwaukee Trade and Technical
Courtney Ramsey, Rufus King
Ashante Reed, Washington
Knyja Reed, Vincent
Johnnie Tangle II, Riverside
Melanie Thompson, Washington
Tiffany Williams, Milwaukee Trade and Technical
Virnita Wilturner, Milwaukee Trade and Technical
Robin Wood, Riverside

The Milwaukee Chapter of Lynks, Inc., has awarded $1,000 academic scholarships to six 1999 Milwaukee Technical High School graduates. Each student participated in the chapter's six-year L.I.F.E. (Links Inspiring Freedom and Empowerment) program, a collaborative initiative with Milwaukee Technical and Trade High School. The project is designed to promote academic excellence, self-esteem, cultural awareness, and self-improvement. Scholarship recipients are:

Jennifer Anthony
Stacey Armstrong
Kiara Miller
Ciarra Taylor
Tiffany Williams
Virnita Wilturner

Jonathan Diggins, a second-grade student at Milwaukee French Immersion School, captured first place in the nation, and his classmate, fourth-grader Jeffrey Traxler, took first place in the state of Wisconsin in the 1999 National French Contest, Le Grand Concours. More than 88,000 students in all 50 states competed in the national competition, which is sponsored by the American Association of Teachers of French. The National French Contest tests young children's abilities to comprehend the French language and to demonstrate their comprehension. The test, which evaluates students' written, aural, and listening comprehension skills in French, is judged by a national panel of experts from the American Association of Teachers of French.

For the sixth year, middle school students were able to compete in the Milwaukee Journal Sentinel Math Game. Middle school students from across the state were able to sharpen their math minds and enter drawings for more than 1,000 prizes. The Math Game appeared three times a week in the Journal Sentinel — clues appeared on Monday and Tuesday, and the weekly question on Wednesday. Students who submitted correct answers were entered into random weekly drawings and the grand-prize drawing. Each week 200 students won prizes donated by Marcus Theatres, McDonalds, Coca-Cola, Summerfest, Milwaukee Admirals, and Milwaukee Wave. Grand prize winners of the 1999 Math Game are:

Venus Cox, Grand Avenue Middle School
Marquis Allison, Milwaukee Education Center
Victorro Uddin, Edison Middle School
Gwendolyn Obando, Fritsche Middle School
Brendalis Roman, Kosciuszko Milddle School
Danielle Young, Milwaukee School of Languages
Chiquita Williams, Roosevelt Middle School
Ruthena Yancy, Robinson Middle School
Pam Kaye, Wisconsin Conservatory of Lifelong Learning
Kay Kurtnweil, Morse Middle School

Sarah Purcell and Robin Wood, Riverside University High School, received the eighth annual Gordon Zahn Peace Award, given jointly by Riverside and St. Benedict the Moor Church under a school peace award program of Interfaith Conference of Greater Milwaukee. The two, who graduated from Riverside this spring, earned this honor by spending a considerable amount of their time caring for others. They helped out at church nurseries and childcare and senior citizen centers; volunteered at the Wisconsin Humane Society; helped serve meals at The Gathering; and helped organize a trip for some Riverside students to Cuba. Robin will study psychology at Tennessee State University, and Sarah is enrolled at UW-Madison, with plans to major in history or foreign business relations.

SCHOOLS

John Holmes and the students of Marshall High School's Eagle Wing Productions have been recognized for their outstanding production of a training video for Franciscan Shared Laboratory, Inc. Franciscan Shared & Medical Laboratories is part of the Covenant Healthcare System. Franciscan Laboratory, Inc., services the six Covenant hospitals, numerous physician offices, clinics, and long-term care facilities and provides reference testing for many facilities throughout the region. Precise and accurate processing of the massive volume of specimens is imperative for quality patient care. The training video that was produced will be used extensively to instruct staff in this vital area of the lab. A communication to the Superintendent from Franciscan Shared Laboratory stated: *"We were amazed at how easily John Holmes and his students grasped our needs, the subject matter and how best to present it. The end product that we received clearly represented a video of professional caliber."*

Students from Fairview Elementary School had their artwork exhibited in the Alverno College Art & Cultures Gallery from June 1 through June 26. All of the approximately 600 Fairview students were represented by the artwork.

Six MPS elementary schools have received top honors for outstanding safety cadet programs. The Milwaukee Police Department's Safety Division chose Engleburg and Green Bay Avenue to receive first-place trophies. Forest Home Avenue and Wisconsin Avenue received second-place awards, and Thirty-eighth Street and Zablocki received third-place awards. The trophies were presented during luncheons at area restaurants sponsored by North Milwaukee Lions Club, St. Joseph's Foundation, and Wisconsin Service League. Each school was represented by the principal, safety cadet advisor, and four safety cadets.

TEACHERS

Julie Effertz, Brown Street Academy, was selected to attend the highly competitive NASA Educational Workshop at the Dryden Flight Research Center in Edwards, California, in July. The two-week teacher enhancement program provided an opportunity for K-12 teachers to enhance their background skills in mathematics, science, geography, and technology. Educators were provided an opportunity to observe NASA Dryden's aeronautical and earth science research and development through direct interaction with pilots, scientists, engineers, and educational specialists. The content of the workshops centered on Dryden's mission of aero-space flight research and how its example may be used to teach K-12 mathematics and science. Ms. Effertz also examined topics related to the four NASA Enterprises: Space Science, Earth Science, Human Exploration, and Development of Space and Aero-Space Transportation Technologies.

Neil Boettcher and Vickie Saggio, Webster Middle School, are two of 14 teachers worldwide selected to participate in this year's Ocean Voyagers Program. Mr. Boettcher and Ms. Saggio are the first MPS teachers selected to participate as sea scholars in this program. They were selectedfor their outstanding contributions to science education, especially in the areas of oceanography and aquatic sciences. The program took place aboard the USNS Henson while cruising the Gulf of Mexico. Teachers participated in experiments relating to marine biology, chemistry, marine geology, geophysics, atmospheric science, bathymetric and topography measurements, and environmental sciences.

STAFF

Milwaukee Public Schools has been awarded a grant of $288,000 from the US Department of Education for teacher recruitment efforts as part of the federal Teacher Quality Enhancement Grants program. The grant is renewable for three years, for a potential $864,000 to recruit and retain new teachers. MPS will use the grant award in partnership with the University of Wisconsin-Milwaukee, Cardinal Stritch University, and the Wisconsin Department of Public Instruction. The partners are working together to respond to the growing need for well qualified teachers to work in MPS and to increase the number of minority teachers in the district. Grant monies will be used to expand teacher recruitment programs to serve more individuals, provide additional support to first-year teachers, and expand other programs aimed at retaining teachers and developing young students' interest in the field of education.

The MPS Office of Communications and Community Relations has been awarded three 1999 National School Public Relations Association (NSRA) publication awards of excellence and merit. 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
Strategic Marketing Folder — Award of Merit
1998-99 MPS Calendar/Handbook — Award of Merit

WYMS (88.9 FM — "JAZZ 89") has been named best jazz station in Milwaukee by the editors of *Milwaukee Magazine*. The commendation appeared in the magazine's August "Best of Milwaukee" issue. WYMS is one of about 50 radio stations in the country devoted primarily to real jazz. From one program in 1983, it has expanded its airtime to 80 percent jazz, playing mostly mainstream and historic works. WYMS is one of a kind in Milwaukee!

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of July 20 and 27, 1999, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Recommendation to Disallow Various Claims

To the Board of School Directors:

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

1. Notice of Injury and Claim for Damages filed against Milwaukee Public Schools by Mr. John McNally, attorney, on behalf of Ms. Emma Washington-Richardson for damages resulting from an alleged injury sustained by her at Assata Alternative High School on April 14, 1999.

   Claim is being made in the sum of $19,500.

2. Notice of Claim for Damages by personal letter filed against Milwaukee Public Schools by Mr. Chet Henry Mauser and his father, Mr. Larry A. Mauser, for alleged damages to his vehicle while parked at Milwaukee Trade & Technical High School on April 1, 1999.

   Claim is being made in the approximate sum of $968.63.

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 a Recommended Agreement between the Milwaukee Board of School Directors and the Milwaukee Teacher Education Center (MTEC) Regarding a Teacher Program, Staff, and Funding

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, 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 1998-99 school year, the MTEC program served 60 individuals in the teacher preparation program. Fifty-eight of the 60 interns 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 1999-2000 class will consist of 70 grade-one-through-eight interns, of which 60 percent are African-American. The program has also developed a bilingual program for the 1999-2000 school year. Currently, there are 20 bilingual MTEC interns. The creation of the bilingual program will help to eliminate the shortage of bilingual teachers at the elementary and middle school levels. MTEC plans to recruit as many as 200 interns for the district in the next two years.

The agreement between MPS and MTEC expired on June 30, 1999. The Administration is submitting a recommendation to renew the agreement and an addendum to the agreement for the 1999-2000 school year. Copiesof the recommended agreement and addendum have been supplied to the Board.

Program Costs

MPS will fund tuition stipends for 34 qualified new teacher interns through a Title II Teacher Quality Enhancement Grants Program, for a total of $102,000. MPS will also be funding $182,873 toward the salary and fringe benefits of the eight teacher faculty members through Title VI federal innovative education program funds. MTEC will pay the balance of $446,032 for the faculty salaries and fringe benefits.

Staff

I am reassigning Mr. Thomas McGinnity to serve in the position of Executive Director of MTEC effective September 1, 1999, through June 30, 2000. Mr. McGinnity has served as Vice-President on the Board of Directors of MTEC. He has 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. MTEC will reimburse MPS 50 percent of his current salary. MPS will be paying the balance of his salary and fringe benefits through the Title VI federal innovative education program grant.

Recommendation

That the Board approve the agreement and addendum between the Milwaukee Public Schools and the Milwaukee Teacher Education Center for the 1999-2000 school year.

Spencer Korté, Ph.D.
Superintendent of Schools

Director Hardin moved to approve the agreement and the addendum between the Milwaukee Public Schools and the Milwaukee Teacher Education Center for the 1999-2000 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.

* * * * *

REPORTS OF STANDING COMMITTEES

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 Recommendations Regarding Academic Standards and Grade Level Expectations for Health and Physical Education

Administration's Analysis

1. State law requires that districts have academic standards in place in English Language Arts, Mathematics, Science, and Social Studies. Although not required by law to do so, school districts are also able to adopt or develop academic standards in other subject areas as well.

2. In November 1998, the Milwaukee Board of School Directors adopted the Milwaukee Public Schools K-12 Academic Standards and Grade-Level Expectations for English Language Arts, Mathematics, Science, and Social Studies. At that time, the Administration also informed the Board that it was developing academic standards and grade-level expectations in other subject areas, including health and physical education.

3. On June 15, 1999, the Administration presented the Health and Physical Education Standards at the Innovation and School Reform Committee meeting. The item was held in committee until August 1999 for further clarification of the content standards and examples of assessments.

4. A committee of elementary, middle, and high school health and physical education staff reviewed national, state, and locally developed standards in these areas. As a result of the review and discussion, the committee recommended that the Wisconsin State Model Academic Standards for Health and Physical Education be adopted as content standards for the Milwaukee Public Schools. The content standards specify what the district expects all students to know and be able to do in the areas of health and physical education.

5. MPS staff also developed performance indicators based on local, state, and national work. Performance indicators for the 4^{th}, 8^{th}, and 12^{th} grades tell how students will show that they are meeting the standards. The standards have been listed in priority order for implementation.

Copies of the physical education and health content areas and performance indicators has been provided under separate cover.

6. The committee is implementing a process of aligning the content standards and performance indicators with the MPS health and physical education curriculum. The curriculum, consisting of lessons and activities, instructional materials, and various instructional techniques, will be refined to help the students meet the standards. In addition, assessments are being selected and developed for the performance indicators.

7. Examples of assessments at each level — elementary, middle, and high school — for health and physical education content standards have been provided under separate cover. The examples provide information on the alignment between the specific content standards and assessments. Brief descriptions of the assessments and scoring criteria (rubrics) used by teachers and students are also included.

Strategic Plan Compatibility Statement

8. The adoption of the health and physical education standards supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards, and Goal 3, High Standards and Accountability, to provide high standards and require accountability for all students, teachers, leaders, and staff. The adoption of the standards also addresses the FY99 Strategic Plan objective to improve and/or develop and refine a comprehensive curriculum across all areas and align curriculum, instruction, and assessment..

Statute, Board Policy or Rule Statement

9. The recommended content standards and performance indicators fulfill the requirements of Administrative Policy 7.37(5), Graduation Requirements, and are consistent with Administrative Policy 7.01, Teaching and Learning Goals.

fiscal impact statement

10. No additional funding is requested. Funding for the costs of developing, printing, and disseminating standards documents will be provided through Division of Curriculum and Instruction and local school funds included in the adopted 1999-2000 budget.

Committee recommendations

Your Committee recommends that the Board:

1. Approve the Milwaukee Public Schools content standards and performance indicators for health and physical education in fulfillment of the requirements set forth in Board Policy 7.37 (5).; and

2. Direct the Board Clerk to make appropriate language changes to Administrative Policy 7.37(5), Graduation Requirements and Grade-Level Expectations, Benchmarks by Grade Level.

* * * * *

(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 time, the Board mandated the full implementation of the writing proficiency performance standard with the class of 1995, and full implementation of the mathematics proficiency examination with the class of 1996.

2. As per 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. On January 27, 1999, the Board granted the Superintendent the authority to waive the mathematics proficiency exam for those students who received an advanced or proficient score on the WSAS math sub-test and to waive the writing proficiency exam for those students who received an advanced or proficient score on the WSAS essay sub-test. This allowed tenth-grade students, the class of 2001, an opportunity to demonstrate proficiency in mathematics and writing through the MPS proficiency assessments process and the Wisconsin State Assessment System (WSAS).

When the Board offered this waiver to tenth-grade students in the Spring of 1999, it provided an incentive for students to demonstrate their best performance on the 1999 WSAS tests, as well as an additional opportunity to meet graduation requirements. As a result of this opportunity, 543 class of 2001 students, or 13% of those who took the test, received a waiver for the MPS math proficiency assessment, and 2,086 class of 2001 students, or 53.6% of those who took the test, received a waiver for the MPS writing proficiency assessment.

4. On March 30, 1999, the Board adopted new graduation requirements for the class of 2003 and beyond that will give multiple opportunities for students to demonstrate proficiency. The Administration is requesting that the Superintendent again be granted the authority to offer the class of 2002 the opportunity to demonstrate proficiency in mathematics and writing through the MPS proficiency assessments process and the Wisconsin State Assessment System (WSAS). This authority is needed only for current tenth-graders.

5. The WSAS is a rigorous assessment which will be administered to current tenth-grade students from February 14 through March 3, 2000. Students are required on the WSAS to complete multiple-choice, essay, and selected short-answer responses. Test results are reported by the State of Wisconsin in four performance categories of achievement:

- Advanced
- Proficient
- Basic
- Minimal

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Goal 1, Student Achievement, to continuously improve achievement for all students to meet high standards.

Statue, Board Policy or Rule Statement

7. The recommendation is consistent with Administrative Policy 7.37, Graduation Requirements.

Fiscal Impact Statement

8. Funding to support the recommendation is included in the Department of Educational Services adopted FY1999-2000 budget.

Implementation and Assessment

9. 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:

- WSAS Math sub-test and Essay sub test (given in 10th grade)
- MPS Math and Writing Proficiency Exams (given in grades 11 and 12)
- MPS Math and Writing Portfolios (alternative assessment available in grade 12)

Committee recommendation

Your Committee recommends that the Board grant the Superintendent the authority to waive the mathematics proficiency exam for those students who receive an advanced or proficient score on the WSAS math sub-test and to waive the writing proficiency exam for those students who receive an advanced or proficient score on the WSAS essay sub-test.

* * * * *

On the motion of Director Braun, the report 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 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

The following is a report detailing the emergency award of contract due to extenuating circumstances relating to security. This contract was issued on August 2, 1999:

VIDEO SURVEILLANCE PROJECT

Marshall High School

Prime Contractor
Milwaukee Alarm Company, Inc.
214 East Florida Street
Milwaukee, WI 53201

Low Bidder, Base Bid of $36,168, plus $12,362 for Mandatory Alternate Bid 1 to complete all work by September 15, 1999, plus $3,041 for Mandatory Alternate Bid 2 to provide cameras in stairways 5 and 7, plus $8,797 for Mandatory Alternate Bid 3 to provide exterior cameras, for a total contract of $60,368.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total	Minority	Women	Type of Business	# of Subcontractors
No	0%	0%	15	0	3	Corp	1

The following recommendation is made based on bids received on Thursday, August 5, 1999:

LAN TECHNOLOGY UPGRADE

Division 1 — Congress School

Prime Contractor
Town & Country Electric Inc.
3720 North 124th Street
Wauwatosa, WI 53222

Low Bidder, Base Bid of $79,047.00

M/WBE Participation							
	Required	Proposed	Total	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	675	19	57	Corp	1

Division 2 — Fratney Street School

Prime Contractor
Town & Country Electric Inc.
3720 North 124th Street
Wauwatosa, WI 53222

Low Bidder, Base Bid of $94,398.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	675	19	57	Corp	1

Total construction contract dollars awarded $233,813.00
Total dollars HUB participation.....$17,344.50
% of MBE participation 7.42%
% of WBE participation.....0.00%
% of M/WBE participation 0.00%
% Minority employees within company 2.23%
% Women employees within company.....11.10%

Authorization to Make Purchases

B-5244 Vehicle: Two Dump Trucks (Facilities & Maintenance Division)

Recommend authorization to purchase two dump trucks totaling $126,448.00 from the low bidder, Badger Truck Center.

Bidder	Bid	Terms
Badger Truck Center	$126,448.00	Net 30 days
Towne Ford	$128,632.00	Net
Central Truck of Milwaukee, Inc.	$133,188.00	Net 15 days
Truck Country, Inc.	$143,516.00	Less 0.005 % 10 days

B-5246 Vehicle: Three Panel Truck Vans (Facilities & Maintenance Division)

Recommend authorization to purchase three panel truck vans totaling $ 58,134.00 from the low bidder, Central Truck of Milwaukee, Inc.

Bidder	Bid	Terms
Central Truck of Milwaukee, Inc.	$58,134.00	Net 15 days
Lynch Chevrolet	$61,977.00	Net 15 days
Badger Truck Center, Inc.	$65,504.00	Net
Towne Ford	$65,517.00	Net

B-5247 Vehicle: One Delivery Van (Facilities & Maintenance Division)

Recommend authorization to purchase one twenty-four-foot delivery van totaling $ 51,284.00 from the low bidder, Milwaukee Mack Sales, Inc.

Bidder	Bid	Terms
Milwaukee Mack Sales, Inc.	$51,284.00	Net
Lynch Truck Center	$53,950.00	Net
Central Truck of Milwaukee, Inc.	$55,842.00	Net 15 days
Towne Ford	$56,500.00	Net
Badger Truck Center, Inc.	$56,813.00	Net 30 days
Truck Country Inc.	$57,672.00	Less 0.005% 10 days
Truck Country, Inc. (alt)	$60,672.00	Less 0.005% 10 days

B-5249 Vehicle: One Van Truck (Facilities & Maintenance Division)

Recommend authorization to purchase one van truck, including the Monroe truck body option, totaling $ 58,490.00, from the fifth-lowest bidder, Badger Truck Center, Inc. Recommend rejection of the four lowest bids because they did not meet the minimum horsepower specification.

Bidder	Bid	Terms
Lynch Truck Center	$40,950.00	Net 15 days
Milwaukee Mack Sales	$53,327.00	Net
Central Truck of Milwaukee, Inc.	$55,799.00	Net
Truck Country, Inc.	$56,154.00	Less 0.005% 10 days
Badger Truck Center, Inc.	$58,790.00	Net 30 days
Truck Country, Inc. (alt)	$59,154.00	Less 0.005% 10days
Towne Ford	$59,145.00	Net

SS-510 Authorization to Increase the Contract Amount with MIS Labs, Inc., for Design Engineer Services Associated with the Implementation of the District's Technology Strategic Plan

The Administration is requesting authorization to increase the contract amount with MIS Labs, Inc., from $390,864.44 to $700,000. At its February 25, 1998, meeting the Board granted authorization to enter into a contract with MIS Labs, Inc., to provide services associated with the district's Enterprise-Wide Area Network (EWAN). At the November 24, 1998, meeting, the Administration requested this contract be increased to $390,864.88. The complexity of the EWAN has necessitated various changes to the design and installation schedule, resulting in additional engineering costs and implementation costs. Costs for MIS Labs, Inc., are eligible for TEACH funds reimbursement.

Information Items:

SS-511 Authorization to Enter into a Lease-Purchase Agreement to Supply Data Center Equipment to Support the Student Management System (SMS) Project

A contract has been issued to enter into a lease-purchase agreement to upgrade the computer equipment that supports the district's SMS project. Cost of the equipment is $1,254,459.60. The new equipment will enable the district to move to a production platform. The equipment includes additional servers, disk systems, and supporting computer equipment. AE Business Systems, Inc., will be the vendor for purchase and installation. Citicorp will be the lease-purchase agent. The equipment will be purchased from State of Wisconsin Bulletin #C752. A combination of Board funds, TEACH funds, and E-rate funds will be used.

SS-513 60 Apple Computers and 7 Printers (F & M Division for Roosevelt)

Purchase orders totaling $20,000 have been issued to EdTech for memory upgrades to 54 Apple iMac computers; setting up and testing 62 Apple computers; the purchase of 4 Apple PowerBook model G3 computers, six Hewlett-Packard printers, and one GCC printer; and related items for the remodeling expansion project at Roosevelt. In addition, this project also consists of 54 Apple iMac computers and 4 Apple Macintosh G3 computers from MPS warehouse stock. Including the items from MPS warehouse stock, the project totals $80,319.

SS-514 Computers and AV Equipment for Replicable Schools Project (Seven Schools)

Purchase orders totaling an estimated $190,000 are being issued to various firms for the purchase of computers, software, science equipment, AV equipment, and related items. This is the second year of the Replicable Schools Project. A summary of the projected totals is below:

School	Totals
Bell	$19,800
Burdick	$44,800
Garfield	$15,100
Manitoba	$10,600
Pulaski	$56,900
Thoreau	$13,700
Washington	$27,800
	$188,700

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	MATC	$35,000	Equipment and fixtures for barbering and cosmetology program for juniors and seniors in partnership with MATC
MHSA	Milw. Jewish Federation, Inc.	$10,000	Enhance African-American male group

Recommendations

That the Board:

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

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Approval of Prevailing Wage Rates; and Affirmative Action Report

Approval of Classified Personnel Transactions

	Name and Assignment	Position and Salary	Date
		APPOINTMENTS	
5	Sharon Albrecht Hartford	School Secretary I $17,358.67/yr.	08-17-99
2	Valerie Leonard Facilities & Maintenance Services	Telecommunications Technician $35,143.42/yr.	08-09-99
5	Adam Wickersham Facilities & Maintenance Services	Digital Electronics Technician $35,143.42/yr.	08-02-99
		PROMOTIONS	
2	Joann Tatum Muir	School Secretary II $29,198.00/yr.	07-12-99
		RETURNS FROM LEAVE	
	Michele Singleton Milwaukee Village School	School Secretary I $23,364.44/yr.	08-17-99
		CHANGES IN STATUS	
	Scott Lichucki Sholes	School Engineer III $44,971.42/yr.	07-12-99
	Roberta Sherman Pupil Transportation	School Secretary I $28,133.30/yr.	08-09-99
	Takiyah Simelton 38th	Handicapped Children's Assistant $13,050.82/yr.	08-23-99

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs/Exp. Credit	Start Date
r	Rebecca J. Andersen EC:EEN	B	$27,333	0	8/24/99
r	Michelle L. Angle L.D.	B	$27,333	0	8/24/99
nr	Kristi J. Averbeck EC:EEN	B	$27,333	0	8/24/99
nr	Tiffanie A. Beaudoin Upper Elementary	B	$27,333	0	8/24/99

nr	Mary E. Belvoir Speech Pathology	C	$30,780	0	8/24/99
r	Stephanie A. Blankenheim Elementary Education	B	$27,333	0	8/24/99
r	Pamela L. Bolden Math/Computers	B	$27,333	0	8/24/99
r	Donna J. Bourassa PreK-3	B	$27,333	0	8/24/99
r	Scott A. Breden Elementary Education	B	$27,333	0	8/24/99
r	Michelle L. Brimley Upper Elementary	B	$29,273	2	8/24/99
r	Chad T. Buboltz Social Studies	B	$27,333	0	8/24/99
r	Deanna S. Burton English/Speech	B	$27,333	0	8/24/99
nr	Daniel L. Busch L.D.	B	$27,333	0	8/24/99
nr	Angela C. Caban Elementary Education	B	$27,333	0	8/24/99
r	HelenMarie K. Coe Upper Elementary	B	$27,333	0	8/24/99
r	Natalie M. Collins English	B	$27,333	0	8/24/99
nr	Joseph A. Danek Upper Elementary	B	$27,333	0	8/24/99
r	Carrie A. Davis PreK-6	B	$27,333	0	8/24/99
r	Lori A. Deleeuw Elementary Education	B	$27,333	0	8/24/99
nr	Joseph P. Di Carlo Montessori/Elementary Education	B	$27,333	0	8/24/99
nr,a	Barbara J. DiNovo English/Art	E	$43,774	6.6	8/24/99
r	Dori L. Dolata English	C	$30,780	0	8/24/99
nr	Jennifer A. Donarski PreK-3/Sociology	B	$27,333	0	8/24/99
r	Qiana A. Dright L.D.	B	$27,333	0	8/24/99

r	Joylyn M. Duffy PreK-8	B	$35,741	7	8/24/99
r	Elizabeth R. Duval-Drame L.D.	C	$30,780	0	8/24/99
nr,b	Betsy L. Duxbury Library Media Specialist	D	$46,607	11	8/24/99
r	Carrie M. Eads Upper Elementary	B	$27,333	0	8/24/99
r	Colleen M. Esterle Speech Pathology	B	$27,333	0	8/24/99
nr	Christy L. Ferger French/Gr 1-9	B	$27,333	0	8/24/99
r	Jodi A. Filut Upper Elementary/SS	B	$27,333	0	8/24/99
nr	Kristal A. Gebler Upper Elementary	B	$27,333	0	8/24/99
nr	Andrea C. Godfrey PreK-6	B	$27,333	0	8/24/99
r	Cathy Golden L.D.	B	$27,333	0	8/24/99
r	Juan A. Gomez Biology/Chemistry	B	$27,333	0	8/24/99
r	Kimberly A. Green English	B	$33,154	5	8/24/99
r	Jaime L. Haar PreK-3	B	$27,333	0	8/24/99
nr	Dawn M. Hagemeyer Art/Adaptive Education	B	$27,333	0	8/24/99
r	Linda L. Harrigan L.D.	C	$40,280	7	8/24/99
r	Jonathan M. Hauser Music/Band	B	$27,333	0	8/24/99
r	Jennifer A. Hoffer PreK-6	B	$27,333	0	8/24/99
r	Lynn M. Ingram PreK-6	B	$27,333	0	8/24/99
r	Tina M. Johnson C.D./L.D.	B	$27,333	0	8/24/99
r	Tyrone A. Jones E.D.	B	$27,333	0	8/24/99

r,a	Kristy M. Kaat L.D./E.D.	BB	$29,338	1	8/24/99
r	Kristin B. Kalkopf Elementary Education	B	$27,333	0	8/24/99
nr,a	Lauren F. Kell L.D.	B	$31,861	4	8/24/99
nr	Brenda K. Kertscher K-9/C.D.	B	$27,333	0	8/24/99
r	Kelly J. Kiel PreK-8	B	$27,333	0	8/24/99
r	Deborah A. Kochan PreK-3	B	$27,333	0	8/24/99
r	Douglas T. Kuepper K-12/Music	B	$30,568	3	8/24/99
r	Jeffrey G. Kujath Biology/Chemistry/Broadfield Science	B	$27,333	0	8/24/99
nr	Stephanie J. Kusak Upper Elementary/Speech	B	$27,333	0	8/24/99
r	Deirdre A. Lafford PreK-6	B	$27,333	0	8/24/99
r	Curtiss O. Larson P.E./Health	B	$27,981	2	8/24/99
r	Barbara A. Lyon K-6	B	$27,333	0	8/24/99
r	Thomas W. Markowski Social Studies/Government/Geography	B	$27,333	0	8/24/99
r	Keith E. Mayer Math	B	$27,333	0	8/24/99
nr	Tracy M. McArthur Business Education	B	$27,333	0	8/24/99
r	MaryEllen J. McCormack English	B	$35,741	7	8/24/99
nr,b	Mary Jane McMahon PreK-3	B	$42,838	13	8/24/99
nr	Lisa M. Medema History/Social Studies/Psychology	B	$27,333	0	8/24/99
r	Mary D. Metz Elementary Education	B	$31,861	4	8/24/99
r	Andrea D. Miller L.D./E.D./K-9	B	$27,333	0	8/24/99

r	Rachel M. Mohorko English	B	$27,333	0	8/24/99
nr	Amy A. Mudlaff Elementary Education	B	$27,333	0	8/24/99
r	Maria I. Nogueron Biology/Chemistry	B	$27,333	0	8/24/99
r	Antoinette K. Owen EC:EEN	B	$27,333	0	8/24/99
r	Laurel J. Pickard K-5	B	$27,333	0	8/24/99
r	Sharyl A. Pike P.E./Health	B	$35,741	7	8/24/99
r	Kathryn J. Poznanski EC:EEN/PreK-K	B	$27,333	0	8/24/99
r	Nina C. Quillin L.D./C.D.	B	$27,333	0	8/24/99
nr	Holly J. Radtke L.D.	B	$27,333	0	8/24/99
r	Maria G. Rajkovic PreK-3	B	$27,333	0	8/24/99
r	Gloria D. Ratkowski Upper Elementary	B	$27,333	0	8/24/99
nr	Susan J. Roback PreK-3	B	$27,333	0	8/24/99
nr	Shannon M. Rydlewicz Elementary Education	B	$27,333	0	8/24/99
r	Tiffany M. Schaefer Speech Pathologist	C	$30,780	0	8/24/99
r	Cory L. Schimel Speech Pathology	B	$27,333	0	8/24/99
nr	Brian R. Schneider Guidance Counselor	B	$27,333	0	8/24/99
r	James M. Schulhauser Biology/Chemistry	B	$27,333	0	8/24/99
nr	Miriam Sebald EC:EEN	B	$27,333	0	8/24/99
nr	Jeannette E. Simpson K-8	B	$27,333	0	8/24/99
nr	Sarika S. Simpson Social Studies/History/Sociology	B	$27,981	1	8/24/99

r	Dennyse R. Slawny Elementary Education	B	$27,333	0	8/24/99
r	Alicia A. Socha Elementary Education	B	$27,333	0	8/24/99
nr	Shannon L. Starnes Elementary Education	B	$27,333	0	8/24/99
nr	Christiane L. Swieciak Elementary Education	B	$27,333	0	8/24/99
nr	Carol A. Szudrowitz PreK-6/EC:EEN	B	$27,333	0	8/24/99
r	Julie A. Trachliev Gr 1-9/German	B	$27,333	0	8/24/99
nr	Cindy A. Vosberg Biology/General Science/Chemistry	B	$27,333	0	8/24/99
r	Jill D. Walfoort Elementary Education	B	$29,623	0	7/27/99
r	Linda M. Wavrunek Library Media	B	$31,861	4	8/24/99
r	Caroline Williams Guidance	B	$29,273	2	8/24/99
r	Lushone D. Worthy Grade 1-9	B	$27,333	0	8/24/99
r	Keith W. Zeise Broadfield Science/Chemistry/Biology	B	$27,333	0	8/24/99

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
Personal Leave, to June 12, 2000:		
Nina Copening	Lincoln MS	August 24, 1999
Jessica Denor	Sherman	September 30, 1999
Judith Derby	Study Leave	August 24, 1999
Paula Farrell	Fritsche	August 24, 1999
Angela Vey	Carlton	August 24, 1999
Christine Wagner	Starms ECC	August 24, 1999
Sabbatical Leave, to June 12, 2000:		
Andrea Carroll	Cosmic Center	August 24, 1999
Dorothy Horton	Cosmic Center	August 24, 1999

Extension of Maternity Leave, to January 22, 2000:

Mary Burant	Leave	August 24, 1999

Extension of Maternity Leave, to June 12, 2000:

Carla Bauer	Leave	August 24, 1999
Kristine Cole	Leave	August 24, 1999
Tammie Feiner Mueller	Leave	August 24, 1999
Nicole Gnadt	Leave	August 24, 1999
Margaret Heredia Peltz	Leave	August 24, 1999
Christy Kudy	Leave	August 24, 1999
Colleen Mandella	Leave	August 24, 1999
Lisa Sarenac	Leave	August 24, 1999
Dawn Strasser	Leave	August 24, 1999
Lori Ullrich	Leave	August 24, 1999
Susan Wetrich	Leave	August 24, 1999

Extension of Personal Leave, to June 12, 2000:

Robert Anderson	Leave	August 24, 1999
Donald Ernest	Leave	August 24, 1999
Sid Hatch	Leave	August 24, 1999
Maggie Hucko	Leave	August 24, 1999
Patrick O'Mahar	Leave	August 24, 1999
Debbie Paniagua	Leave	August 24, 1999
Heidemarie Reitzenstein	Leave	August 24, 1999
Rodney Walker	Leave	August 24, 1999

Report on Resignations

Name	Position	Effective Date
Shirley A. Ashley	Teacher	07-30-99
Judith E. Ahlstrom	Teacher	07-01-99
Steven A. Baruch	Teacher	07-30-99
Phetlamphanh Behrendt	Teacher	07-06-99
Wayne H. Bevirt	Teacher	07-19-99
Laura M. Bostrom	Teacher	06-14-99
Dyan L. Boyer	Teacher	06-14-99
Amy L. Breed	Teacher	07-26-99
Julie A. Bucher	Teacher	07-14-99
Uyen Bui	Teacher	07-21-99
Annette M. Campbell	Teacher	06-01-99
Susan M. Clarey	Teacher	06-14-99
Robert J. Crausaz	Teacher	07-02-99
Lena M. Crawford	Teacher	07-06-99
Christie Crowder	Teacher	06-14-99
Michael D. Cummings	Teacher	09-03-99
Lisa M. Daley	Teacher	07-21-99
Pamela T. Danby	Teacher	07-02-99
Anna R. DeMichei	Teacher	06-14-99
Patricia K. Doherty	Teacher	07-20-99

Rebecca A. Doherty	Teacher	06-14-99
Juvencia Esparza	Teacher	06-19-99
Virginia R. Foley	Teacher	08-01-99
Deborah Foster	Teacher	07-30-99
Christine Galvan	Teacher	07-05-99
Timothy M. Glander	Teacher	06-14-99
Levi Goins	Teacher	06-25-99
Kristin M. Grover	Teacher	07-15-99
Rolando Gutierrez	Teacher	06-14-99
Julie C. Guyette	Teacher	08-23-99
Jolene Hammond	Teacher	07-12-99
Teretha F. Harper	Principal	06-18-99
Carrie A. Maccoux	Teacher	07-16-99
Kelly M. Heppner	Teacher	07-14-99
Jane C. Herting	Teacher	06-20-99
Rick M. Hoppert	Teacher	07-27-99
Jennifer J. Horwath	Teacher	07-19-99
Robert Hoyt	Teacher	06-14-99
David Hunter	Teacher	06-14-99
Rose B. Jashinsky	Teacher	06-14-99
Geraldine C. Jelinek	Psychologist	07-02-99
Florence L. Johnson	Coordinator	07-02-99
Yolanda Y. Johnson	Teacher	06-01-99
Joanne M. Kaml	Teacher	06-14-99
Alice L. Keough	Teacher	09-14-99
Benita L. Khelseau	Teacher	06-15-99
John E. Kincaid	Assist. Prin.	06-10-99
Cheryl L. King	Psychologist	06-17-99
Clara L. King	Teacher	08-15-99
Chad Krupar	Teacher	07-28-99
Donnie R. Krznarich	Teacher	07-23-99
Sonya Kuhn	Teacher	06-14-99
Rebekah M. Kunz	Teacher	08-23-99
Nicole Labs	Teacher	07-27-99
Leland J. Lannoye	Teacher	03-22-00
James B. Larson	Teacher	07-21-99
Stacy L. Lawler	Teacher	06-14-99
Jodi J. Lehman	Teacher	07-14-99
Steven J. Lodes	Teacher	07-26-99
Nick J. Lowery	Teacher	07-01-99
Amy J. Mahloch	Teacher	07-26-99
Barbara Mallory	Teacher	06-15-99
Vern L. Mamon	Assist. Prin.	07-01-99
Donald A. Markiewicz	Teacher	07-05-99
Deborah D. Martin	Teacher	07-13-99
Rhonda K. May	Teacher	06-14-99
Meredith McKeown	Teacher	06-14-99
Michele M. Michalski	Teacher	06-30-99
Katherine M. Michels	Coordinator	10-29-99
Martin J. Milski	Teacher	07-12-99

Susan Minich	Teacher	06-24-99
Joseph A. Mirasola	Teacher	06-14-99
Bobbie J. Morris	Teacher	09-07-99
Daina L. Mundt	Teacher	06-29-99
Frank D. Murphy	Assist. Prin.	06-21-99
Anna M. Myhra	Teacher	07-26-99
Diane T. Neicheril	Principal	06-25-99
Therese M. Nenning	Teacher	06-01-99
Angela N. Okonta	Teacher	06-30-99
Larry G. Ousterling	Teacher	10-11-99
Kathleen I. Petri	Teacher	06-26-99
Mark E. Porter	Teacher	05-25-99
Heidi S. Quistgard	Teacher	07-01-99
Carol A. Raasch	Teacher	06-14-99
Gordana Rajak	Teacher	07-26-99
Jody L. Raml	Teacher	07-20-99
John W. Randolph, Jr.	Teacher	08-15-99
Wayne L. Reineck	Teacher	10-15-99
Roger D. Reitman	Teacher	07-01-99
David A. Restivo	Teacher	06-22-99
Cynthia J. Rice	Teacher	07-11-99
Alison Robinson	Teacher	07-01-99
Robert M. Rock III	Teacher	07-27-99
LaShawn E. Roscoe	Teacher	07-09-99
Richard E. Rupprecht	Teacher	06-14-99
Jean M. Rutkowski	Teacher	06-18-99
Sara S. Sadowski	Teacher	07-13-99
William D. Savage	Supervisor	09-03-99
Jason T. Scaffidi	Teacher	06-14-99
EvaMarie Schlichting	Teacher	07-21-99
Lisa K. Schnetzer	Teacher	07-20-99
Eileen M. Schwalbach	Teacher	08-20-99
Jilayne Siewert	Teacher	06-14-99
Norman G. Skurnick	Teacher	06-14-99
Daniel Snyder	Teacher	06-30-99
Andrew Stuart	Teacher	12-01-98
Judith L. Swanson	Teacher	05-01-99
Albert L. Taborn	Teacher	06-14-99
Barbara Thigpen-Harvell	Teacher	06-14-99
Elisheva M. Thomas	Teacher	07-26-99
Crystal L. Thompson	Teacher	02-19-99
Robin M. Thurston	Teacher	06-14-99
Stephan Van Dorn	Teacher	07-30-99
Maria L. Villodas	Teacher	08-23-99
Aileen M. Ward	Teacher	06-14-99
Jennifer A. Werle	Teacher	06-24-99
Patricia J. Widlarz	Teacher	07-21-99
Joy H. Wilds	Teacher	06-30-99
JoAnne M. Williamson	Teacher	06-14-99
Opal L. Wilson	Teacher	06-14-99
Gregg J. Yach	Teacher	09-08-99

Rescinded Resignation

Katherine H. Clark	Assistant Prin. (Custer)

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

6. The Affirmative Action Report for the month of July 1999 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

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 contracts with contractors and subcontractors; and
3. Authorize increases for MPS construction craftsmen as of the dates indicated on the above-mentioned communications.

* * * * *

(Item 3) Action on Recommended Award of Contracts for Educational Services with Marquette University

Administration’s Analysis

The Administration is recommending that the Board approve the following sole-source contracts for educational services:

1. Marquette University, Technology Literacy Challenge Fund Grant ($248,000)

   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 $248,000 to Marquette University (MU) to develop and implement three courses at the graduate level for MPS teachers. This contract is a continuation of a joint initiative begun in 1997.

   The three courses are:

   · Using Technology for Instruction and Assessment — 3 graduate credits

     This course uses an electronic, on-line, distance (virtual) classroom and two face-to-face discussions; 200 teachers will enroll in this course. The course also includes activities that provide support for special needs students.

· Support Seminar — 1 graduate credit

This course is a follow-up to the previous course providing system-wide dissemination. Through this course, 50 teachers will develop mechanisms to share ideas and collaborate regarding the integration of technology across the curriculum throughout MPS.

· Spinning Your Web Classroom — 3 graduate credits

This is an advanced-level course that will train 25 teachers how to develop and teach on-line courses.

2. Marquette University, Goals 2000: Educate America Act ($50,000)

The Wisconsin Department of Public Instruction has awarded MPS a grant funded under the authority of the Goals 2000: Educate America Act. This grant includes subcontracting $50,000 to Marquette University to update and implement a 3-credit on-line graduate-level course entitled *Using Technology to Enhance Professional Development for Primary Grade Reading Instructors*. The course will use an electronic, on-line, distance (virtual) classroom and face-to-face discussions. This contract is a continuation of a project that began in 1998.

MPS teachers will work with MU in updating the course curriculum. The course will be designed to improve literacy instruction for children at the emergent and beginning stages of reading development. The course will be based upon research regarding "What Works" for beginning readers, particularly those considered susceptible to reading failure, and will provide teachers with a repertoire of instructional techniques.

As part of learning about reading development and instruction, teachers will gain knowledge about how to use writing and children's literature to support literacy development. Teachers will also gain knowledge about how to evaluate and use technology to support beginning literacy instruction. Thirty MPS teachers will enroll in the course in the fall.

Strategic Plan Compatibility Statement

3. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, to improve achievement of all students to meet high standards.

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 $248,000 to Marquette University to develop and implement three courses at the graduate level for MPS teachers); and through the Department of Public Instruction Goals 2000: Educate America grant ($50,000 for subcontracting with Marquette University to update and implement a three-credit on-line graduate-level course).

Implementation and Assessment Plan

6. Implementation and assessment of the two Marquette courses will take place as follows:

<u>Technology Literacy Challenge Fund Course</u>

- *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.
- *Support Seminar:* Marquette instructors and MPS staff will recommend participants who have successfully completed the first course for enrollment in this course. Enrollment is limited to 50 staff and will be offered in the spring of 2000.

- *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 and will be offered this fall.

Goals 2000: Educate America Act Course

- *Using Technology to Enhance Professional Development for Primary Grade Reading Instructors:* Schools will apply to request to have teachers in the course. Enrollment is limited to 25 staff and will be offered in the fall.

Both courses will be evaluated according to the plans and specifications required by DPI following the format of the evaluations completed for the 1998-99 school year.

recommendation

That the Board authorize the Administration to enter into sole-source contracts as follows:

Marquette University, $248,000

Marquette University, $50,000

* * * * *

(Item 4) Action on a Recommendation to Enter into a Contract with the University of Wisconsin-Milwaukee to Implement the Adaptive Success Identity Plan (ASIP) Project

Administration's analysis

1. During FY99, Dr. Scott Solberg, UWM School of Education, and South Division High School started the Adaptive Success Identity Program (ASIP). The initial program was funded through a grant by the Joyce Foundation and Carl Perkins, DPI/IDEA funds, Drug Free Schools funds, and local school funds. For FY2000, South Division would fund the entire program.

2. ASIP promotes academic success by building effective connections between students and teachers, changing how teachers and students relate to each other and their educational experiences. Using a structured curriculum, ASIP helps students identify problematic attitudes and behaviors.. ASIP is an integral part of the South Division Educational Plan and was included in response to the instability of the student population as identified in their needs assessment and accountability reports.

3. During FY99, 397 ninth- and tenth-grade students received ASIP services. Those students recorded a higher percentage of passed classes, higher GPAs, and more class units completed. These results increased incrementally according to the amount of ASIP services which a student received. A copy of the *ASIP Evaluation at South Division Report* is included in the attachments to the minutes of Your Committee's minutes.

4. The South Division Leadership Team and Governance Council has endorsed funding the ASIP program at $100,602, for which Title I funding will be used. The contract will be for the 1999-2000 school year.

Strategic Plan Compatibility Statement

5. The ASIP project supports the MPS Strategic Plan, Goal 1, Student Achievement, Objective 1.4, to improve and/or develop and refine support systems to increase student achievement and address student mobility.

Statute, Board Policy or Rule Statement

6. The contact would conform to all statutes, policies, and rules.

Fiscal Impact Statement

7. The $100,602 cost of the program will be covered by South Division Title I funds.

Implementation and Assessment Plan

8. An evaluation report will be prepared for the 1999-2000 school year.

Recommendation

That the Board authorize the Administration to enter into a contract with University of Wisconsin-Milwaukee to implement the Adaptive Success Identity Plan (ASIP) project at a cost of $100,602.

* * * * *

(Item 5) Action on a Recommendation to Enter into a Contract with Enlightened Day Care, Inc., to Provide Education Services for the 1999-2000 School Year

Administration's analysis

1. At its June 30, 1999, meeting, the Board authorized a contract with Urban Day II for 20 FTEs at a cost of $92,000. Urban Day II has notified the Administration of its intent to decline the contract. The Administration recommends reallocating the funds for Urban Day II to Enlightened Day Care Inc.

2. Enlightened Day Care Inc. currently operates a day care facility at Andrew Douglas Community Academy. The Administration envisions combining a four-year-old kindergarten program, a MPS Head Start program, and before- and after-school day care at one site to provide full wrap-around service for parents and students. Enlightened Day Care will utilize the services of a MPS teacher and will operate the program under the supervision of the MPS Department of Educational Services.

3. The contract would be for three years. Consistent with the provisions of the contract, the contract will be renewed given the performance of the program, the availability of funds, and the needs of MPS. At this time, there continues to be a need for programs serving students in early childhood grades that provide all-day care.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.1, to replicate programs in high demand.

Statute, Board Policy or Rule Statement

5. The contact would conform to all statutes, policies, and rules.

Fiscal Impact Statement

6. The cost of the contract would be $92,000. Funds designated for Urban Day II and approved by the Board at its meeting on June 30, 1999, would be reallocated to Enlightened Day Care, Inc.

Implementation and Assessment Plan

7. The Department of Educational Services will monitor the contract. Unless otherwise negotiated and agreed to by the parties in writing, the contracted agency shall establish to the satisfaction of MPS on an annual basis that it has evaluated how children are performing in the program in the following areas, and that the children are making acceptable progress toward MPS academic standards/proficiencies:

Language Arts
Active Learning
Math and Logical Reasoning
Social/Emotional
Science/Social Studies/Health

Recommendation

That the Board authorize the Administration to enter into a contract with Enlightened Day Care, Inc. for 20 FTEs at a cost of $92,000.

* * * * *

(Item 6) Action on Recommendations for Approval of the Community Learning Center Contracts

Administration's Analysis

1. As a result of Board action on April 20, 1999, contracts were awarded to the following community-based youth-serving agencies to serve as the lead agencies for the first year of the 21st Century Community Learning Center Grant awarded in June 1998:

Agency	Amount	Site
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	$98,825	Pierce
	$98,825	Fratney
	$98,825	Gaenslen

2. These contracts are renewable for the second year of the U. S. Department of Education grant from September 1, 1999, to August 31, 2000. Baseline data and information required by the grant were compiled for all eleven sites in the "First Year Annual Progress Report" and submitted to the U.S. Department of Education in June 1999. An executive summary of this report was sent to the Board on July 15, 1999, and a copy of the full report was placed in the Board lounge.

3. Notification to continue funding for the second year of the grant was awarded to MPS in July 1999. The Administration is recommending that contracts be renewed for year two of the three-year grant with the following lead agencies:

Agency	Amount	Sites
Boys & Girls Club	$122,000	Grand Avenue
	$122,000	Walker MS
	$122,000	Riley
Neighborhood House	$122,000	Westside Academy
Social Development Comm.	$122,000	Malcolm X
Williamsburg Heights	$122,000	Douglas Academy

4. The YMCA and United Community Center have mutually agreed with the school principals to terminate their contracts at Robinson and Vieau as of August 31, 1999. Requests to approve contracts with new lead agencies will be forthcoming.

5. Children's Outing Association (COA)/Youth & Family Centers and the MPS Community Recreation Division agreed to support the Riverwest CLC sites located at Pierce, Fratney, and Gaenslen for the first year only. The schools developed and sent out a Request for Proposal (RFP) in June 1999 for submission by community-based youth-serving agencies interested in becoming the lead agency for these CLC sites. Interviews were then held to select a lead agency for years two and three of the grant. The Boys & Girls Club was selected, and the Administration is recommending that a new contract for year two be awarded to the Boys & Girls Club as follows:

Agency	Amount	Sites
Boys & Girls Club	$122,000	Fratney
	$122,000	Gaenslen
	$122,000	Pierce

6. A second 21st Century CLC Grant was awarded to MPS in May 1999 to fund eight (8) additional CLC sites. A request for Proposal (RFP) was developed for submission by community-based youth-serving agencies interested in becoming the lead agency for these additional CLC sites. A team consisting of principals, School Governance Council members, school staff, and SCISN Executive Committee members interviewed agencies at the schools in July 1999. A set of questions was developed for the selection process, and each agency was ranked based upon its responses.

7. The following agencies received the highest ranking from the interview team and have been selected as lead agencies for the eight (8) new CLC's. The Administration is recommending approval of their contracts from September 1, 1999 through August 31, 2000. These contracts are renewable for years two and three based upon performance reviews.

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	Milwaukee Village MS
The Right Alternative	$122,000	35th St.
Sherman Park Community Assoc.	$140,000	Washington HS
YMCA	$122,000	Phyllis Wheatley

Strategic Plan Compatibility Statement

8. 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

9. The contracts are being presented to the Board pursuant to Board Policy 3.09(3).

Fiscal Impact Statement

10. The 21st Century Community Learning Center grants awarded to the district from the U. S. Department of Education will fund the contracts.

Implementation and Assessment Plan

11. The 21st Century CLC Project Director, CLC site principal and the Executive Committee of the School/Community Integrated Services Network will monitor compliance of the contracts.

Recommendation

That the Board authorize the Administration to:

1. Renew grant contracts for year two of the first 21st Century Community Learning Center Grant with the following lead agencies:

Agency	Amount	Sites
Boys & Girls Club	$122,000	Grand Avenue
	$122,000	Walker MS
	$122,000	Riley
Neighborhood House	$122,000	Westside Academy
Social Development Comm.	$122,000	Malcolm X
Williamsburg Heights	$122,000	Douglas Academy

2. Enter into a new contract for year two of the first 21st Century Community Learning Center Grant with the following lead agency:

Agency	Amount	Sites
Boys & Girls Club	$122,000	Fratney
	$122,000	Gaenslen
	$122,000	Pierce

3. Enter into new contracts for year one of the second 21st Century Community Learning Center Grant with the following lead agencies:

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	Milwaukee Village MS
The Right Alternative	$122,000	35th St.
Sherman Park Community Assoc.	$140,000	Washington HS
YMCA	$122,000	Phyllis Wheatley

* * * * *

(Item 7) Action on Recommended Revisions to Administrative Policy 4.04: Student Transportation Services to Provide for the Use of Video Cameras on School buses

Administration's analysis

1. As part of the *MPS Five-Year Safety and Security Plan*, approved by the Board at its June 30, 1999, meeting, the Administration included the use of video cameras on school buses (Goal 2: Provide Safe and Orderly Bus Transportation for Students).

2. At this time, the Administration is requesting Board approval of an addition to Administrative Policy 4.04, Student Transportation Services, regarding the use of video cameras on school buses. The use of video cameras is part of the Administration's continuing efforts to improve the safety of students on school buses.

3. The Administration is continuing to implement the recommendations of the Milwaukee Ad Hoc School Bus Safety Task Force. The task force, established by Common Council action, issued its report in April 1995. Copies of the April 1995 report and the January 1999 *Implementation of Recommendations* report are included in the attachments. The reports indicate that since 1994 the number of bus accidents has declined 20%. For FY99 the number of accidents was 361; of that number 107 involved injuries.

4. The Administration believes the best way to maintain proper student behavior and discipline on school buses is to continually emphasize the importance of proper behavior and to take quick, effective action when students misbehave. The *MPS Five-Year Safety and Security Plan* also includes the addition of safety assistants to ride school buses, establishes emergency locations where drivers can obtain additional support, and provides staff to help schools plan and implement parent volunteer programs.

5. At the request of the Administration, the City Attorney's office reviewed the proposed policy addition and provided comments and recommendations. A copy of the City Attorney's opinion is included in the attachments.

The City Attorney's office advised that:

- The use of video cameras on school buses is permissible for the purpose of maintaining discipline and safety.
- The videotapes should be considered confidential pupil records which are to be maintained in accordance with state statutes and the MPS student records policy.
- The Administration should ensure that all rules and guidelines governing the use of videotapes are communicated to all MPS staff and bus companies.
- Parents should receive notice that video cameras will be used on MPS buses.

6. The Administration is recommending the following addition to Administrative Policy 4.04, Student Transportation Services.

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 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 Services/designee. Upon viewing a videotape, 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 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.

7. The Administration will initially install fifty (50) video camera systems and 150 decoy boxes. The Administration will provide written guidelines for the use, monitoring, and safeguarding of all tapes and equipment. The Administration will evaluate the initial installation and report on its success in February 2000.

Strategic Plan Compatibility Statement

8. The recommendation supports the MPS Strategic Plan Goal #1, Student Achievement, Objective 1.7, Develop and implement a comprehensive safe schools plan to ensure a safe orderly academic environment conducive to learning

Statute, Board Policy or Rule Statement

9. An addition to Administrative Policy 4.04, Student Transportation Services, is necessary. The proposed section 4.04 (22), Use of Video Camera on School Bus, is included in the recommendations section.

Fiscal Impact Statement

10. Cost of the initial installation is $60,000. Funds are allocated in the adopted FY2000 Pupil Transportation Budget.

Implementation and Assessment Plan

11. Upon approval of the addition to Administrative Policy 4.04, parents will receive notification regarding the MPS policy pertaining to use of video cameras on school buses. The Administration will report on the success of the initial installation at the February 2000 Board meeting.

Recommendation

That the Board approve the following addition to Administrative Policy 4.04, Student Transportation Services:

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 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 Services/designee. Upon viewing a videotape, 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 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.

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(Item 8) Quarterly Report of the Compensation Administration Committee

This report reflects the actions taken by the Compensation Administration Committee (CAC) for March 1999 through May 1999. The CAC met once, on April 26, 1999.

Position	Old Salary	New Salary	Comments
Assistant Director of Parent and Student Services	N/A	N/A	Appeal of reallocation of position from Range 12A to Range 11A. The CAC reaffirmed its decision to reallocate the position to Range 11A.
Leadership Specialist	N/A	N/A	Appeal of CAC's decision not to reallocate this position to a higher level. The CAC reaffirmed its decision that this position remain allocated to Range 13A.
Director of Staff Development	N/A	N/A	Reestablishment of former position, Range 12A.

* * * * *

(Item 9) 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:

5(r)	James Crain	Principal Marshall High School	Schedule III, Range 15A $93,006
2(r)	Carrie Odom	Principal Bell Middle School	Schedule III, Range 14Z $75,483
5(r)	John Roch	Assistant Principal Milwaukee Trade and Technical High School	Schedule III, Range 12Y $60,552
6(r)	Ali Hatab	Assistant Principal Clarke Street School	Schedule III, Range 10Z $44,980

2(r)	Patricia Cifax	Assistant Principal Wis. Conservatory of Lifelong Learning	Schedule III, Range 10Z $44,980
5(r)	Kathy Onarheim	Assistant Principal Manitoba School	Schedule III, Range 10Z $65,354
5(r)	James Zwerlein	Compensation Specialist Department of Human Resources	Schedule III, Range 10A $55,635
5(r)	Karen Gromowski	Special Services Supervisor Division of Special Services	Schedule III, Range 8C $47,965
5(r)	Marie Thompson	Grants Specialist Division of Research and Assessment	Schedule III, Range 7A $59,906
5(r)	Thomas Back	Budget Analyst Department of Finance	Schedule III, Range 7A $64,020

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Separate consideration having been requested of Item 7, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 7, use of video cameras on school buses, Director Werra moved to approve the Committee report.

Director Werra moved to amend the third and last paragraphs of the Committee recommendation as follows:

> The MPS Department of Parent and Student Services shall determine the location and rotation of video cameras. The ~~bus contractor~~ 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 ~~three~~ fifteen ~~school~~ days.

Director Werra further moved that the administration seek the opinion of the City Attorney's Office regarding MPS' liability in providing a false sense of security for those students riding bus routes with decoy boxes.

The amendments were adopted, the vote being as follows:

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

Noes—President Thompson—1.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

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

Noes—None.

The Board adjourned at 7:29 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 14, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 9:20 PM.

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

Absent—None.

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

September 9, 1999

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 7:15 PM on Tuesday, September 14, 1999, (or immediately upon adjournment of the Innovation/School Reform Committee Meeting, scheduled to begin at 7:00 PM), in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering performance evaluation data and compensation for 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 purpose stated above.

SUZANNE M. LUNDIN
Board Clerk

Director Hardin moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85 (1) (c), for the purpose of considering performance evaluation data and compensation for the Director, Office of Board Governance/Board Clerk.

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 9:22 PM.

The Board adjourned from executive session at 9:51 PM.

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 21, 1999

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:25 PM.

Present—Directors Hardin, Johnson, O'Neil, Spence and President pro Tem Braun—5.

Absent and excused— Directors Dannecker, Gardner, Werra and President Thompson—4.

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

September 16, 1999

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, September 21, 1999, 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.

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 Director, Office of Board Governance/Board Clerk presented seven reports of the Independent Hearing Panel of the Board of School Directors.

Director O'Neil moved to accept the reports of 9:30 AM, 11:30 AM and 2:00 PM, August 26; August 27; 9:30 AM and 2:30 PM, August 30; and August 31, 1999.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Neil, Spence and President pro Tem Braun—4.

Noes—Director Hardin—1.

The Board adjourned at 6:27 PM

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 29, 1999

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

Present—Directors Braun, Dannecker, Gardner, Hardin, O'Neil (6:00 PM), Spence, Werra, and President Thompson—8.

Absent and excused—Director Johnson—1.

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

September 24, 1999

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 Wednesday, September 29, 1999, in the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on an amendment to the compensation and salary review sections of the employment agreement between the Board of School Directors 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 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 Hardin moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85 (1) (c), for the purpose of considering performance evaluation data and compensation for the Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board reconvened in open session at 6:09 PM.

Director Spence moved that the Board approve the amendment to the memorandum of understanding as amended with Dr. Suzanne M. Lundin, dated September 29, 1999, and authorize the Board President to execute the amendment on behalf 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.

The Board adjourned at 6:10 PM.

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 29, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:11 PM.

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

Absent and excused—Director Johnson—1.

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

September 24, 1999

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, September 29, 1999, 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 Administrators and Supervisors Council.

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 Hardin moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (e), session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the Administrators and Supervisors Council.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:12 PM.

The Board adjourned from executive session at 6:37 PM.

ROBERT J. LAWRENCE
Assistant Director

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 29, 1999

Regular meeting of the Board of School Directors called to order by President Thompson at 6:43 PM.

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

Absent and excused—Director Johnson—1.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item A) Comments by Mayor John Norquist on the 2000 Proposed City Budget and its Effects on Milwaukee's Children and MPS

Mayor John Norquist presented his comments regarding the 2000 Proposed City Budget and its Effects on Milwaukee's Children and MPS.

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, in recognition of Hispanic Heritage Month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to the

Luis and Graciela de la Cruz Family

On October 16, 1999, during the 19th Annual Hispanic Awards Banquet at the Italian Community Center, the United Migrant Opportunity Services (UMOS) will award the Luis and Graciela de la Cruz family the very prestigious Hispanic Family of the Year Award for 1999.

The UMOS Hispanic Family of the Year award recognizes an outstanding Hispanic family who is involved in activities that promote the Hispanic heritage, culture, and language. The family is also selected because they serve as a positive family role model, represent the Hispanic community in an exemplary fashion, and demonstrate their heritage in all that they do.

Luis and Graciela, who are active members of the Allen Field Elementary School community, where Graciela serves as a reading resource teacher, will be honored along with their two daughters, Laura de la Cruz Herrera and Raquel de la Cruz Gutiérrez. Raquel is a teacher at Hayes Bilingual School.

The de la Cruz family actively participates in a variety of community events within the Hispanic community, such as the Mexican Fiesta, Mexican Independence Day parade, and Our Lady of Guadalupe celebration. All four family members share their talents by volunteering their time in numerous ways. A few examples are the Disaster Relief Fund-Raising for Victims in Mexico, Nicaragua, Honduras and Colombia; Centro Primo-Prime Center, Inc., a non-profit organization whose objective is to raise the

awareness of Breast Cancer Prevention, specifically in Hispanic women in Milwaukee's south side; and tutoring children to read and write fluently in Spanish and English. The entire family is well respected and valued within the Hispanic community and the Milwaukee community at large.

The Milwaukee Board of School Directors and the entire school community congratulate Mr. and Mrs. de la Cruz and their daughters, Laura and Raquel, for being named Hispanic Family of the Year and recognize them for their outstanding contribution to the Milwaukee community.

Other Awards and Recognition

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

A team of educators from the National Alliance of Black School Educators (NABSE) visited Kilbourn Elementary School on September 20, 1999, in order to make its final determination whether the school would become a national demonstration school for NABSE's Demonstration Schools/Communities Initiative. Kilbourn is one of only 10 schools nationwide to be considered a national demonstration site by NABSE for best practices in education. To be considered, Kilbourn had to demonstrate it was making significant progress in the following areas: effective leadership, mission statement, maximum performance expectations, cultural excellence, relevant and effective curricula, monitoring and reporting student progress, safe and positive climate, active parent and community participation, and civic responsibility and participation. If Kilbourn is selected as a national demonstration site, its educational practices will be used as a model for elementary schools nationwide seeking to improve student achievement, parent involvement, and school effectiveness.

Pulaski High School students and staff were honored to raise a Congressional US flag on a flagpole in front of their school on September 20, 1999. The Veterans of Foreign Wars Post 2304 donated the flag, which had flown over the White House and US Congress in Washington, DC. The flag was presented to Pulaski because of the school's ties to the Capitol. Pulaski recognized Col. Robert Modrzejewski, a 1953 graduate of Pulaski High School, who received the Congressional Medal of Honor during the Vietnam War, and Principal Janie Hatton, who received the first National Principal of the Year honor from President Clinton in 1993. The Congressional flag celebration was envisioned by Virginia Miller, a Pulaski school engineer and member of VFW Post 2304.

Juneau Business High School was awarded the Richard and Ethel Herzfeld Foundation grant of $23,657 for its Accelerated Math with its Intercession Program.

Rebecca Abraham, Lincoln Avenue School, has been honored with the 1999 Most Supportive Principal of Library-Media Centers Award by the MPS Teacher Librarians Association. Ms. Abraham was nominated by her library media specialist.

Linda Robinson, assistant principal at Allen-Field Elementary School, was one of 16 outstanding educators who participated as faculty in the 11th annual Teacher's World Program at the University of Wisconsin-LaCrosse this summer. Ms. Robinson was selected by the Department of Public Instruction as a member of the Teacher World faculty for her devotion to teaching, high recommendations from her colleagues, exemplary skills in teaching adolescents, and being a positive role model for young adults exploring careers in education. Teacher World is designed to encourage talented high school students from diverse backgrounds to consider careers in teaching.

Linda Albertson, Washington High School, has been selected as the 1999 Clinician of the Year by the Wisconsin Association of Teacher Educators. Ms. Albertson will be presented with her award and honored on October 22 at the 1999 Awards Banquet in Wisconsin Dells.

Janis Doleschal, Commissioner of Sports and Athletics in the Division of Community Recreation, will be inducted into the Wisconsin Athletic Hall of Fame at the Midwest Express Center on November 11, 1999. Ms. Doleschal, who is being inducted for her contribution to the leadership of sports in Wisconsin, will share this honor with four other outstanding Wisconsin athletes: former Milwaukee Brewer Paul Molitor, former Milwaukee Bucks owner Jim Fitzgerald, former Milwaukee Bucks guard Junior Bridgeman, and former major-league baseball player Ray Berres. Ms. Doleschal organized the first girls sports programs when she joined MPS in 1974. During her MPS career, she has overseen hundreds of interscholastic teams and an extensive public recreational program.

Woodrow Anderson, an accountant in the Department of Finance, is being 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 Woody Anderson help make all of this possible.

The following MPS employees represented the Milwaukee Public Schools as volunteers at the annual MDA Telethon during the Labor Day weekend. The volunteers assisted in the ticket booths, helped on the festival grounds with activities and games, and took pledges over the phone. In addition, School Board Director Charlene Hardin and Deputy Superintendent Willie Jude staffed the celebrity phones. Each volunteer received a Milwaukee Public Schools t-shirt from the Office of Communications to wear during the telethon.

Julie Cuellar, Facilities and Maintenance
Eleanor Ellner, Purchasing
Sofia Fuentes, Technology
Pat Kline, Office of Communications, and her husband, Ron
Marie Limpel, Small Community Schools
Paulette Litkowski, Deputy Superintendent's Office
Mary Martin, Parent Services Center
Tom McGinnity, M-TEC
Marilyn Santiago, Research and Assessment
Jan Szemborski, School Nutrition Services
Shirley Tiedjen, Finance
Chue Vang, Facilities and Maintenance Services, and her husband, Toua

Wendy Weiner, a second-grade teacher at Parkview School, has had two of her teaching tips published in the September 1999 issue of *Instructor* magazine, a nationwide publication for teachers. In one article, she describes a practical science activity involving sunflower seeds. In the second article, Wendy relates the relevant use of the computer as an adjunct to a field trip related to a lesson on flowers. Wendy also serves on the magazine's Teacher Advisory Board.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of August 24 and 31, 1999, were approved as printed.

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COMMUNICATION FROM THE SUPERINTENDENT

(Item A) Action on a Recommendation to Ratify a Negotiated Labor Contract with Local 1616-888J

TO THE BOARD OF SCHOOL DIRECTORS:

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

Local 1616-888J (Part-Time Hourly Recreation Workers) —
Two-year contract (April 1, 1999, through March 31, 2001)

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

Sincerely,

SPENCE KORTÉ, Ph.D.



Superintendent of Schools

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND
DISTRICT COUNCIL 48, LOCAL 1616-888J
(PART-TIME HOURLY RECREATION EMPLOYEES)

APRIL 1, 1999, THROUGH MARCH 31, 2001

1. Two (2) -year contract (April 1, 1999, through March 31, 2001).

2. Salaries:

   - 4/01/99 — 2%, unless employee's rate was in excess of the range maximum
   - 4/01/00 — 2%, unless employee's rate was in excess of the range maximum

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

* * * * *

Director Braun moved to approve and adopt the contract.

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

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) Report and Possible Action on Middle School Admission Standards (Follow-up to Resolution 9899R-071 by President Thompson and Director Gardner)

Background

At the regular Board meeting on September 23, 1998, the following resolution was introduced by Directors Thompson and Gardner:

WHEREAS, Only one middle school has an admission process allowing the school to select those students who are likely to best benefit from the school's programs; and

WHEREAS, By ignoring academic effort and achievement, the lottery undermines the message from parents and from MPS itself that hard work and study will be rewarded; and

WHEREAS, The random selection process has increasingly turned against black students, such that last year the total waiting list for African American students was 890, compared with a non-African American waiting list of 268; and

WHEREAS, Admissions procedures at the high school level have radically reduced waiting lists, decreased frustration and uncertainty among parents and students, and resulted in a better match of student and school; now, therefore, be it

RESOLVED, That

1. Middle schools be authorized to develop admission standards and procedures for Fall 2000 enrollment appropriate to each school's mission; and

2. In applying these standards, the middle school may not discriminate on race, gender, religion or national origin, except to the extent such distinctions are needed for the school to meet the MPS standards for racially balanced schools.

At the Board meetings on January 27, 1999, and March 30, 1999, the Administration reported to the Board of School Directors that middle schools were in the process of preparing their educational plans for 1999-2000 school year. As part of this process, each school would also be identifying a curriculum focus. At that time, it was anticipated that the curriculum focus would become the basis for middle school admission standards. The Administration was directed to report back to the Board with recommendations for middle schools that had identified curriculum focuses.

The departments of Leadership Services and Educational Services have developed the following analysis.

Administration's Analysis

1. The educational plan is the vehicle which schools used for documenting implementation of the MPS Strategic Plan. The 1999-2000 Educational Plan template has been developed and is aligned with the MPS Strategic Plan. During the month of March, inservice sessions for principals, staff, and school council members were held regarding the development of the 1999-2000 Educational Plan. Training focused on developing a powerful educational plan that will result in improved student achievement.

2. Each middle schools was asked to identify its curriculum focus (e.g., the arts, technology, or environmental education) and reflect that focus throughout its educational plan. A sample school curriculum focus worksheet that schools used to provide the design of their curriculum focuses is attached. The questions and responses were used to guide staff, parents, and community in making an initial assessment and in determining the priorities of their schools. In identifying their curriculum focuses, schools used the Board-adopted *K-12 Academic Standards and Grade Level Expectations* and the Middle Grades Learning Proficiencies. The Department of Educational Services and the Department of Leadership Services provided technical assistance to schools throughout this process.

3. Each school was expected to align its FY 2000 budget with its educational plan. The curriculum focuses are supported within the middle school's available fiscal resources. It is not the intention of the Administration to support the creation of additional specialty schools requiring increased funding.

4. The 1999-2000 Educational Plans were due May 14, 1999. An administrative team was designated by the deputy superintendents to review the educational plans with regard to curriculum focus.

5. Eighteen middle schools have sufficiently developed curriculum focuses:

Middle School	Curriculum Focus
Audubon	Communications/Technology
Bell	Integrated Technology
Burroughs*	Broadcasting, Technology, GEAR UP (College Prep)
Andrew Douglas Academy	Interdisciplinary Service Learning
Fritsche**	Investigative Learning Center (Charter School)
Global Learning Center	Global Learning
Grand Avenue	Global Education
Lincoln Center M. S. of the Arts	Visual & Performing Arts & Technology
Malcolm X Academy	African American Immersion
Milwaukee Education Center	Accelerated School Process
Milwaukee School of Languages	Language Immersion
Muir*	GEAR UP (College Prep)
Robinson	Accelerated School Process/Math and Science
Roosevelt M.S. of the Arts	Visual & Performing Arts/Technology
Sarah Scott Middle School	Health Sciences/Technology
Steuben	Computer Technology
Walker**	Charter Pending
Webster*	Trade, Technology, GEAR UP (College Prep)

* MPS GEAR-UP partnership initiative approved 8/99
** Curriculum focus developed in Charter petition

6. One middle school (Morse) currently has admission standards in place, while several have feeder elementary schools with similar academic programs. The admission process for Morse Middle School will not be changed. Where feeder relationships exist, the elementary student selects the appropriate middle school as a first choice, and the assignment is guaranteed. The identified curriculum focuses for the middle schools will allow all parents of elementary school students to choose an educational program that best meets the needs of their children.

7. Given that the goal is to reduce wait lists, to decrease frustration and uncertainty among parents and students, and to make a better match of student and school, the Administration recommends that the two schools with the highest number of students on the wait list, Lincoln Center Middle School of the Arts and Roosevelt Middle School of the Arts, implement a process using admission standards for enrollment for the 2000-2001 school year.

A report regarding the 1999-2000 city-wide schools/programs with wait lists at the entry-grade level is attached. For the current year, Lincoln's wait list numbered 184 students after the three-choice process in the Spring of 1999. Roosevelt's wait list totaled 174 students. Both Lincoln and Roosevelt are city-wide

schools. Lincoln is included in the Board's 55% walk-zone policy for city-wide schools; however, few students who reside in the Lincoln walk zone attend Lincoln, thus allocating more seats to city-wide selection. Roosevelt, by Board policy, is excluded from the walk-zone guidelines; therefore, all seats at Roosevelt are city-wide seats.

The implementation of admission standards in these two schools would not have a significant impact on the current transportation requirements for these two schools. Roosevelt currently transports 91% of its students, while Lincoln provides transportation to 98% of its students.

8. An opinion regarding the middle school admissions standards process has been requested from the Office of the City Attorney. At this time, it is anticipated that the middle school admissions standards process will include:

a. Priority assignment to students who have 90% or better attendance;

b. An orientation session with a parent. If the parents are unable to attend, they have the option of sending another adult (e.g., an uncle, aunt, adult friend) with the student to represent them; and

c. Completion of a questionnaire/application based on the school's focus. Representatives from school councils, principals, Leadership Services, and Student Services will design this instrument.

9. Following is a suggested timeline for the middle school admission standards process:

- Publication/Information to parents — September 30 through October 8, 1999
- Informational Meeting — week of October 25, 1999, two evenings at each participating school
- Mandatory Orientation Meeting — week of November 8, 1999, at each participating school
- Acceptance and Wait List Letters mailed to parents during the week of December 13, 1999

Strategic Plan Compatibility Statement

10. This report supports the 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 of Schools, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

11. There is nothing in the current Board policies that prohibits the Board from authorizing admission standards for middle schools.

Fiscal Impact Statement

12. The cost of implementing and administering admission standards for middle schools would be charged to middle school budgets. Although no firm estimates are currently available, costs would be generated as a result of additional school staff time required for after-hours meetings, events, and appointments as well as for advertising, supplies, and postage.

Implementation and Assessment Plan

13. The timeline for the middle school admission standards process is outlined in number 9 above. Implementation of the middle school admission standards process will be reviewed in Spring 2000.

The Superintendent has recommended that the Board approve a middle school admissions process for Lincoln Center Middle School of the Arts and Roosevelt Middle School of the Arts for the 2000-2001 school year.

Committee Recommendation

Your Committee recommends that the Board approve a middle school application process for Lincoln Center Middle School of the Arts, Roosevelt Middle School of the Arts, and the Milwaukee School of Languages for the 2000-2001 school year, contingent upon the consent of the School Governance Councils at those schools. The process may consist of a mandatory application, before the normal regular selection process, from students and students' parents or guardians as a condition of admission. The process may also consist of voluntary information nights, school tours, or student shadowing, but none of these steps shall be mandatory or prescribed as qualifications for admissions.

School Governance Councils at all other middle schools shall be surveyed to ascertain whether they would like to have application processes for the 2001-2001 school year, with their responses to be reported to the Board no later than March 31, 2000.

* * * * *

Separate consideration having been requested of Item 1, on the motion of Director Gardner, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 1, middle school admission standards, Director Braun moved to amend the Committee report as follows:

Your Committee recommends that the Board approve a middle school application ~~process for Lincoln Center Middle School of the Arts, Roosevelt Middle School of the Arts, and the Milwaukee School of Languages for the 2000-2001 school year,~~ contingent upon the consent of the School Governance Councils at those schools. The process may consist of a mandatory application, before the normal regular selection process, from students and students' parents or guardians as a condition of admission. The process may also consist of voluntary information nights, school tours, or student shadowing, but none of these steps shall be mandatory or prescribed as qualifications for admissions.

~~School Governance Councils at all other middle schools shall be surveyed to ascertain whether they would like to have application processes for the 2001-2001 school year, with their responses to be reported to the Board no later than March 31, 2000.~~

The amendment was adopted, the vote being as follows:

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

Noes—Director Hardin—1.

Director Braun moved to adopt the Committee report as amended.

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.

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 Recommendations to Amend Various Board Rules and Board Governance Policies Regarding Committee Membership, Structure and Assignments, Expression of Board Member Individual Opinion, Board Member-Staff Member Contact, and Board Travel (follow-up to Resolution 9900R-010 by President Thompson)

Resolution

At its meeting on May 26, 1999, the Board adopted the following recommendations regarding Resolution 9900R-010, introduced by President Thompson:

1. That the Office of Board Governance prepare an amendment to Board Rules to allow the appointment of any five Board members to the Legislation, Rules and Policies Committee;
2. That the Office of Board Governance prepare an amendment to Board Rules to dissolve the Accountability/Audit Committee and to transfer its functions to the Innovation/School Reform Committee and the Finance/Personnel Committee;
3. That the matter of Board member-staff member contact be referred to the Superintendent and the City Attorney for analysis and recommendation;
4. That the Office of Board Governance prepare an amendment to the Board Code of Ethics to make clear that the Board directors are free to express their personal opinions to other legislative bodies, but in doing so, should clearly delineate when they speak for themselves and when they represent the Board; and
5. That the Office of Board Governance prepare an amendment to Board Rules to require that all MPS-paid travel by directors be funded out of the Board budget, with permission from the president required, and to prohibit attendance at MPS expense at conventions or other meetings by lame-duck directors.

Proposed Changes

Amendments to Board Rules and Policies have been prepared to implement all five areas identified in the recommendations above.

1. Membership of the Legislation, Rules and Policies Committee: to Board Rule 2.01
2. Reassignment of the duties of the Accountability/Audit Committee: Board Rules 2.05, 2.06, 2.07 and 2.10.

   The Committee's duties have been reassigned as follows:

   - To the Innovation/School Reform Committee:
     - ◊ Monitor and Assess District Progress in Meeting Board Goals and Standards
     - ◊ District Accountability Plan/Report Card
     - ◊ Monitoring Reform Initiatives
     - ◊ Monitor Organizational Performance for Departments, Functions, Initiatives and Schools

- ◊ School Audits

- To the Finance/Personnel Committee:
  - ◊ Principal and Teacher Evaluation Process
  - ◊ Executive Limitation Compliance
  - ◊ Modification of Technology
  - ◊ Oversight of all District Audit Activities
  - ◊ Review OBG Reports and Internal and External Audits
- To the Strategic Planning and Budget Committee:
  - ◊ Oversight of the Annual Audit Plan.

3. Board member-staff member contact: to Article III, Code of Ethics, of the Rules and to Board Governance Policy 2.04. The Superintendent has reviewed the language, and the City Attorney's opinion indicating approval is attached.
4. Expression of personal opinions: to Board Rule 2.09, Article III of the Rules (Code of Ethics) and to Board Governance Policy 2.04

5. Board travel: to Board Rule 1.17(6).

Committee Recommendations

Your Committee recommends that:

1. The indicated changes be made to the Rules or Policies below; and
2. The Board Clerk be directed to refer all items pending before the Accountability/Audit Committee to the other standing Committees, in accordance with the changes below.

1. To Board Rule 2.01: Number of Committees and Membership of the Legislation, Rules and Policies Committee:

2.01 STANDING, SPECIAL AND FUNCTIONAL COMMITTEES

(l) There shall be five ~~four~~ regular standing committees of the Board. The Committees on Innovation/School Reform, on ~~Accountability/Audit,~~ Legislation, Rules and Policies, and on Finance/Personnel shall have five members each. All Board members shall be members of the Committee on Strategic Planning and Budget. ~~The chair of the Committee on Innovation/School Reform, the chair of the Committee on Accountability/Audit, the chair of the Committee on Finance/Personnel, and the chair of the Committee on Strategic Planning and Budget shall be members of the Committee on Legislation, Rules and Policies.~~ Special committees consisting of Board members and/or other persons may be appointed by the Board or the President from time to time.

2. To Board Rules 2.05, 2.06, 2.07 and 2.10: Duties of Standing Committees:

~~**2.05 COMMITTEE ON ACCOUNTABILITY/AUDIT – POWERS AND DUTIES**~~

~~The Committee on Accountability/Audit shall monitor and assess district and school progress in meeting the Board's goals and standards, including audits and other assessment reports. The Committee shall consider the district accountability plan; the principal and teacher evaluation process; the district report card; monitoring of reform initiatives; compliance with executive limitations; monitoring of decentralization; modification of technology; and policy and development in the area of its focus. The Committee shall have oversight responsibility relative to the~~

~~annual audit plan and monitoring of organizational performance for all departments, functions, initiatives, and schools, and for all district audit activities. It shall review the reports of the Office of Board Governance/Audit Services as well as those reports issued by external auditors to ensure that departments, divisions, and schools implement the internal control, compliance, economical efficiency, and program effectiveness recommendations so that the Board can assure the public that all operations and programs funded with public resources are operating effectively, efficiently, and economically.~~

2.06 COMMITTEE ON FINANCE/PERSONNEL — POWERS AND DUTIES

(1) The Committee on Finance/Personnel shall consider and make recommendations to the Board on all disciplinary and evaluation matters as currently set forth in any collective bargaining agreements, as well as those matters specified in the Administrators and Supervisors Council grievance procedures and on the principal and teacher evaluation process.

(2) The Committee on Finance/Personnel shall consider and make recommendations to the Board on all financial matters pertaining to the Board Contingent Fund, contracts and bids required by law, modification of technology, student transportation, and attendance-district boundaries. The earmarking of an amount in, or the transfer of money from, the Board Contingent Fund shall require a recorded affirmative vote of two thirds of the Board members present at the Board meeting at which either such action is taken. The Committee shall recommend fund transfer policies specifying those transfers that may be authorized by the Superintendent and those which require review and approval of the Board. The Committee shall consider financial analysis reports and financial audits and shall monitor compliance with executive limitations.

(3) The Committee shall have oversight of all district audit activities. It shall review the reports of the Office of Board Governance/Audit Services as well as those reports issued by external auditors to ensure that departments, divisions, and schools implement the internal control, compliance, economical efficiency, and program effectiveness recommendations so that the Board can assure the public that all operations and programs funded with public resources are operating effectively, efficiently, and economically.

The Committee shall have all of the Board's books and accounts audited annually by a certified public accountant and shall transmit the respective audits and reports to the Board at its regular meeting within two months after the audit is issued. The audit shall include a report by the certified public accountant on observations and recommendations relating to internal controls and other accounting, administrative, and operating matters.

(4) The Committee on Finance/Personnel shall consider and make recommendations to the Board on all facilities matters, including building repairs, alterations, improvements, improvement of grounds, purchases, development of sites, erection of new buildings, additions to buildings, and major alterations and remodelings. No site shall be purchased or leased, nor shall any building be erected or materially altered or remodeled, without resolution duly recommended by the Committee and passed by the Board, except as the Board shall otherwise provide for in its policies.

(5) The Committee on Finance/Personnel shall consider and make recommendations to the Board on all personnel matters, including matters pertaining to the appointment of all full-time and regular part-time employees as required by law or Board policies; approval of personnel transactions as required by law or Board

policies, including appointment of probationary personnel; and allocation of appropriated funds for new and vacant positions and student personnel, including student rights policy, review of student discipline, and student complaints.

(6) Other items to be considered by the Committee include:

(a) **Salary Schedules.** The Committee shall consider all proposals or requests for revisions or changes in salary schedules and shall make recommendations thereto. Upon recommendation by the Committee, the Board shall annually determine and fix salary schedules for all of its employees — except the prevailing wage rates, which may be amended by the Board from time to time (a recorded affirmative vote of two thirds of the members of the Board shall be required for the amendment or repeal of the provision concerning the amendment of prevailing wage rates). 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.

(b) **Salary Increases.** No increase in salary without change in duties and responsibilities, other than automatic training and service increments provided for in salary schedules and increases based on Board-approved changes in the prevailing wage rates, shall be granted except upon recommendation of the Committee and approval of the Board or by special action of the Board.

(c) **Teachers' Examination and Appointment.** The examination of teachers shall be conducted by the Superintendent and his/her assistants, and the results of such examination shall be available for inspection by the Committee. In conformity with and subject to the provisions of sections 119.18 and 119.32 of the Wisconsin Statutes, the employment, classification, transfer, and promotion of all employees included thereunder shall be acted upon by the Board upon recommendation of the Superintendent and approval by the Committee. Classifications and transfer refer to the various groups and divisions of the salary schedules. All appointments shall be to the unassigned list. Assignments shall be made by the Superintendent.

(d) **Probationary Appointments.** Before the monthly meetings of the Committee in December and May, and at such other times as may be necessary, it shall be the duty of the Committee to receive from the Superintendent a report of certificated and recreation and community education personnel serving on the probationary list who are recommended for continued employment. Upon the Committee's recommendation, the Board shall consider and approve all recommendations.

2.07 COMMITTEE ON STRATEGIC PLANNING AND BUDGET — POWERS AND DUTIES

(1) The Committee on Strategic Planning and Budget shall consider and make recommendations to the Board on all matters pertaining to budget development. The Committee shall consider the school operations, food services, categorical aids, extension, and construction fund budgets as prepared by the Superintendent and shall make recommendations to the Board with respect thereto. Copies of the proposed budgets shall be furnished to each Board member before the Board's statutory public hearing on the proposed budgets.

(2) Pursuant to the provisions of section 119.16 (8) of the Wisconsin Statutes, the Board shall each year at a time fixed by it, which shall be at least five days before making its annual budget report to the Common Council on or before the first Monday in August of each year, hold a public hearing on the proposed school budgets for the next fiscal year.

(3) The Committee shall be responsible for the development of a strategic planning process and plans and shall have oversight relative to the annual audit plan.

2.10 COMMITTEE ON INNOVATION/SCHOOL REFORM — POWERS AND DUTIES

(1) The Committee on Innovation/School Reform shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards. The Committee shall serve as the primary vehicle for discussing programs, initiatives, reforms, and other subjects needing public input.

(2) The Committee shall consider instructional reform issues and plans; charter school and partnership school proposals and contracts; innovative school proposals; proposals and plans for closing/reconstituting schools; graduation standards and benchmarks; K-12 learning goals and curriculum reform; establishment of measurement criteria or standards; performance/program audits; non-routine, futuristic instruction items; decentralization initiatives; and policy modification and development in the area of its focus.

(3) The Committee shall monitor and assess district and school progress in meeting the Board's goals and standards, including audits and other assessment reports. The Committee shall consider the district accountability plan; the district report card; monitoring of reform initiatives; and monitoring of decentralization. The Committee shall have oversight responsibility relative to the monitoring of organizational performance for all departments, functions, initiatives, and schools.

3. To Article III of the Rules and To Board Governance Policy 2.04 regarding Board-Staff Contact

3.01 CODE OF ETHICS: BOARD OF SCHOOL DIRECTORS

The Board recognizes that its primary function is to determine the policies and processes by which the educational process is carried on and to review those policies and processes from time to time and to investigate their effectiveness as needed. Policy determination includes, among other things, the hiring of personnel to administer and operate the school system and the delegation of authority to proper personnel to follow the Board policies. The Board eschews the effort of itself or any of its members to seek to administer directly the Board's policies. Delegation of administration is critical to the success of Board policies.

Board members should adhere to the "division of labor" principle implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board and delegates administrative responsibilities and the detailed, technical duties of management to its chief executive officers. A Board member shall not interfere with the Administration or implementation of Board policies by its chief executive officers.

Board members should respect the Board's commitment to work through its chief administrative officers by requesting desired information about the schools directly from them, by referring to them suggestions for new policies for their professional advice, by giving them an opportunity to fully investigate and report complaints, by refraining from making recommendations with respect to

appointment and promotions of employees, and by wholeheartedly supporting approved actions of the Administration.

Board members are free to contact any MPS employee for information that will help in carrying out the Board member's responsibilities and any employee may contact a Board member to offer information the employee reasonably believes would aid the Board member in his/her responsibilities. In all such contact, the Board member shall be cognizant of the need not to interfere with the employee's job responsibilities or the chain of command, nor shall this policy be taken as permission for employees to harass directors.

BG 2.04: BOARD MEMBER AUTHORITY AND DUTIES

Board members should respect the Board's commitment to work through its chief administrative officers by requesting desired information about the schools directly from them, by referring to them suggestions for new policies for their professional advice, by giving them an opportunity to fully investigate and report complaints, by refraining from making recommendations with respect to appointment and promotions of employees, and by wholeheartedly supporting approved actions of the Administration.

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4. To Board Rule 2.09, the Board's Code of Ethics, Article III of the Rules, and To Board Governance Policy 2.04 regarding Expression of Personal Opinions

2.09 LEGISLATIVE REPRESENTATION

(1) The chief lobbyist, as the Superintendent's designee, shall be the Board's legislative representative, but the Committee on Legislation, Rules and Policies may arrange for such additional representation as it may deem advisable.

(2) Members of the Board and those persons authorized to speak on its behalf with respect to legislation being considered by the Wisconsin legislature or committees thereof shall be guided by the position taken by the Board – or by the Committee on Legislation, Rules and Policies in the interim between Board meetings– with respect thereto.

(3) Individual Board members are free to express their personal opinions to other legislative bodies, but in doing should clearly delineate when they speak for themselves and when they represent the Board.

ARTICLE III: GENERAL STATEMENT OF BOARD ETHICS

Board members will further recognize that they have fiduciary responsibilities to the school district. A Board member shall not engage in conduct tending to injure the good name of the Board or the school district, to hamper or interfere with its work, or to expose the district to legal liability. Board members should strive to exercise their best and independent judgment regarding the interests of the district.

Board members will therefore act under what they conceive to be the best interests of the people of the school jurisdiction and students and people whom the Board is to serve and they will endeavor to act cooperatively. This ethical stance, however, is not to inhibit or discourage differences of opinion among Board members on how to achieve the best interests of the people to be served or the goals to be reached; nor is this stance to be considered an inhibition to seek to improve by change state or federal laws, Board policies or rules, or methods employed in the educational process.

Individual Board members are free to express their personal opinions to other legislative bodies, but in doing should clearly delineate when they speak for themselves and when they represent the Board.

BG 2.04: BOARD MEMBER AUTHORITY AND DUTIES

Although the Board is a quasi-corporation composed of its members, the members, individually or collectively, may exercise their authority over the affairs of the school system only as they vote to take action at a legal meeting of the Board. This is in accordance with numerous court decisions which have stated that, even though school boards are continuing bodies, they exist only when in formal session.

An individual Board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board.

Individual Board members are free to express their personal opinions to other legislative bodies, but in doing so should clearly delineate when they speak for themselves and when they represent the Board.

5. To Board Rule 1,17 (6), regarding Board travel

1.17 PRESIDENT'S DUTIES AND POWERS; EX OFFICIO MEMBERSHIP

(6) (a) The President shall have the power to authorize Board members to visit other school systems and to attend conventions, seminars, and similar meetings at Board expense. Such authorization shall be certified in writing to the Director of the Office of Board Governance and, when pertinent, shall state the name of the organization, as well as the purpose of the trip or meeting, the destination, and the period of time involved.

(b) Funds for such travel or meetings will be budgeted annually in the Board budget and reimbursed to Board members in accordance with district policy. No other district funds, except those in the approved Board budget, may be used for travel by Board members.

(c) Board members may be requested to share information, recommendations, and materials acquired at such meetings.

(d) Once it is certain that a Board member will be leaving the Board (either through resignation, retirement from the Board or defeat in an election), no travel expenditures may be approved for that Board member for the remainder of his/her term of office.

* * * * *

(Item 2) Action on Resolution 9899R-127 by Director Hardin to Amend Board Rule 1.08 to Provide a Procedure to Allow Board Members to Withdraw Previously Introduced Resolutions

Resolution

At its meeting on March 30, 1999, the Board referred resolution 9899R-127, which was introduced by Director Hardin, to the Legislation, Rules and Policies Committee:

WHEREAS, The Milwaukee Board of School Directors may introduce resolutions to address concerns, initiate actions, research or change; and

WHEREAS, During the current Board year, 124 resolutions have been introduced, 31 of these have already been disposed of and 93 resolutions are still pending; and

WHEREAS, Many of these resolutions were satisfactorily addressed by the administration; and

WHEREAS, There currently exists no formal means of withdrawing a resolution once it has been brought to the Board; and

WHEREAS, Currently, once a resolution has been introduced, it remains on the books until it has been sent to the full Board for action or approval; and

WHEREAS, Board members time could be more efficiently used if those resolutions already addressed could be eliminated from Board agendas; now, therefore, be it,

RESOLVED, That a procedure be implemented allowing the person who sponsors a resolution to withdraw that resolution at the committee level with the consent of the committee chair and the majority vote of that committee; and be it

FURTHER RESOLVED, That this new procedure may be adopted immediately upon Board approval.

From time to time, issues dealt with in resolutions may be resolved prior to Board hearing and action. A provision to deal with this type of situation would be appropriate to include in the Board Rules. A provision for reporting withdrawals to the Board should also be included, so the disposition of the resolutions will be reflected in the Board's Proceedings.

Committee Recommendation

Your Committee recommends that Board Rule 1.08 be amended as follows:

1.08 COMMITTEE AGENDAS AND REPORTS

Committee Agendas

(1) Committee agendas shall be determined by the President and the committee chair, in consultation with the Superintendent and the Director of Board Governance.

(2) Unless requested by the author, all Board member resolutions will be scheduled for consideration at the next committee meeting following their introduction. Items and resolutions originating elsewhere shall be scheduled at the discretion of the committee chair.

Committee Reports

(l) Reports of committees shall be in writing and transmitted to the Board on behalf of the chair by the Director of Board Governance.

(2) Reports of committees shall not be acted upon by the Board unless the meeting of such committees at which the said reports were formulated shall have been held at least 48 hours previous to the Board meeting at which such reports are presented, and unless a copy thereof shall have been sent to each Board member at least 24 hours before the Board meeting.

(3) At the request of any member of the Board, the report of any committee presenting recommendations concerning anything not previously referred to the committee by the Board, except reports concerning regular business of such committees, items referred to it by another committee, or complaint communications referred to a committee by the President, as provided in section 1.10(2), shall be referred back to the committee from which it originated for further consideration.

(4) A committee may hold a resolution referred to it by the Board for no longer than three regular committee meetings, unless the author agrees there is need for further study before the committee reports to the Board.

(5) Resolutions may be withdrawn by the author(s) at the committee level with the consent of the committee chair and the majority vote of that committee. Annually, at the Board's organizational meeting, the Board Clerk shall provide the Board with a listing of resolutions that have been withdrawn during the past year.

* * * * *

(Item 3) Action on Recommended Revisions to Administrative Policy 6.07: Employee Rules of Conduct

Background

On October 30, 1996, the Board adopted the original version of the Employee Rules of Conduct policy. Subsequent to this adoption, notices were sent to representatives of the various collective bargaining units, field administrators, and Central Services support staff. At that time, it was recognized that certain phrases were unclear and in need of minor revision and correction.

At its May 13, 1999, meeting, the Legislation, Rules and Policies Committee further discussed proposed modifications and directed the Administration to give notice and opportunity to the various collective bargaining units representing district employees to participate in discussion and/or impact bargaining. Copies of the revised policy were distributed to all MPS bargaining units. To date, no bargaining unit has asked to discuss the policy or has suggested modifications. Therefore, the policy is being brought back to committee for consideration.

Administration's Analysis

1. Over the past several years, the district has attempted to establish and implement sound personnel policies and procedures and to revise and update same as the need arises. During this same period, the Board adopted policies concerning criminal background checks and alcohol and drug testing. The revisions in this policy will allow for clearer understanding as well as advance notice of the types of job behavior that may subject employees to disciplinary action. This proactive step may effectively reduce the number of disciplinary cases in the district.

2. This policy revision will demonstrate to the general community that the district continues to maintain clear employee expectations relative to acceptable job behaviors. At the same time, this policy revision will strengthen the Administration's ability to successfully hold employees accountable for violation of this policy by giving employees advance notice of the district's standard of behavior.

3. Historically, the district has operated on the basis that appropriate employee conduct and behavior are implicit and inherent in any profession and occupation in which an employment relationship exists. Our experience with arbitration cases in the recent past strongly suggests that a clearly written, district-wide policy on employee conduct is not only sound human resources management practice, but also would serve to treat employees fairly and professionally by providing for advance notice of the standard of conduct required of employees and the potential of disciplinary action for non-compliance or infractions.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan, Goal 3, High Standards and Accountability.

Statute, Board Policy or Rules Statement

5. The recommendation requires a modification to Administrative Policy 6.07, Employee Rules of Conduct.

Fiscal Impact Statement

6. Costs associated with the implementation of this recommendation will include $125 for printing and distribution of copies from the Department of Human Resources duplicating account and $125 from the duplicating account of Leadership Services. In subsequent years, this policy will be printed in the first edition of the Administrators' Bulletin.

Implementation and Assessment Plan

7. All new employees will be provided with a copy of the approved rules of conduct in new employee packets. All current employees will be provided with copies from their administrator/supervisor via the Administrators' Bulletin.

Committee Recommendation

Your Committee recommends that the Board approve the modification to Administrative Policy 6.07, Employee Rules of Conduct, as follows:

EMPLOYEE RULES OF CONDUCT

In order to attain its educational and organizational goals in an efficient and effective manner, the Board believes it is a sound human resources management practice to fully apprise employees of the conduct that is expected of them. It is the intent of this policy to set district rules governing all employees and to publish such rules. Therefore the Board finds it necessary to promulgate rules of conduct for its employees, outlining prohibited conduct.

Any employee who violates any district policy, procedure, rule, or regulation, whether written or unwritten, shall be subject to disciplinary action, which may, but need not, include oral warnings, written warnings, suspensions without pay, demotion or any other discipline, up to and including termination. The nature of the discipline will depend on the nature of the violation, the surrounding circumstances, and any other relevant factors.

The following list of prohibited conduct does not, and is not intended to, constitute the entire list of conduct for which discipline may be imposed.

Prohibited Conduct

1. Insubordination, including disobedience, failure, or refusal to ~~obey any lawful or reasonable~~ carry out directions, ~~made or given by a superior or to carry out~~ assignments, or instructions.

2. Falsification, unauthorized modification, or alteration of any district documents or records, including applications for employment, whether by omission or commission.

3. ~~Theft, willful d~~ Damage, unauthorized use, possession, or removal of ~~property belonging to the Board or~~ Board ~~employees~~ property or another person's private property.

4. Possession, use or sale of any illegal drugs, drug paraphernalia, intoxicants, narcotics, or any other controlled substance on or off Board premises.

5. Possession, sale, or use of alcoholic beverages during assigned work hours or while on Board premises.

6. Reporting to work ~~under the influence of illegal~~ impaired by illegal drugs, alcoholic beverages or intoxicants, and/or impaired by the unauthorized consumption of prescription drugs or other legal substance.

7. Illegal or prohibited possession of firearms or other weapons during assigned work hours or while on Board premises.

8. Failure, ~~or~~ refusal, or negligence in the performance of assigned duties.

9. ~~Judicially established v~~Violation(s) of federal, state, and/or local laws/ordinances, ~~that~~ which are substantially job-related~~,~~ or ~~is~~ renders the employee unavailable for work ~~because of~~ due to incarceration.

10. Unauthorized, ~~N~~non-charitable, or business related solicitation(s) for any purpose during assigned work hours or while on Board premises ~~resulting in direct or indirect personal gain to the solicitor~~.

11. Unexcused or excessive absenteeism or tardiness, including failure to follow appropriate reporting procedures ~~for absences and tardiness~~.

12. Loafing, loitering, sleeping, or engaging in unauthorized personal business.

13. Failure to comply with health, safety, and sanitation requirements, rules and regulations.

14. Threatening, harassing, intimidating, interfering with, coercing, injuring, or using abusive language toward students, Board employees or the public.

15. Unauthorized accessing, disclosure, or copying of confidential information or records.

16. Engaging in ~~any~~ activity~~, while on or off duty~~ that significantly detracts from the school district's image or reputation.

17. Failure or refusal to comply with school/departmental work rules, policies, or procedures.

* * * * *

(Item 4) Report and Possible Action with Respect to the Board's Position on the Proposed DPI Rules on Teacher Licensing

Background

In May 1997, the DPI "Work Groups on Teacher Assessment, License Stages and License Categories" released its report and recommendations on restructuring teacher education and licensing in Wisconsin. As a result, DPI drafted proposed rules and held statewide public hearings in March 1998. Over the years and recently, DPI has made changes to the proposed rules.

At the Spring hearings, the Wisconsin Association of School Boards opposed the rules for a number of reasons, including its perception that the rules did not move the state to a performance-based system of teacher education and licensure, and that there was not sufficient involvement of school boards and parents in their development.

The Department of Public Instruction responded to WASB in a number of press releases. As of this date, DPI and WASB remain at odds over the proposed rules. The position of the DPI and the proposed rules are available for review on the Internet at *www.dpi.state.wi.us/dpi/dlsis/tel/newrules.html*. The positions of WASB can be found at *www.wasb.org/publications/index.html*.

This Fall, the rules will come before the Senate and Assembly Education Committees for public hearing and action. In preparation for the fall hearings, WASB has requested school boards to place this matter on their agendas for discussion. Copies of a communication and proposed resolution from WASB are attached. While the resolution states WASB's position, the letter clearly encourages school boards to draft their own unique resolutions on this matter, basing them on the missions, beliefs, and viewpoints of their own local communities.

administration's analysis

The following table lists a number of major issues surrounding DPI's proposed Administrative Rules and MPS's positions on them:

Issues Surrounding DPI's Proposed Administrative Rules		MPS Position
1.	Increased local costs to implement the changes. Local school districts would incur significant costs in implementing the rules. A DPI fact sheet (attached) shows that the state resources proposed fall far short of the local costs incurred.	Oppose
2.	Include specific language in the "Institutional and Educational" program areas about minority/diverse student recruitment.	Support
3.	Change "Educational Interpreter" license requirements to include both elementary and secondary curriculum content.	Support
4.	Include three-member panel discretion when a professional educator obtains a master's degree to become a school psychologist, social worker, counselor, or speech pathologist and obtains "initial licensure" within that specific profession.	Support
5.	Change "Professional Teaching Permits" to allow journeymen and other skilled workers to teach the subject area "technology education" to accommodate current/future practices at Milwaukee Technical High School and other MPS vocational/technical programs.	Support
6.	Connect teacher licensure to classroom performance.	None
7.	All charter school teachers must be licensed as "Charter School Instructional Staff" or receive a "Charter School Instructional Permit."	None
8.	Flexibility for local implementation of the rules changes.	None

Strategic Plan Compatibility Statement

The form in which the rules will be finally adopted will have a direct impact on the Board's ability to realize its strategic plan for the district.

Statutes, MPS Policy or Board Rule Implication Statement

In the past, the Board ordinarily has not taken a position on administrative rules; however, these proposed rules would result in major changes to district operations, and the issues are significant. It is therefore appropriate for the Board to take a position on them.

Fiscal Impact

If the rules are adopted in their present form, the fiscal impact on the district will be significant.

The Superintendent recommended that the Board oppose the proposed rules for teacher education and licensure (PI 34) as presently formulated.

Committee Recommendation

Your committee recommends that the Board:

- Oppose the proposed rules for teacher education and licensure (PI 34) as presently formulated;
- Support connecting teacher licensure to classroom performance;
- Oppose provisions that require that all charter school teachers must be licensed as "Charter School Instructional Staff" or receive a "Charter School Instructional Permit";
- Support flexibility for local implementation of the rules changes.

* * * * *

Separate consideration having been requested of Items 1 and 2, on the motion of Director Gardner, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 1, regarding amendments to various Board rules and Board governance policies regarding committee membership, structure and assignments, expression of Board member individual opinion, board member-staff member contact, and board travel, Director Dannecker moved to suspend Board Rule 1.11 to allow for immediate consideration of the report.

The motion to suspend prevailed, the vote being as follows:

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

Noes—None.

Director Braun moved to adopt the Committee report.

The report was adopted on the following vote:

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

Noes—Director Hardin—1.

With respect to Item 2, regarding an amendment to Board rule 1.08 to establish a process for withdrawing resolutions, Director Spence moved to suspend Board Rule 1.11 to allow for immediate consideration of the report.

The motion to suspend prevailed, the vote being as follows:

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

Noes—None.

Director Hardin moved to adopt the Committee report.

The report was adopted on the following vote:

Ayes— Directors Braun, Dannecker, Gardner, Hardin, 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; Expenditure Control Report; Report on Administrative and School Fund Transfers; and Acceptance of Donations

Award of Contracts

The following recommendations are made based on proposals received on Tuesday, May 18, 1999:

ELECTRICAL PROJECT INSPECTION SERVICES

Frank Yokosh
Electrical Inspection Services, Inc.
N67 W30570 Red Fox Run
Hartland, WI 53029

Total contract of $92,718.00

Gerald Simon
GFS Inspection, LLC
8423 South 76th Street
Franklin, WI 53132

Total contract of $92,718.00

Steven Weiner
4878 South 19th Street
Milwaukee, WI 53221

Total contract of $80,000.00

The following recommendation is made based on bids received on Tuesday, August 17, 1999:

ROOF REPLACEMENT

North Division High School

Prime Contractor
F.J.A. Christiansen Roofing Co. Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, Base Bid of $598,645.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	96	36	4	Corp	2

The following recommendations are made based on bids received on Tuesday, August 24, 1999:

ROOF REPLACEMENT

Milwaukee Sign Language School

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

Low Bidder, Base Bid of $351,688.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	160	6	6	Corp	1

PARKING LOT & ATHLETIC FIELD RECONSTRUCTION

Washington High School

Prime Contractor

Munson Inc.
6747 North Sidney Place
Glendale, WI 53209

Low Bidder, Base Bid of $214,150, plus $4,244 for Mandatory Alternate Bid 1
to provide concrete slab with stone base for dumpsters, for a total contract of..... $218,394.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	46	10	6	Corp	7

Total construction contract dollars awarded $1,168,727.00
Total dollars HUB participation.....$116,872.00
% of MBE participation 10.00
% of WBE participation.....0.00
% of M/WBE participation 0.00
% Minority employees within company 24.41
% Women employees within company.....5.49

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

B-5247 Vehicle: One Delivery Van (Facilities & Maintenance Div)

Recommend authorization to purchase one twenty-four foot delivery van totaling $53,950 from the second low bidder Lynch Truck Center. The first low bidder, Milwaukee Mack

Sales, Inc. was recommended for purchase at the August 31, 1999 Board meeting. The award has been cancelled due to Milwaukee Mack Sales, Inc., inability to provide the vehicle in accordance with bid specifications.

RFP-273 Office Copying Equipment (Various)

Recommend authorization to purchase various brands and models of office copying equipment as needed, through January 31, 2000, with an option for one six-month renewal.

The estimated value of the initial contract period is $180,000. Award will be made to multiple vendors: IKON Office Solutions, F.J. Kubichek, and Savin Corporation. MPS repair staff have tested the models.

All machines include delivery, set up, user 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/Savin 99xx DP Series

Recommend authorization to purchase from the low bidder in the aggregate, IKON Office Solutions, on the Ricoh Aficio model series. Unit prices are indicated.

Bidders	**IKON**	F.J. Kubichek	Savin Corp.
Terms	**Net 30 days**	Net 30 days	Net 30 days
Print Speed			
35 cpm	**$ 5,417**	$ 5,895	$ 5,891
40 cpm	**$ 6,717**	$ 7,602	$ 7,626
55 cpm	**$ 10,234**	$ 10,417	$ 11,359
65 cpm	**$ 11,385**	$ 11,632	$ 12,708

Item 2: Digital Copiers, Konica 7000 Series

Recommend authorization to purchase from the low bidder in the aggregate, F.J. Kubichek on the Konica model 7000 series. Unit prices are indicated.

Bidders	**F.J. Kubichek**	C.O.S.
Terms	**Net 30 days**	Net 30 days
Print Speed		
40 cpm	**$ 7,207**	$ 7,160.95
50 cpm	**$ 9,507**	$ 10,241.62
60 cpm	**$ 11,232**	$ 12,733.21

Item 3: Color Copiers

Recommend authorization to purchase from the low bidder, Savin Corporation, on the Savin model SDC306. Unit prices are indicated.

Bidders	**Savin Corp.**	IKON	F.J. Kubichek
Terms	**Net 30 days**	Net 30 days	Net 30 days
Print Speed			
6 cpm	**$ 5,315**	$ 6,585	No Bid

Item 4: Digital Duplicators, Ricoh/Gestetner

Recommend authorization to purchase from the low bidder in the aggregate, F.J. Kubichek, on the Ricoh 10 30 and JP series. Unit prices are indicated.

Bidders	**F.J. Kubichek**	Savin Corporation	IKON
Terms	**Net 30 days**	Net 30 days	Net 30 days
Print Speed			
120 cpm	**$ 2,474**	$ 2,270	No bid
120 cpm	**$ 5,740**	$ 5,970	No bid
120 cpm	**$ 8,303**	No bid	No bid

Item 5: Digital Duplicators, Risograph

Recommend authorization to purchase from the low bidder in the aggregate, IKON Office Solutions, on various Risograph models. Unit prices are indicated.

Bidders	**IKON**	PBS	James Ofc. Eqpt.
Terms	**Net 30 days**	Net 30 days	Net 30 days
Print Speed			
130 cpm	**$ 4,260**	$ 4,225	No bid
120 cpm	**$ 7,002**	$ 7,035	$ 7,595
120 cpm	**$ 9,081**	$ 9,095	No bid

Information Items:

RFP-187 Authorization to Extend the Length of Contract of Stockless Office Supply Program

The contract with Corporate Express has been extended through June 30, 2000. It was originally awarded five years ago.

SS-515 Apple Macintosh Computers (Warehouse Stock and Schools)

During FY99, 595 iMac models, totaling $ 603,905, and 225 Power Mac G3 AV models, totaling $ 411,275, were bought under SS-480, which was approved by the Board.

In August 1999, a purchase order totaling $ 69,930 was issued to Apple Computer, Inc., for iMac computers for warehouse stock, to be ordered by schools as needed. When stock is needed, Power Mac G3 AV models will also be ordered. The MPS Technology Advisory Committee will be consulted in the event of a model change. The intent is to use SS-515 as authorization to replenish warehouse stock or to deliver the same items directly to schools, as demand dictates throughout FY99-00. This would apply to current MPS standard models as well as future replacement models.

Pursuant to Board Policy 3.09(3), Purchasing and Bidding Requirements, the Administration has prepared the FY99 3rd- and 4th-quarter report of purchases between $25,000 and $50,000 approved by the Superintendent.

Month	Bid #	Description	School/Dept.	Supplier	Project Total
1/99	AS-472	Computer Security Software Licenses	Technology Dept. for Various	Apple Computer	$32,800
2/99	ER-14	Furnace Filters	F & M for Various	Filtration Concepts	$37,358
3/99	ER-15	Automatic Floor Scrubbing Machines	F & M for Various	Advance Cleaning	$30,144

Month	Bid #	Description	School/Dept.	Supplier	Project Total
4/99	AS-486	Office File Storage System	Board Governance	Storage Systems of Wisconsin	$25,790
4/99	AS-489	2-Yr L-P of 30 iMAC Computers & 1 File Server	37th Street	Apple	$37,000
4/99	AS-491	Upgrade of Computer Networking	Marshall H.S.	Novell	$40,000
4/99	Rebid of B-5240	30 Handie-Talkies (Two-way Radios)	School Safety Dept.	General Com-munications	$27,209
5/99	SS-373	1 Ameritech Virtual Classroom Video Link	Hi-Mount	Ameritech	$47,085
5/99	AS-492	Ductwork	F&M for Vincent H.S.	Milw. Insulation Co., Inc.	$38,500
5/99	B-5242	Automotive Equipment	Madison H.S.	Snap-On Tools; Grainger; Brodhead-Garrett; and Voell Mach.	$49,918.16
5/99	B-5243	Fitness Equipment	South Division H.S.	Badger Fitness Systems	$37,660
6/99	AS-503	4 Troy Printers	Tech. Dept. for HR Payroll Software	Moore North America	41,394.50
6/99	AS-373	1 Ameritech Virtual Classroom Video Link	North Division	Ameritech	$33,734.30
6/99	RFP-283	Board Marketing Survey		Public Policy Forum	$30,100.00

Report on Administrative And School Fund Transfers

3. 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
Marshall	First Resort	$1,500	Computer, monitor, keyboard, modem, printer
Marshall	Social Security Administration	$750	TV, photocopier, Iomega zip drive, cartridges, overhead projector, TV cart

Committee Recommendations

Your Committee recommends that the Board:

1. Award the contracts as listed;
2. Authorize the purchases as listed, except for item 3, color copiers, below; and
3. Accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

Your Committee reports the following purchase out of committee without recommendation, pending further analysis by the Administration:

Item 3: Color Copiers

Recommend authorization to purchase from the low bidder, Savin Corporation, on the Savin model SDC306. Unit prices are indicated.

Bidders	**Savin Corp.**	IKON	F.J. Kubichek
Terms	**Net 30 days**	Net 30 days	Net 30 days
Print Speed 6 cpm	**$ 5,315**	$ 6,585	No Bid

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Deletion of Names from the List of Appointed Teachers; Approval of Prevailing Wage Rates; and Affirmative Action Report

Approval of Classified Personnel Transactions

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Sandra Cain School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Cindy Chapman School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Jennifer Dixon Department of Finance	School Secretary I $20,929.74/yr.	08-09-99
Tawana Elim Congress-South Campus	Child Care Worker $8.64/hr.($12,960.00yr.)	08-23-99
Daniel Kentowski School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Jamie Kuenzi School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Johnnetria Lucas School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Roxie McAllister School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Tiffany McGowan Congress – South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	07-26-99
Noel Rodriguez School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
David Scarbrough School Safety	School Safety Assistant $11.45/hr.($17,129.20/yr.)	08-30-99
Joanna Stanford Transportation	School Secretary I $20,929.74/yr.	08-30-99
Robert Swartz Warehouse & Distribution Services	Material Handler I $30,857.32/yr.	08-30-99
Carla Barton-Burns Edison	Boiler Attendant Trainee $25,063.48/yr.	08-23-99

Donna Borowski Special Services Center	School Secretary II $29,198.00/yr.	08-09-99
Colette Cronce Payroll	Account Clerk I $29,198.00/yr.	08-23-99
Carol Farmer Kosciuszko	Building Service Helper II $23,926.76/yr.	08-09-99
Norma Garner Robinson	Boiler Attendant Trainee $25,063.48/yr.	08-23-99
Felicia Givens Special Services	School Secretary II $28,429.18/yr.	08-16-99
Sheila Heinen Sherman	Food Service Manager I $15,258.78/yr.	08-20-99
Barbara Jones Morse	Boiler Attendant Trainee $25,063.48/yr.	08-23-99
Carol Krueger Milwaukee Education Center	Boiler Attendant Trainee $25,063.48/yr.	08-23-99
Robert Monday Warehouse & Distribution Services	Material Handler III $39,341.64/yr.	08-23-99
Debra Noyes Pleasant View	Food Service Manager I $14,969.31/yr.	08-20-99
Patricia Peschl Walker	Food Service Manager IV $19,176.40/yr.	08-20-99
Daniel Rajchel Fac. and Maintenance Serv.	Painter Crew Leader $22.54/hr.($45,080.00/yr.)	07-26-99
Evelyn Ray Purchasing	Buyer II $39,266.24/yr.	09-09-99
Thomas Rechlicz Fac. and Maintenance Serv.	Painter Foreman $51,840.00/yr.	06-21-99
Mary Rivas Wisconsin Conservatory	Food Service Manager III $21,358.04/yr.	08-20-99
Frederick Roos Fac. and Maintenance Serv.	Painter Crew Leader $22.54/hr.($45,080.00/yr.)	07-26-99
Mary Will Westside Academy II	Food Service Manager II $16,296.76/yr.	08-20-99

REINSTATEMENTS

Name and Assignment	Position and Salary	Date
Judith Diliberti Lincoln Center of the Arts	School Secretary I $23,364.44/yr.	08-23-99
Geraldine Lewis-Smith Lincoln Avenue	School Secretary I $23,364.44/yr.	08-19-99

CHANGES IN STATUS

Name and Assignment	Position and Salary	Date
Carol Berres % Morgandale	Food Service Manager II $20,134.16/yr.	08-20-99

Cheryl Britt + Student Services	School Secretary I $23,574.90/yr.	08-17-99
Nancy Blumenberg + Department of Finance	Account Clerk I $31,794.62/yr.	08-16-99
Dixie Brown % Thurston Woods	Food Service Manager I $19,370.37/yr.	08-20-99
Edith Brunson % Hartford	Food Service Manager II $20,620.36/yr.	08-20-99
Edith Carter + Rufus King	School Secretary I $27,139.06/yr.	08-23-99
Dale Chapman % Milwaukee Trade & Tech.	Food Service Manager III $21,965.85/yr.	08-20-99
Geraldine Groce % Franklin	Food Service Manager III $21,965.85/yr.	08-20-99
Sue Heiser % LaFollette	Food Service Manager IV $19,754.07/yr.	08-20-99
James Klasinski % Roosevelt	Food Service Manager III $21,358.04/yr.	08-20-99
Beth Kralj % Wisconsin Avenue	Food Service Manager IV $19,672.36/yr.	08-20-99
Karen Roussy % Webster	Food Service Manager VII $28,894.27/yr.	08-20-99
Patricia Sanders % Alcott	Food Service Manager I $19,370.37/yr.	08-20-99
Samantha Shields * New School for Community Service	School Secretary I $18,854.00/yr.	08-23-99
Sandra Szatkowski + King	School Bookkeeper $35,280.18/yr.	09-07-99
Grace Talatzko % Lincoln Avenue	Food Service Manager III $21,965.85/yr.	08-20-99
Linda Taper % Goodrich	Food Service Manager I $19,370.37/yr.	08-20-99
Kathryn Tetzlaff % Starms Discovery Learning Center	Food Service Manager IV $22,703.53/yr.	08-05-99
Jacqueline White % Custer	Food Service Manager I $16,871.67/yr.	08-20-99
Ann Zarling % Carleton	Food Service Manager II $18,214.82/yr.	08-20-99

% Reclassification of Food Service Mgrs. Per Appendix A, page 47 of Local 150 contract (Food Service)
\+ From a 10-month to a 12-month position
* From a 12-month to a 10-month position

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs/Exp. Credit	Start Date
r	Dawn S. Akers PreK-6	B	$27,333	0	8/24/99
r	Albert M. Allen Elementary Education	B	$27,333	0	8/24/99
r	Edward A. Ames Upper Elementary	B	$27,333	0	8/24/99
r	Phyllis A. Anderson Upper Elementary	B	$27,981	1	8/24/99
r,b	Reginald K. Armstrong Upper Elementary	BB	$38,845	8	8/24/99
r	Cheryl A. Arnold Upper Elementary	B	$27,333	0	8/24/99
nr	Katherine A. Banner Broadfield Science	B	$27,333	0	8/24/99
nr	Beth C. Baranek Elementary Education	B	$27,333	0	8/24/99
r	Dorothy M. Barron Upper Elementary	B	$27,333	0	8/24/99
r	Andria M. Barton Upper Elementary	B	$27,333	0	8/24/99
r	Alice L. Bauman C.D.	B	$27,333	0	8/24/99
r	Karen C. Benko Elementary Education	B	$27,333	0	8/24/99
r	Heather M. Bertram PreK-9 Ex. Ed./Elementary Education	B	$27,333	0	8/24/99
r	Anne M. Bolstad Speech Pathology	B	$27,981	1	8/24/99
r	Julie A. Bonin PreK-3	B	$27,333	0	8/24/99
r	Meredith L. Braver K-6	B	$27,333	0	8/24/99
r	James E. Brierly Exceptional Education	B	$27,333	0	8/24/99
r	Amy L. Bruce E.D./K-9	B	$27,333	0	8/24/99
r	Nuntiata D. Buck Upper Elementary	B	$27,333	0	8/24/99
nr	Mary K. Busse Elementary Education	B	$27,333	0	8/24/99

r	Jennifer L. Cassis Upper Elementary	B	$29,895	3	8/24/99
r	Mary A. Chemlick Upper Elementary	B	$34,447	6	8/24/99
r	Mary S. Chukka Elementary Education/Montessori	B	$27,333	0	8/24/99
r	Ann-Marie Cirillo Upper Elementary	B	$27,981	1	8/24/99
r	Nancy Colon Elementary Education	B	$27,333	0	8/24/99
nr	Kerry M. Conachen Elementary Education/English/Social Studies	B	$27,333	0	8/24/99
nr	Wendy E. Crystal Elementary Education	C	$31,511	1	8/24/99
nr	Carl V. Dabols Science/Social Studies	C	$30,780	0	8/24/99
r	Mark T. Datthyn Elementary Education	BB	$28,660	0	8/24/99
r	Marny K. Donalson Upper Elementary	B	$27,333	0	8/24/99
r	Dawn M. Dresen Elementary Education	B	$27,333	0	8/24/99
r	Ceciel Dumas Elementary Education	B	$27,333	0	8/24/99
r	Llewellyn V. Eastern Upper Elementary	B	$27,981	1	8/24/99
r	Dawn M. Emanuele Elementary Education	B	$27,333	0	8/24/99
r	Jennifer L. Ewerdt English	B	$27,333	0	8/24/99
nr	Rachel L. Ferber PreK-6	B	$27,333	0	8/24/99
r	Matthew Fisher, III Upper Elementary	B	$27,333	0	8/24/99
r	Astrid G. Fossum Elementary Education	B	$29,273	3	8/24/99
r	David G. Fox Elementary Education	B	$27,333	0	8/24/99
r	Melissa L. Friedel L.D./K-9	B	$27,333	0	8/24/99
r	Janelle L. Funk Upper Elementary	B	$27,333	0	8/24/99
r	Maria A. Garcia-Rodriguez Upper Elementary	B	$35,741	7	8/24/99

r	Michael R. Gielow Upper Elementary	B	$27,333	0	8/24/99
r	Sharon A. Green Exceptional Education	B	$29,273	2	8/24/99
r	Maryann S. Grihalva Elementary Education	B	$27,981	1	8/24/99
nr	Kathleen M. Groser K-3	B	$27,333	0	8/24/99
r	Carol A. Groskopf Biology/Broadfield Science	B	$27,333	0	8/24/99
nr	Jason R. Gross PreK-3	B	$27,333	0	8/24/99
nr	Lori A. Guyant Elementary Education/Social Studies	B	$34,447	5	8/24/99
r	Honore A. Harvey EC:EEN/PreK-3	B	$27,333	0	8/24/99
r	Valencia T. Hill English	B	$27,333	0	8/24/99
r	Marquis E. Hines Upper Elementary	B	$27,333	0	8/24/99
r	Tamara R. Hines Upper Elementary	B	$27,333	0	8/24/99
r	Tiffaney J. Hollowell Elementary Education	B	$27,333	0	8/24/99
r	Carrie L. Hoppe Upper Elementary	B	$27,333	0	8/24/99
nr	Dennis W. Howland Tech Ed	B	$33,154	5	8/24/99
nr	Elizabeth A. Jankowski Art	BB	$28,660	0	8/24/99
nr	Patrice K. Jensen K-8 L.D./K-12 C.D.	BB	$34,771	6	8/24/99
r	Lisa R. Jeske Elementary Education	B	$27,333	0	8/24/99
r	Diane Johnson PreK-3	B	$27,333	0	8/24/99
r	DeAnna L. Johnson Elementary Education	B	$27,333	0	8/24/99
r	Joyce M. Jones Upper Elementary	B	$27,333	0	8/24/99
r	Carlos A. Jones Upper Elementary	B	$27,333	0	8/24/99
r	Anne E. Kasdorf Elementary Education	B	$27,333	0	8/24/99

r	James F. Koepp Upper Elementary	B	$27,333	0	8/24/99
r	Sara L. Kramer ESL/Social Studies	B	$27,333	0	8/24/99
r	Mary Krawczyk Elementary Education	B	$27,333	0	8/24/99
r	Doris D. Kroll Elementary Education	B	$27,333	0	8/24/99
r	Karen E. Kruger PreK-6	B	$27,333	0	8/24/99
nr	Jennifer A. Kuehn Speech Pathology	B	$27,333	0	8/24/99
r	Malgorzata T. Kutynia-Kunath L.D.	B	$27,333	0	8/24/99
nr	Nikki J. Lambros Exceptional Education	B	$27,333	0	8/24/99
r	Lenore B. Lee Upper Elementary	B	$30,568	3	8/24/99
r	Blia Lee Bilingual Elementary	B	$27,333	0	8/24/99
r	Precious E. Lefer Chemistry	B	$31,861	4	8/24/99
r	Vanessa R. Liederbach Elementary Education/English	B	$27,333	0	8/24/99
r	Timothy A. Long Tech Ed/Auto	A	$26,007	0	8/24/99
r	Amy M. Lund Elementary Education	B	$27,333	0	8/24/99
r	Jessica M. Marks Music	B	$27,333	0	8/24/99
r	Luz Z. Martinez Elementary Education	BB	$28,660	0	8/24/99
nr	Nancy E. Martinez Bilingual Guidance	B	$27,333	0	8/24/99
nr	Jennifer M. Mazurek K-9/L.D.	B	$27,333	0	8/24/99
nr	Melissa M. Michaelchuck Elementary Education	C	$33,359	0	7/27/99
r	Susan E. Moeller PreK-K	B	$27,333	0	8/24/99
r	Tammi L. Monty Elementary Education	D	$32,870	1	8/24/99
r,a	Avis Mosby, II Upper Elementary	B	$27,981	0.9	8/24/99

r	JaDawn Z. Muhammad Upper Elementary	B	$27,981	1	8/24/99
r	Katherine M. Narloch Elementary Education	B	$27,333	0	8/9/99
r	Michele L. Nauman Elementary Education	B	$27,333	0	8/24/99
nr	Mayra S. Negron PreK-3/Spanish	B	$27,333	0	8/24/99
r	Barbara L. Nichols Upper Elementary	B	$27,333	0	8/24/99
r	Maureen M. O'Donnell Upper Elementary/Social Studies	B	$27,333	0	8/24/99
r	Emily R. Ortega Upper Elementary	B	$27,333	0	8/24/99
r	Brook Paniagua Broadfield Science/Earth Science/Biology	B	$27,333	0	8/24/99
r	Amy L. Parker Elementary Education	B	$31,861	4	8/9/99
r	Carmen L. Patterson Elementary Education	B	$27,333	0	8/24/99
r	Connie P. Phillips Upper Elementary	B	$27,333	0	8/24/99
r	Sigurd Piwek Grades 1-9/German K-12	BB	$28,660	0	8/24/99
nr	Christian R. Pleister E.D./L.D.	BB	$28,660	0	8/24/99
nr	Shannon L. Plennes PreK-3	B	$27,333	0	8/24/99
r	Jacqueline F. Podolski English	B	$27,333	0	8/24/99
nr	Kimberly A. Reimer Speech Pathologist	B	$27,333	0	8/24/99
nr	Carrie J. Repath Elementary Education/Social Studies	B	$27,333	0	8/24/99
r	Maria T. Restivo Upper Elementary	B	$27,333	0	8/24/99
r	Ron J. Rezash Elementary Education	B	$27,981	1	8/24/99
nr,b	Kelly Jo Richman Gr 1-8/Counselor	C	$40,280	8	8/24/99
r	Ann K. Riojas Upper Elementary	B	$27,333	0	8/24/99
r,a	Walter Robles Elementary/Bilingual	BB	$32,054	3	8/24/99

r	Regina M. Rogers Elementary Education	B	$27,333	0	8/24/99
r	Lyn Rohner Elementary Education	B	$27,333	0	8/24/99
r	Elyse M. Roman Upper Elementary	B	$27,333	0	8/24/99
r,a	Tammy A. Ruege Elementary Education	BB	$30,696	2	8/24/99
nr	Ellen C. Schneider K-9 C.D./Elementary Education	B	$27,333	0	8/24/99
r	Geralyn M. Schroeder Art/Language Arts	C	$30,780	0	8/24/99
r	Margaret M. Schuler Upper Elementary	B	$27,333	0	8/24/99
r	Siegrid M. Schweinert Elementary Education	B	$27,333	0	8/24/99
r	Sarah D. Sgarlata Grades 1-9	B	$27,333	0	8/24/99
r	Rebecca L. Simons PreK/K/EC:EEN	B	$29,623	0	8/24/99
r	Rebecca L. Skeeter Upper Elementary	B	$27,981	1	8/24/99
r	Andrew J. Skrobis Social Studies/History/Economics	B	$27,333	0	8/24/99
r	Jennifer M. Smith PreK-6	B	$27,333	0	8/24/99
nr	Marie L. Sokolowski PreK-3	B	$27,333	0	8/24/99
r	Seth C. Sondag Upper Elementary	BB	$28,660	0	8/24/99
r	Richard E. Spates Elementary Education	B	$27,981	1	8/24/99
r	Rebecca M. Sprenger Elementary Education	B	$29,273	2.5	8/24/99
nr	Jill C. Stange LD/CD	B	$35,741	7	8/24/99
nr	Sarah M. Staum PreK-6	B	$27,333	0	8/24/99
nr	Sara Jo Steidtmann ED	B	$27,333	0	8/24/99
nr	Leah J. Stuller Elementary Education	B	$27,333	0	8/24/99
nr	Donna D. Sturycz Upper Elementary	B	$27,333	0	8/24/99

r	Monique S. Tally Upper Elementary	B	$27,333	0	8/24/99
r	Melvin J. Thomas Elementary Education	B	$27,333	0	8/24/99
r	Stacy L. Thompson Upper Elementary	B	$29,273	2	8/24/99
r	Magda I. Torres-Galan L.D./C.D.	C	$30,780	0	8/24/99
nr	Ann Mary L. Totsky K-3	B	$27,333	0	8/24/99
r	Theresa L. Travelute Upper Elementary	B	$27,333	0	8/24/99
r	Sharon D. Tucker Elementary Education	B	$27,333	0	8/24/99
r	Ellis L. Turrentine, Jr. Upper Elementary	B	$27,333	0	8/24/99
r	Jennifer J. Vincent PreK-3	B	$27,333	0	8/24/99
r	Scott R. Vincent Biology/Chemistry	B	$27,333	0	8/24/99
nr	Jeffrey S. Wallack E.D.	B	$27,981	1	8/24/99
r	Julie A. Wallner Elementary Education	B	$27,333	0	8/24/99
r	Thalia M. Washington Upper Elementary	B	$27,981	0	8/24/99
r	Nicole M. Watkins Upper Elementary	B	$27,333	0	8/24/99
r	Nicole E. Waugh Social Studies /History/Economics/Sociology	B	$27,333	0	8/24/99
r	Tracy L. Welch Upper Elementary	B	$27,333	0	8/24/99
r	Debra A. White Elementary Education	B	$27,333	0	8/24/99
nr	Linda M. Widmann Grade 1-9	B	$27,333	0	8/24/99
r	Deanitta M. Williams Elementary Education	B	$27,333	0	8/24/99
r	Yolanda M. Williams Upper Elementary	B	$27,333	0	8/24/99
r	Patricia A. Williams-France Elementary Education	B	$27,333	0	8/24/99
r	Dashal M. Young Gr. 1-8	BB	$28,660	0	8/24/99

r	Tierra C. Zandrews L.D.	B	$27,333	0	8/24/99
r	Karla E. Zuehlke Upper Elementary/Spanish	B	$27,333	0	8/24/99

Associate School Psychologists

Code	Teachers — Schedule 01	Salary	Yrs/Exp. Credit	Start Date
nr	Marla R. Aspenson	$35,800	0	8/17/99
nr	Karen M. Bauer	$35,800	0	8/17/99
nr	Janet L. Bean	$35,800	0	8/17/99
r	Gloria D. Chisholm	$35,800	0	8/17/99
nr	Michelle E. Jetzer	$35,800	0	8/17/99
nr	Todd A. Lamb	$35,800	0	8/17/99
nr	William Petropoulos	$35,800	0	8/17/99
nr	Tiffany Thomas	$35,800	0	8/17/99
r	Megan K. Werner	$35,800	0	8/17/99
r	Almalee M. Williams	$35,000	0	8/17/99

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 21, 2000:		
Katherine Michels	McNair	August 24, 1999
Illness Leave, to June 12, 2000:		
Lynn Butenhoff	Custer	August 24, 1999
Betty Lynn Jensen	McNair	August 24, 1999
Maternity Leave, to June 12, 2000:		
Luz Chaparro Hernandez	Riley	November 17, 1999
Victoria Durian	Substitute	November 17, 1999
Rachelle Enk	Fairview	November 17, 1999
Jenny Galloway	38th Street	November 17, 1999
Amy Gerbasi	Wheatley/65th Street	September 13, 1999
Kristi Giese	Holmes	August 24, 1999
Personal Leave, to January 21, 2000:		
Jeffrey Brown	27th Street	August 24, 1999

Personal Leave, to June 12, 2000:

Cynthia Baldwin	Maple Tree	August 24, 1999
Sally Barron	Maryland	August 24, 1999
Anne Desotelle	Lloyd	August 24, 1999
Rita Igl	Sabbatical Leave	August 24, 1999
Valerie Jostock	Siefert	August 24, 1999
Richard Klimek	Sabbatical Leave	August 24, 1999
Erin Krause	Fratney	August 24, 1999
Tracy Laster	Sherman	August 24, 1999
Timothy Leverence	Juneau	August 24, 1999
Linda Melk	South	August 24, 1999
Lora Mitchell	Fernwood	August 24, 1999
Susan Romero	King H.S.	August 24, 1999
Linda Schultz	Alcott	August 24, 1999
Kathryn Seynhoven	Alcott	August 24, 1999
Angela Spearman	Edison	August 24, 1999
Christine Uhrin	Audubon	August 24, 1999

Sabbatical Leave, to January 21, 2000:

Teresa Tyczkowski	Auer	August 24, 1999

Sabbatical Leave, to June 12, 2000:

Sheryl Bennett	Marshall	August 24, 1999
Ruth Ann Bevenue	King High School	August 24, 1999
David Valdes	MHSA	August 24, 1999

Study Leave, to June 12, 2000:

April George	DSSC	August 24, 1999

Extension of Illness Leave, to January 21, 2000:

Faye Ellen Thom	Leave	August 24, 1999

Extension of Illness Leave, to June 12, 2000:

Gerald Alberti	Leave	August 24, 1999
Timothy Goss	Leave	August 24, 1999
Billie Matson	Leave	August 24, 1999
Robert Simiele	Leave	August 24, 1999

Extension of Maternity Leave, to June 12, 2000:

Laura Fischer	Leave	August 24, 1999
Jill Rummel	Leave	August 24, 1999

Extension of Personal Leave, to June 12, 2000:

Kelly Anderson	Leave	August 24, 1999
Georgina David	Leave	August 24, 1999
G. Dwight Hamilton	Leave	August 24, 1999
Naseer Nasir	Leave	August 24, 1999
Lisa Thornton	Leave	August 24, 1999
Kristin Wasielewski	Leave	August 24, 1999

Deletion of Names from the List of Appointed Teachers

4. In a letter dated August 2, 1999, the following people were informed that they would be dropped from the list of appointed teachers if they did not notify the Department of Human Resources of their leave status by July 1, 1998, as is required in their contracts. As of this date, no response has been received, nor has the staff member informed the Administration of his/her status.

Carlton, Brenda
Rebecca Davidson
Laura Jackson
Michael Todryk

In a letter dated May 13, 1999, the following people were informed that they would be dropped from the list of appointed teachers if they did not notify the Department of Human Resources of their leave status. Neither person responded with a reason for being out for 45 days or more as is required in their contracts. No response has been received, nor has the staff members informed the Administration of his/her status:

Barbara Cord
Harold Lingis

Prevailing Wage Rates

5. 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

6. The Affirmative Action Report for the month of August 1999 is attached to the minutes of your Committee's minutes. This is an informational report, and no action is required.

Committee recommendations

Your Committee recommends that the Board:

1. Approve the classified personnel transactions, teacher appointments, and leaves of absence as listed;

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 date indicated on the above-mentioned communications.

* * * * *

(Item 3) Action on an Intergovernmental Cooperation Agreement Regarding an Easement and Construction of a Floodwater Detention Facility at Thoreau Elementary School

Administration’s analysis

1. During the past several months, the Administration has been in discussion with the Milwaukee Metropolitan Sewerage District (MMSD) relative to MMSD's proposal to construct a storm water detention

basin at the Henry David Thoreau Elementary School, located at 7878 North 60th Street. Based on those discussions, an Intergovernmental Cooperation Agreement has been developed regarding the construction, operation, and maintenance of the proposed detention basin. A copy of the proposed agreement is attached.

2. The proposed agreement permits the MMSD to construct a dry detention basin in the former playfield area on the north end of the Thoreau site. This basin is one of a total of four (4) which MMSD is proposing to construct to control the flooding along Southbranch Creek in the City of Milwaukee and the Village of Brown Deer. The detention basin, intended to retain water from a 100-year rainstorm, will be designed so that the water within the basin will totally drain within 24 hours after such a storm.

3. Other key elements of the agreement include:

- MPS will grant MMSD an easement to construct the basin. Should MMSD choose not to use the area for storm water detention, the agreement becomes null and void. Ownership of the property remains with MPS.
- MMSD will develop the detention basin to house two soccer fields — one for ages 6-8, and one for ages 12-14. MPS will program the use of the fields.
- MMSD will construct a 4-foot-high fence along the south side of the basin to separate the school playground from this area. MPS will maintain the fence.
- MMSD will landscape the basin to ensure no net loss of trees. MPS can add landscaping in the future with MMSD concurrence, as long as operation of the basin is not affected.
- Maintenance of the facility will be split 60% MPS, 40% MMSD. The MPS portion will consist entirely of grass cutting, tree tending, trash removal, and the fence maintenance. All other costs will be borne by MMSD.

4. The City of Milwaukee approved the agreement at its July 1999 meeting.

Strategic plan compatibility statement

5. The recommendation is consistent with the MPS Strategic Plan Goal 2, Objective 2.6, to maintain, improve, and update MPS buildings and facilities. The recommendation is also consistent with the former Board goal of Fiscal Responsibility to aid in informed decisions about allocations of resources for district program, functions, and operations.

Statute, board policy or rule statement

6. Section 66.30 Wisconsin Statutes requires Board approval for execution of any Intergovernmental Cooperation Agreement.

Fiscal impact statement

7. There is no fiscal impact to the district. Maintenance costs for the area are already included in the Facilities and Maintenance FY2000 budget.

Implementation and assessment plan

8. Upon approval, the document will be signed by all of the appropriate parties. MMSD will issue all contracts for construction of the basin.

Committee Recommendation

Your Committee recommends that the Board approve the Intergovernmental Cooperation Agreement with the Milwaukee Metropolitan Sewerage District for construction of a storm water detention basin at the Henry David Thoreau School.

* * * * *

(Item 4) Action on Communication 9899C-004 from the US Navy Recruiting Station Regarding the Release of Senior High School Students' Names and Addresses

Administration's Analysis

1. On November 6, 1998, representatives from the Administration met with Mr. Tom Stevenson, Education Specialist, United States Navy Officer Recruiting Station, to respond to Mr. Stevenson's request that the school district provide to his office the names and addresses of MPS senior high school students. The Administration explained to Mr. Stevenson that student records are confidential and the names and addresses are not a part of the district's directory data. Mr. Stevenson was offered some alternative ways that the district would be able to assist him in making recruitment materials available to senior students.

2. At its January 27, 1999, meeting, the Board of School Directors referred Communication 9899C-004, dated December 14, 1998, from the U.S. Navy Officer Recruiting Station regarding the release of names and addresses of senior high school students to the Finance/Personnel Committee. A copy of Communication 9899C-004 is attached to the minutes of your Committee's meeting.

3. On January 27, 1999, the Administration responded to Mr. Stevenson's December 14th formal communication. The Administration highlighted the district's policy regarding the confidentiality of student records, responded to questions presented, and suggested ways that the district and the U.S. Navy Recruiting Station could collaborate in meeting his request while maintaining the confidentiality of student records.

4. On March 30, 1999, after hearing testimony from Mr. Tom Stevenson at the March Finance/Personnel Committee meeting, the Board referred the item back to the Finance/Personnel Committee. The Board requested that the Administration contact other Wisconsin school districts to ascertain how they respond to requests from military recruiters for student information. The Board also requested that the Administration confer with the City Attorney's Office to obtain an opinion regarding the possible ramifications of changing the MPS policy.

5. The Administration surveyed 22 suburban districts and contacted the school districts of Madison, Kenosha, and Green Bay to determine how other districts respond to requests from military recruiters for student information. Seven districts responded:

- Five school districts reported that student names and addresses are not part of their directory data; therefore, student names and addresses are not released.
- Two school districts reported that student names and addresses are part of their directory data, and the military has access to this information.

Both groups of respondents indicated that military recruiters have access to students during the lunch period and periodically during the school year. The recruiters have space available to them in school career centers.

6. The inclusion of student names and addresses in the directory data would allow the military access to this information. The Administration consulted with the City Attorney's Office regarding possible outcomes of including student names and addresses as part of the district's directory data. According to the City Attorney's Office, the district would be obligated to release the information to other organizations or individuals, regardless of their causes or philosophies.

7. Wisconsin State Statute 118.125, Pupil Records, provides statutory policy related to "Directory Data" and release of student records. MPS Administrative Policy 8.42, Student Records, provides specific procedures regarding the release of student records. Pertinent excerpts from the statutes and district policy follow:

> Wisconsin State Statute 118.125(1)(b)
>
> *Directory Data* means those pupil records which include the pupil's name, address, telephone listing, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, photographs, degrees and awards received and the name of the school most recently previously attended by the pupil.

Wisconsin State Statute 118.125(3)

If a school has notified the parent, legal guardian or guardian *ad litem* of the information that it has designated as directory data with respect to any pupil, has informed the parent, legal guardian or guardian *ad litem* of the pupil that he or she has 14 days to inform the school that such information may not be released without the prior consent of the parent, legal guardian or guardian ad litem.

Administrative Policy 8.42(2) — Policy on Release of Student Names and Addresses

Neither the names nor the addresses of students shall be furnished to any person for any purpose whatever, except to the superintendent's office, without the consent of the parent or guardian in the case of minor students and without the student's consent in the case of students 18 years of age or older.

Administrative Policy 8.42(3)(a)(3) — Directory Data

Directory data means those pupil records which include the pupil's name, participation in officially recognized activities and sports, weight and height of athletic teams, degrees and awards received and the name of the school most recently previously attended by the pupil. It does not include address, telephone listing, date/place of birth, dates of attendance or photograph.

Administrative Policy 8.42(7)(d) — Release of Directory Data

The Milwaukee Public Schools will release the following personally identifiable information contained in a student's education record as "directory data" unless specifically directed not to by the student's parent, legal guardian or guardian *ad litem*:

- student's name
- participation in officially recognized activities and sports
- weight and height of members of athletic teams
- degrees and awards received and the
- name of the school most recently previously attended by the student."

8. Parents are notified of this policy via the *Student/Parent Handbook on Rights and Responsibilities* distributed in the fall.

9. The policy regarding release of student records applies to all organizations and individuals, including military recruiters, college admission representatives, athletic directors, etc. Many college recruiters go to schools and hold informational sessions regarding their particular institutions. Military recruiters also visit schools to meet with and recruit students. The Administration is always willing to make materials available to all high schools. High school staff provide the information to seniors. In addition, many guidance offices and school career centers have areas that contain brochures provided by branches of the military.

Strategic Plan Compatibility Statement

10. The recommendations support the MPS Strategic Plan, Goal 1, Student Achievement, Objective 1.13, to establish partnerships within the community to help students achieve high standards.

Fiscal Impact Statement

11. Approval of the Administration's recommendations requires no additional funding.

Implementation and Assessment

12. Military recruiters will continue to be welcome to visit MPS high schools to recruit students. Information regarding military career opportunities provided to the Administration by the military will be forwarded to high schools for appropriate distribution to students through guidance offices and career centers.

Statute, Board Policy or Rule Statement

13. The recommendation is consistent with Wisconsin State Statute 118.125, Pupil Records, and the MPS Administrative Policy 8.42, Student Records.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's analysis and that the Administration continue to make career information from organizations available to high school students.

* * * * *

(Item 5) Action on the Recommendations of the Surplus Property Task Force

Administration's Analysis

1. During the last several years, a number of concerns have been raised relative not only to the proposed disposition of certain properties, but also to the status of the policies relating to the disposition of surplus property. In order to address these concerns, the Superintendent convened a task force to:

a. Review all of the property owned by the Board of School Directors and make recommendations as to its retention or sale. The scope was subsequently narrowed to include only vacant, non-school sites;

b. Review all of the property to evaluate the potential of these sites as part of larger economic development efforts;

c. Recommend policy or procedure changes which would assist the Board in its decision making and management of its resources in the future.

2. The task force's seventeen (17) members were various governmental officials, real estate professionals, and staff from the district. Governmental officials included five staff members from the Department of City Development, Department of Public Works, City of Milwaukee Budget Office, and the Mayor's Office. The real estate professionals were from five (5) major real estate companies serving metropolitan Milwaukee. District staff involved were from the Department of Finance, Department of School and Community Services, and the Division of Facilities and Maintenance Services.

3. The task force met five (5) times, beginning in December 1997 and ending in March 1998. As part of its deliberations, the task force reviewed a great deal of data and discussed numerous issues surrounding the various sites. The data included information furnished by the staff for its use, as well as additional/supplementary data which the task force felt was relevant to its discussions. The task force also discussed the city land-use plan for the northwest side, trends in developments occurring in the city, and past/current practices of the Board and the City of Milwaukee.

4. The task force considered eleven (11) sites currently owned by the Board of School Directors. The majority of these properties (six total) are located on the far northwest side of the City of Milwaukee in the former Town of Granville. There are two which are located outside the city in the City of Greenfield and the Village of Hales Corners. The remaining three are located on the south side of Milwaukee. With the exception of two sites, all of these properties were purchased during the 1950s and 1960s as the City of Milwaukee was expanding and annexing territory into the city — particularly the former Town of Granville and Town of Lake. In the past twenty (20) years, all of the sites have been evaluated on at least three separate occasions for retention.

In determining the recommendation for each property owned by the Board, the task force examined a number of factors:

a. Highest/best use

b. Needs of the district

c. Development occurring in the immediate area

d. Availability of land in case of future need

e. Market conditions

5. The Finance/Personnel Committee originally considered the report of the task force at its meeting of May 19, 1998. The report has been held in committee since that time.

6. The Board has taken independent action regarding three sites contained in the task force report. These sites and the related action by the Board for each is as follows:

a. Clairmont Trucking — South 20th Street and West Kinnickinnic River Parkway

- At its meeting of February 25, 1998 (Proc. pp. 726-728), the Board approved retention of the parcel for storage purposes and directed that all opportunities for leasing be explored. The task force incorporated this action into its report.

b. Site #74 — North 107th Street and West Mill Road

- At its meeting of May 27, 1998, the Board authorized the sale of an 11.0-acre portion of the site to Mr. August Urbanek for $92,000, with the remainder of the site to be retained for future school purposes. The task force had recommended this action in its report.

c. Potter's Forest — South 100th Street and West Forest Home Avenue

- At its meeting of November 24, 1998 (Proc. pp. 495-498), the Board authorized the Administration to proceed with planning to design and implement programs at Potter's Forest for a "school without walls." In addition, the Board directed the Administration to develop a plan for the construction of a new building at the site, with the project to be included in the updated facilities master plan and recommendations relative to funding allocations to be included as part of the FY2000 budget.

Given the independent action already taken by the Board, further action by the Board on these three sites is not necessary at this time.

7. Since the receipt of the task force report, the Board has also taken independent action on the sale of lots for Site #6 (Sholes subdivision) and Site #45 (Vincent subdivision). All of the lots have now been sold at both of these sites. The Administration has amended its previous recommendations for Site #6 and Site #45 to reflect this development.

8. The task force report, which has been sent to Board members under separate cover, details the recommended disposition for each of the sites, as well as other recommendations related to other issues. The Administration has reviewed each recommendation and, with one exception (Site #44), generally concurs with the recommendations of the task force. A comparison of the task force's and the Administration's recommendations for each site is as follows:

Site/Location	**Task Force Recommendation**	**Administration's Recommendation**
Site #6 — South 23rd St. and West Halsey Ave.	Continue to market remaining lots. Retain remaining area for use by Sholes Middle School.	All of the lots have been sold per previous Board action. Concur with retaining remainder of site for use by Sholes Middle School.
Site #15 — South 87th St. and West Howard Ave.	Reaffirm surplus status. Consult with the City of Greenfield as to desired development of the site. Determine market value; develop market strategy, and market and sell.	Concur.
Site #36 — North 92nd St. and (north of) West Mill Rd.	Reaffirm surplus status. Determine current market value; develop market strategy and market and sell.	Concur.

Site/Location	Task Force Recommendation	Administration's Recommendation
Site #44 — North 87th St. and West Dogwood St.	Declare surplus. Determine current value; develop market strategy, market and sell.	Reaffirm retention for future school purposes.
Site #45 — North 99th St. and West Everts St.	Continue to market remaining lots. Retain remaining portion for use by Vincent High School.	All of the lots have been sold per previous Board action. Concur with retaining remaining portion for use by Vincent High School.
Site #57 — South 3rd St. and West Uncas Ave.	Reaffirm surplus status. Begin negotiations with Milwaukee County at fair market value.	Concur.
Site #91 — North 99th St. and West Vera Ave.	Reaffirm retention for future school purposes.	Concur.
Rochelle Remnant — North 45th St. and West Rochelle Ave.	Reaffirm surplus status. Create school-to-work project with high schools to build house on the site. Market and sell house and lot as a package.	Concur.

Other Task Force Recommendations	Administration's Recommendation
1. Retention of Board owned property be limited to those for which development would likely occur.	Consider as part of review and updating of facilities standards as part of facilities master plan development.
2. An evaluation and review of sites be completed on a five-year basis.	Consider as part of review and updating of facilities standards as part of facilities master plan development.
3. The City of Milwaukee require that an adequate school site be reserved in all appropriate major residential developments, and that the Board be required to make a decision whether or not to purchase the site once the development is 90% complete.	Consider as part of review and updating of facilities standards as part of facilities master plan development.
4. That any development of Board-owned property be completed by the private sector unless there is a compelling reason to do otherwise.	Consider as part of review and updating of facilities standards as part of facilities master plan development.
5. That marketing of the surplus property be done to maximize income for the Board and consider the long-term tax levy value added to the city tax base.	Consider as part of review and updating of facilities standards as part of facilities master plan development.

Strategic Plan Compatibility Statement

9. The recommendations are consistent with the MPS Strategic Plan, Goal 2, MPS — Milwaukee's First Choice of Schools, Objective 2.6, to maintain, update, and improve MPS buildings and facilities, which includes the updating of the Facilities Master Plan: 1992-2001 document. Evaluation and

recommendations regarding sites are a component of that update. The recommendations are also consistent with the former Board goal of fiscal responsibility to aid in informed decisions about allocations of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

10. Board authorization is required to declare property surplus and to direct the Administration to take the appropriate action.

Fiscal Impact Statement

11. Approval of the task force's recommendations will have no fiscal impact. Any sale of property will be brought to the Board for approval prior to the execution of sale documents.

Implementation and Assessment Plan

12. Should the Board approve the recommendations of the task force and the Administration, the Administration will begin working with the City of Milwaukee to develop a marketing effort and begin the implementation for each site. As events progress for each site, the Administration will bring either offers to purchase or other recommendations to the Board for its approval.

Committee Recommendations

Your Committee recommends that the Board:

1. Accept the report of the Surplus Property Task Force with appropriate gratitude to the members for their efforts;

2. Approve the recommendations of the Administration in regard to the sale or retention of surplus property as follows:

Site/Location	**Administration's Recommendation**
Site #6 — South 23rd St. and West Halsey Ave.	**Retain remainder of site for use by Sholes Middle School.**
Site #15 — South 87th St. and West Howard Ave.	**Reaffirm surplus status. Consult with the City of Greenfield as to desired development of the site. Determine market value; develop market strategy, and market and sell.**
Site #36 — North 92nd St. and (north of) West Mill Rd.	**Reaffirm surplus status. Determine current market value; develop market strategy and market and sell.**
Site #44 — North 87th St. and West Dogwood St.	**Retain for future school purposes.**
Site #45 —North 99th St. and West Everts St.	**Retain remaining portion for use by Vincent High School.**
Site #57 — South 3rd St. and West Uncas Ave.	**Reaffirm surplus status. Begin negotiations with Milwaukee County at fair market value.**
Site #91 — North 99th St. and West Vera Ave.	**Retain for future school purposes.**
Rochelle Remnant — North 45th St. and West Rochelle Ave.	**Reaffirm surplus status. Create school-to-work project with high schools to build house on the site. Market and sell house and lot as a package.**

* * * * *

(Item 6) Report on a Plan by Which All MPS Schools Can Offer Students Free or Reduced Breakfast During the School Year (Follow-up to Resolution 9899R-016 by Director Hardin)

Your Committee reports having received the following report from the Administration:

Administration's report

1. At its November 25, 1997, meeting the Board referred the following resolution by Director Hardin to the Finance/Personnel Committee:

WHEREAS, The Milwaukee Public Schools (MPS) population reflects a high degree of children who live in poverty; and

WHEREAS, A strong connection has been made that good nutrition and student achievement go hand in hand; and

WHEREAS, The free and reduced lunch program is a federally funded program in which all MPS schools participate; and

WHEREAS, Only some of the schools in MPS participate in the reduced or free breakfast program; now, therefore be it

RESOLVED, That the Board direct the Administration to work with community consultants to develop a plan by which all MPS schools can offer students free or reduced breakfast during the school year ; and be it

FURTHER RESOLVED, That the Administration report back to the Board the cost of such a program and possible funding sources.

2. At its February 25, 1998, meeting, the Board accepted the Administration's response to Resolution 9899R-1016 and requested that the Administration provide progress reports.

3. Progress reports were submitted in August 19,1998, and January 25, 1999. At the January 25, 1998, meeting, the Administration reported that breakfast was available in all elementary schools and 22 of 36 secondary schools. The Administration had established a goal of 100% availability for the breakfast program. At that time, a progress report to the Board regarding meeting this goal was scheduled for September 1999.

4. As of the start of this school year, all MPS schools — with the exception of METRO, Vincent, Sholes, and the Global Learning Center — have breakfast available to their students. Sholes is scheduled to begin breakfast the week of September 20, 1999. It is expected the other sites will have breakfast available by October 4, 1999.

5. All enrolled students are eligible to participate in the school breakfast program, regardless of their ability to pay. Approximately 14,000 students participate in the breakfast program on a daily basis. As with the lunch program, students eligible for free meals do not pay for breakfast. Currently, 99% of students eating breakfast at school are on a non-paying basis.

6. From a fiscal perspective, child nutrition programs are performance-based, which means that the district receives federal reimbursements for every breakfast served to an eligible child. For FY2000, the district is projected to spend $2,233,000 on the breakfast program.

7. The Division of School Nutrition Services has continued to promote the breakfast program in schools. Some of the actions are:

- Notification regarding the availability of breakfast in the district-wide mailing of the free and reduced meals application form;
- Promotion of National School Breakfast Week at all MPS schools;
- Collaboration with Hunger Task Force on additional outreach efforts;
- Offering alternative breakfasts to schools where the traditional breakfast is not feasible.

* * * * *

(Item 7) Report Regarding Transfers with Respect to the Open Enrollment Policy

Your Committee reports having received the following report from the Administration:

Administration's Report

1. On April 28, 1999, the Board of School Directors adopted a new resolution regarding public school open enrollment transfers. The resolution allowed for the approval of applications for transfer for the 1999-2000 school year.

2. Based on Board action, all applications were approved by the Administration unless there was no available space in the MPS school that the non-resident applicant specifically requested. Of the 36 non-resident students applying to attend a specific MPS school, eleven were denied due to space limitations.

3. A summary chart indicating the results of the 1999-2000 public school open enrollment follows:

Participants	**City Residents**			**Non-Residents**			**Grand Total**
	Majority	*Minority*	*Total*	*Majority*	*Minority*	*Total*	
Applications Received	720	398	1118	28	8	36	1154
Applicants	466	259	725	28	8	36	761
Applicants Approved by MPS	466	259	725	19	6	25	750
Applicants Enrolled in MPS	—	—	—	11	4	15	15
Applicants Enrolled in Other Districts	269	101	370	—	—	—	370

4. A total of 1154 applications requesting open enrollment transfers were received from City of Milwaukee and non-city residents. In some cases, this number represented a request for more than one school district per student. The actual student applicant totals are 725 city-residents requesting enrollment in another school district and 36 non-resident students requesting enrollment in MPS.

5. Of the 36 non-resident applicants, the Milwaukee Public Schools approved 25 for enrollment in MPS. Eleven applicants were denied enrollment due to space limitations, and fifteen applicants were approved for enrollment in MPS. The majority of the non-resident students who applied for MPS requested city-wide schools.

6. All city residents were approved for public school open enrollment in other districts by MPS. Of the 725 applicants approved, 370 were enrolled by other districts.

7. MPS received five applications for enrollment from non-resident special education students. All applications were approved by MPS, with two subsequent enrollments. Special education city residents who applied for open enrollment totaled 37. Six students have been enrolled in other districts.

8. The following chart indicates where students were attending school at the time application was made to participate in the Wisconsin Public School Open Enrollment Program.

Enrollment Status at Time of Application		
	City Resident Applicants	Non-Resident Applicants
Attending MPS	254	13
Private	270	4
Other Public Schools	76	8
Home Schooled	8	0
No School Attendance	117	11
Total	725	36

9. Of the 725 city residents who applied for public school open enrollment to other districts, 370 were actually enrolled in those districts. Of the 370 students, 111 attended MPS in 1998-99. In FY99 the state aid for open enrollment students was $4,543 each. Assuming FY2000 state aid for open enrollment students remains the same as FY99, MPS will lose $504,273 ($4,543 × 111). Offsetting this lost aid will be $68,145 ($4,543 × 15) in additional state aid attributable to 15 non-resident applicants enrolling in MPS schools. The net fiscal impact of the open enrollment program is a reduction in state aid of $436,128.

* * * * *

(Item 8) Acceptance of the Annual School Census Report

Your Committee reports having received the following report from the Administration:

Administration's Report

Each year, as required by Wisconsin State Statutes Section 119.34(4), the Division of Facilities and Maintenance Services conducts an enumeration of all children 19 years old or younger residing in the City of Milwaukee. This enumeration is conducted between October and June, with the results being reported to the Board each year in August.

Based upon the annual enumeration, the district receives approximately $2 million in aids from the State of Wisconsin. The data is reported in summary form by type of school attendance. School attendance figures shown for each age group are not intended to be representative of actual enrollment in the corresponding grade.

Copies of the annual census report with detailed information by census tract, attendance area, age, and racial composition have been transmitted to the Board under separate cover. A summary report of the results of the 1999 child census follows:

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	1,914	1,851	3,765	0	0	3,765
1	3,193	3,150	6,343	0	0	6,343
2	3,689	3,457	7,146	0	0	7,146
3	4,197	3,937	8,134	456	1	7,677
Total	12,993	12,395	25,388	456	1	24,931
4	4,619	4,365	8,984	2,468	560	5,956
5	4,955	4,924	9,879	6,005	1,353	2,521
6	5,519	5,354	10,873	8,440	1,803	630
7	5,492	5,354	10,846	8,748	1,940	158
8	5,547	5,347	10,894	8,878	1,953	63
9	5,424	5,335	10,759	8,804	1,906	49
10	5,239	4,997	10,236	8,337	1,857	42
11	4,894	4,768	9,662	7,857	1,760	45
12	4,793	4,601	9,394	7,555	1,792	47
13	4,715	4,593	9,308	7,477	1,771	60
14	4,657	4,406	9,063	7,246	1,747	70
15	4,424	4,310	8,734	7,083	1,527	124
16	4,397	4,297	8,694	6,977	1,458	259
17	4,311	4,217	8,528	6,492	1,495	541
18	4,293	4,443	8,736	5,463	1,698	1,575
19	4,862	4,876	9,738	3,882	2,587	3,269
Total 4-19	78,141	76,187	154,328	111,712	27,207	15,409
Grand Total	91,134	88,582	179,716	112,168	27,208	40,340

* * * * *

(Item 9) Approval of Administrative Appointments and Promotions

The Superintendent recommended:

1. That the following individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Karen Jackson	Director Department of Human Resources	Sched. IIIE, Range 16A $97,671
5(r)	Peter Pochowski	Director Division of Security	Sched. IIIE, Range 12A $71,316
5(r)	Michael Czerwinski	City-Wide Assessment Program Administrator, Division of Research and Assessment	Sched. III, Range 10A $76,703
2(r)	Kathy Swope	Performance Assmt Coordinator Division of Research and Assessment	Sched. III, Range 10A $75,972
2(r)	Mary Fair-Johnson	Research Specialist Division of Research and Assessment	Sched. III, Range 9A $72,355
5(r)	Susan Stuckert	Academic Project Manager Division of Community Recreation	Sched. III, Range 9A $73,050
2(r)	Lula McCarty	Assistant Coordinator, Title I Division of Curriculum and Instruction	Sched. III, Range 8A $69,572

5(r)	Kathleen Horn	Secondary Reading Supervisor, Title I Division of Curriculum and Instruction	Sched. III, Range 8B $59,590
2(r)	Dean Blackwell	Accountant I Department of Finance	Sched. III, Range 3A $47,912
5(r)	Linda Jeske	Budget Planning Assistant Department of Finance	Sched. III, Range 2A $42,383

2. That the Committee approve the establishment of the following position and promote the individual to the classification indicated, effective upon assignment following approval by the Board of School Directors:

5(r)	Jason Helgerson	Budget Planning & Policy Specialist Department of Finance	Sched. III, Range 11A $70,000

This position will be funded within the FY2000 budget approved by the Board.

Committee Recommendation

Your Committee recommends that the Board approve the establishment of the position and the appointments/promotions listed above, except for the Director, Division of Security.

* * * * *

Separate consideration having been requested of Items 1 (that portion dealing with the purchase of color copiers), 2 (the deletion of names from the list of appointed teachers), 4, and 9, on the motion of Director Gardner, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to the portion of Item 1 dealing with the purchase of color copiers, Director Braun moved to approve the purchase recommended by the administration.

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 respect the portion of Item 2 dealing with the deletion of names from the list of appointed teachers, the administration requested that the names of Rebecca Davidson and Laura Jackson be removed from the list.

Director Braun moved to approve the report with the two names deleted.

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 respect to Item 4, a communication from the US Navy Recruiting Station regarding the release of senior high school students' names and addresses, Director Braun moved to place the report on file.

The motion failed of adoption, the vote being as follows:

Ayes—Directors Braun, Hardin and Werra—3.

Noes—Directors Dannecker, Gardner, O'Neil, Spence and President Thompson—5.

Director Gardner moved that the administration be instructed to develop implementation options to make MPS high school students more competitive with students in suburban, independent and religious schools, and to report these options back to the Board no later than January 1, 2000, with a letter from the City Attorney providing legal review of the options and the administration's evaluation of each, for consideration and possible action by the Board.

The motion prevailed, the vote being as follows:

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

Noes—Directors Hardin and Werra—2.

The Board recessed from 8:20 to 8:25 PM.

With respect to Item 9, administrative appointments and promotions, Director Spence 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, Gardner, Hardin, O'Neil, Spence, Werra, and President Thompson—7.

Noes—None.

Temporarily absent—Director Dannecker—1.

The Board retired to executive session at 8:26 PM.

The Board reconvened in open session at 8:45 PM.

Director Braun moved to adopt the Superintendent's original recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Directors Hardin and Werra—2.

REPORTS OF SPECIAL COMMITTEES

(Item A) Reports of the Independent Hearing Panel of the Milwaukee Board of School Directors

The Director, Office of Board Governance/Board Clerk presented 18 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 1, 1999, at 9:30 AM and 2:00 PM; September 2, 1999, at 9:00 AM and 2:00 PM; September 8, 1999, at 9:30 and 11:30 AM; September 15, 1999, at 9:30 and 11:30 AM; September 17, 1999, at 9:30 and 11:30 AM; September 20, 1999, at 9:30 AM; September 21, 1999, at 9:30 AM and 2:00 PM; September 22, 1999, at 9:30 AM; September 23, 1999, at 9:30 AM; September 27, 1999, at 9:30 AM and 2:00 PM; September 29, 1999, at 9:30 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.

(Item B) Report of the Special Committee on Board Compensation

Your Special Committee on Board compensation presents the following report:

Background

At its meeting on May 26, 1999, the Board adopted a resolution establishing a special committee on Board Compensation and Benefits, with members appointed by the president, to report back to the Board with recommendations. The resolution provided that no Board members were to serve on this committee.

Subsequent to the meeting, President Thompson appointed the following individuals to the Special Committee on Board Compensation:

Bob Milbourne, Greater Milwaukee Committee
Sheila Cochran, Milwaukee County Labor Council AFL-CIO
Florence Dukes, City of Milwaukee Employee Relations

Your Committee reports that it has completed its review of Board compensation and submits the following recommendations for the Board's consideration:

1. Salary of Board Members and the President

Current Provisions

Board members currently receive a salary of $7,200 per year, with the Board President receiving $8,400. This salary was established by Board resolution on February 27, 1985, and has not been changed since.

Recommended Changes:

Your Committee recommends that 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 during term of office

Current Provisions:

Board Rule 1.27(1): 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.

Recommended Changes:

Your Committee recommends no changes in this benefit, since it is one generally available to employees of the district.

3. Health insurance after leaving office

Current Provisions:

Board Rule 1.27(2): Board members are eligible to continue in the district's group health insurance plans upon leaving the Board, provided they are at least 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.

This rule is based on a similar provision for district administrators; however, your committee notes that administrators must have 15 years of service with the district and must have 70% or more of the allowable full-day accumulation of sick leave to qualify for this benefit. Similar requirements exist for members of other bargaining units.

Recommended Changes:

Your Committee recommends that this provision 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.

4. Out-of-State Travel

Current Provisions:

Board members are allowed to attend one conference per year, if authorized by the president.

Recommended Changes:

Your Committee concurs with changes recommended in response to a different resolution to eliminate travel for members who are leaving the Board.

5. Miscellaneous provisions

Current Provisions:

Board members receive reimbursement for automobile travel for official trips; various consumable supplies, such as stationery and postage; a file cabinet; and use of a computer and fax machine.

Recommended Changes:

Your Committee recommends no changes in this area.

Your Committee also reports having examined the issue of performance pay for Board members and reports that it does not recommend that the Board establish performance pay for its members.

Summary of Recommendations

Your Committee recommends:

1. That 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. 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.

Referred to the Legislation, Rules and Policies Committee.

* * * * *

COMMUNICATIONS AND PETITIONS

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

(Item A) Communication 9900C-004 from the City-Wide Language Immersion Council Regarding Equitable Funding for, and Decreased African-American Enrollment in, MPS Language Immersion Schools

Referred to the Finance/Personnel Committee.

(Item B) Communication 9900C-005 from the Task Force on Special Education and Supportive Services Regarding Board Support of Efforts to Secure a Decrease in the Percentage of Medicaid Monies Retained by the State of Wisconsin

Referred to the Legislation, Rules and Policies Committee.

* * * * *

RESOLUTIONS

Resolution 9900R-014

By Director Werra:

WHEREAS, In 1995, 14.6% of students ages 12 through 19 reported being victimized at school (Chandler, Chapman, Rand & Taylor, 1998); and

WHEREAS, 1,084 school-age children were killed with firearms in 1996 (Federal Bureau of Investigation, 1997); and

WHEREAS, Nationally, one in five inner-city high school students has been shot at, stabbed, or otherwise injured with a weapon at, or in transit to or from, school in the past few years (Sheley, McGee & Wright, 1995); and

WHEREAS, 13.1% of violent crimes and almost 18% of simple assaults in 1994 occurred inside school buildings or on school property (Bureau of Justice Statistics, 1997); and

WHEREAS, Like 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, During the 1997-98 school year, the MPS School Safety Division responded to 540 serious safety incidents in MPS high schools; and

WHEREAS, Of the serious safety incidents dealt with in MPS high schools during the 1997-98 school year, 157 (or 29%) were assault-related, and 41 (or 7.6%) were related to weapons; and

WHEREAS, During the period from January 1 through September 23, 1998, the City of Milwaukee listed 805 reported offenses occurring on school premises, while, during that same time period in 1999, there were 1095 reported offenses occurring on school premises, a rise of 36%; and

WHEREAS, The Milwaukee Police Department (MPD) and the MPS School Safety Division have both had to expend increased resources in addressing public safety issues; and

WHEREAS, The Milwaukee Police Department and the Milwaukee Public Schools are committed to working together to remain proactive in crime prevention; and

WHEREAS, MPS and the MPD have formed a partnership to coordinate efforts of MPD officers and MPS Division of School Safety Division staff; and

WHEREAS, The Federal Bureau of Investigation has advised, based on research, that officers should be in school — highly visible and in uniform — as often as possible in order to establish trust needed for effective crime prediction and prevention programs; and

WHEREAS, The MPD has agreed, at the discretion of the Chief of Police, to provide police services to MPS sites and to designate seven police officers as Community Liaison Officers to collaborate with MPS School Safety Division staff members to address crime and safety concerns in and around MPS schools; and

WHEREAS, The MPD has also offered to provide training to MPS School Safety Division staff members as determined and/or requested by the Superintendent and approved by the MPD's Chief of Police; and

WHEREAS, MPS School Safety Division staff members would benefit from the assistance and training provided by these Community Liaison Officers; and

WHEREAS, The MPD has requested that MPS aid in financing these efforts by paying $18.68 per hour toward the wages of these officers while they are working with MPS schools with MPS School Safety Division staff; and

WHEREAS, The financial impact of this agreement for seven officers at $18.68 per hour, for 40 hours per week, for 40 weeks would be $209,216 annually; and

WHEREAS, To implement this program beginning on October 15, 1999, the financial impact on the FY2000 budget would be $167,373; now, therefore, be it

RESOLVED, That the Administration be directed to sign a Memorandum of Understanding with the Milwaukee Police Department to provide for this partnership, including the provision of seven liaison officers; and be it

FURTHER RESOLVED, That MPS provide funds to offset training costs incurred regarding this program; and be it

FURTHER RESOLVED, That the FY2000 budget be amended by adding a sum sufficient to cover the terms of this MOU to the MPS School Safety Division; and be it

FURTHER RESOLVED, That this be an annual fund allocation based on a yearly analysis of program success; and be it

FURTHER RESOLVED, That the program success measures be identified and agreed upon prior to the dissemination of funds.

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 failed of adoption on the following vote:

Ayes—Directors Dannecker, Gardner, Hardin and Werra—4.

Noes—Directors Braun, O'Neil, Spence and President Thompson—4.

Referred to the Strategic Planning and Budget Committee.

Resolution 9900R-015

By Directors Hardin and Werra:

WHEREAS, Each year, MPS Safety and Security Division staff members deal with hundreds of safety issues; and

WHEREAS, During the 1997-98 school year, MPS School Safety Division staff members dealt with 540 serious incidents in the high schools and 403 in middle schools, with 85 of these incidents involving weapons; and

WHEREAS, Such serious incidents have the potential for tragedy if not dealt with in a timely and efficient matter; and

WHEREAS, According to the current organizational structure (adopted 10/29/97), the Director of MPS School Safety Division reports to the Director of School/Community Services Department, who reports to the Deputy Superintendent, who in turn reports to the Superintendent; and

WHEREAS, This method of reporting serious safety issues and concerns results in added delays in response time; now, therefore, be it

RESOLVED, That the Director of the MPS Safety and Security position report directly to the Deputy Superintendent or his/her designee; and be it

FURTHER RESOLVED, That the Director of the MPS Safety and Security Division remain a member of the Superintendent’s cabinet to more efficiently deal with the critical safety concerns of MPS staff members, our children, and their parents; and be it

FURTHER RESOLVED, That the Administration analyze the current organizational structure as it relates to the Director of the MPS Safety and Security Division and report its findings to the Board.

Referred to the Finance/Personnel Committee.

Resolution 9900R-016

By Directors O'Neil and Gardner:

WHEREAS, The Milwaukee Board of School Directors will shortly consider a Neighborhood School construction plan which may include space standards; and

WHEREAS, There is great pressure to reduce the cost of busing and to eliminate forced busing; and

WHEREAS, More parents of Special Education students should have the opportunity to choose the school their children attend; and

WHEREAS, Busing students with Special Education needs is an area where substantial cost savings might be made by locating services closer to the students' homes; and

WHEREAS, There are plans to dramatically increase the number of students attending the Spanish Immersion School and of the students per classroom; and

WHEREAS, Board members have long advocated replicating successful schools that have waiting lists; and

WHEREAS, There is regularly a waiting list for admission to the Spanish Immersion School; and

WHEREAS, There appears to be a rush to spend $22,000 to modify a room at the Spanish Immersion School to create a self-contained classroom for Special Education students; now, therefore, be it

RESOLVED, That there be a public hearing about the future of the Spanish Immersion program and the appropriateness of spending $22,000 to modify one room at the school to create a self-contained Special Education classroom before the money is expended.

Referred to the Finance/Personnel Committee.

Resolution 9900R-017

By Director Hardin:

WHEREAS, MacDowell Montessori School has 158 half-day three- and four- year-old early childhood students; and

WHEREAS, These students are being transported home each day on full size buses, with only three or four children on each bus; and

WHEREAS, The light body weight of these small children makes it difficult for them to stay in the seats of the bus; and

WHEREAS, The bus drivers have indicated that this is a dangerous situation; and

WHEREAS, The full-size buses have difficulty negotiating the residential streets to drop off the students at their homes, and in some instances the students must be dropped off blocks away; and

WHEREAS, The School Governance Council has signed petitions to rectify this situation, which they have forwarded to the Board; now, therefore, be it

RESOLVED, That the Board direct the administration to provide to provide smaller buses for the early childhood program at MacDowell Montessori School.

Referred to the Finance/Personnel Committee.

The Board adjourned at 8:57 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 6, 1999

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

Present—Directors Braun, Dannecker, Hardin, Johnson, 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:

October 5, 1999

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, October 6, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting a worksession on a variety of legislative issues, including the 1999-2001 Wisconsin State Budget provisions relating to education and MPS, and the modifications to the Budget made by the legislative conference committee.

The Board may take action to adopt positions with respect to legislative issues discussed, and the 1999-2001 Wisconsin State Budget provisions relating to education and MPS, including, but not limited to, state aid provisions and the neighborhood schools initiative.

SUZANNE M. LUNDIN
Board Clerk

The Superintendent presented the following veto recommendations with respect to the Biennial State Budget:

Superintendent's Veto Recommendations
AB 133 (1999-2001 Wisconsin Biennial Budget)

Issue	Provisions	Reason for Veto
1.Neighborhood Schools and MPS Intradistrict Aid	A. Create a school construction board independent of the MPS Board to approve the MPS Board's neighborhood school plan; B. Require the MPS Board to submit the plan to Joint Finance and the Senate and Assembly Education Committees; C. Prohibit using bond proceeds to construct middle schools, charter schools, private schools, and modular schools; D. Require MPS Board to hold 7 public hearings on the plan (topics of hearings are specified in the legislation) and in addition, a public hearing in every school attendance area in which a school will be built.	Erosion of local authority. Erosion of local authority; too many oversight groups involved. Middle school prohibition would limit Board's flexibility. Overspecifies how the Board should proceed.

Issue	Provisions	Reason for Veto
2.Minority Business Requirements for Neighborhood Schools Construction	Require employees hired for construction contracts to be 50% minority and 50% of the aggregate dollars awarded to be awarded to minority businesses.	Cannot be complied with. If vetoed, MPS policy would apply.
3.Neighborhood Schools Report	Require MPS to include in its report to the legislature its plans for establishing neighborhood schools and for replicating or relocating specialty schools to increase the number of pupils attending neighborhood schools.	Overspecifies how the Board should proceed.
4.Planning Grant for a Residential School	Remove $100,000 from MPS at-risk allocation to fund a study to develop a residential school in southeast Wisconsin.	Should have been funded from other sources.
5.School Calendar	Prohibits a school term starting before September 1, beginning in 2000. School districts can annually opt out with a public hearing and resolution.	Erosion of local authority.
6.QEO and Economic Issues	Provides that school districts apply the 3.8% increase to the base of salaries, causing a double increase to lane movements. No adjustment to revenue limits to accommodate this increase. Expands provisions for interest arbitration in the economic issues area.	Reduces Board flexibility in negotiations.

Other Issues for Discussion

Issue	Discussion	Recommendation
SAGE Program Expansion	As reported out of the conference committee, the budget expands the SAGE program by $18.5 million in 1999-2000 and by $58 million in 2000-2001. Beginning in 2000-2001, schools (regardless of poverty rate) will receive $2,000 multiplied by the number of low-income pupils enrolled in the grades eligible for funding (K-3rd grade). DPI shall give priority to schools with the highest percentage of low-income pupil enrollment. DPI is required to promulgate rules to implement the expansion.	MPS should monitor the DPI rule-making process and support priority funding for schools with high levels of poverty.

With respect to Item 1, Director Braun moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 2, Director Johnson moved to adopt the Superintendent's recommendation, with the Board's policy to be attached to the statement of the Board's position.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 3, Director Dannecker moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 4, Director Braun moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 5, Director Johnson moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 6, Director Braun moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to the SAGE program, Director Dannecker moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

Vice President Braun in the chair.

With respect to Chapter 220 study requirements, President Thompson moved that the Board give the administration authority to request the Governor's veto regarding provisions to require MPS to include in the neighborhood schools plan a plan to comply with the current law requirements regarding transportation of pupils to reduce racial imbalance under the interdistrict and intradistrict programs.

The motion prevailed, the vote being as follows:

Ayes—Directors Dannecker, Hardin, Johnson, Spence, Thompson, Werra and President pro Tem Braun—7.

Noes—None.

President Thompson in the Chair.

The Board adjourned at 7:33 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 13, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 5:32 PM.

Present—Directors Braun, Dannecker, Hardin (5:35 PM), Johnson, O'Neil (5:35 PM), Spence and President Thompson—7.

Absent and excused—Directors Gardner and Werra—2.

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

October 8, 1999

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 13, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action regarding the equity in funding lawsuit.

The Board, 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 for the governmental body 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 concerning strategy in the equity in funding lawsuit and may reconvene in open session to take action.

SUZANNE M. LUNDIN
Board Clerk

Director Dannecker 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 strategy in the equity in funding lawsuit.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, Johnson, Spence and President Thompson—5.

Noes—None.

The Board retired to executive session at 5:34 PM.

The Board adjourned from executive session at 6:02 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 13, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:15 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:

October 12, 1999

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, October 13, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting a worksession on the FY2000 budget.

SUZANNE M. LUNDIN
Board Clerk

The Board proceeded to conduct a worksession on the FY2000 budget.

The Board adjourned at 7:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 27, 1999

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

Present—Directors Braun, Dannecker (6:38 PM), Gardner (6:39 PM), 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:

Sandra Ruesink
Reading Resource Teacher
Walker International Middle School

Mrs. Sandra Ruesink has been a teacher at Walker Middle School since beginning her career with the Milwaukee Public Schools in 1967 — a career span of 32 years. She enthusiastically supports Walker's students by sponsoring the ushers club, peer mediation, and an honor roll incentive program. Mrs. Ruesink is proactive in seeking funding for school projects. Over the years, she has received two Teacher Award Program (TAP) grants from the Greater Milwaukee Education Trust, a grant from Banc One, and a Teacher's First Award grant.

TIME Warner grants awards to teachers who consistently develop exceptional, imaginative, and challenging learning-centered projects through the use of cable. Mrs. Ruesink has been awarded the TIME Warner Cable local recognition award three times for various projects, and she has earned TIME Warner's national Crystal Apple Award for the past two years. This year, Mrs. Ruesink received the award in recognition of her project, "Intergenerational E-Mail: The Write Way to Reading Reflections."

She also shares her expertise by regularly teaching inservices on pop-up books, reading strategies, and teaching reading through making games. Her very popular "Pop-Up and Print Publishing" course offered through the district's staff development catalogue is always over-enrolled and requested by teachers at all levels. This very popular course provides teachers in all content areas with an exciting strategy for students to respond to verse and poetry.

Through various speaking engagements at the state and national levels, Mrs. Ruesink has brought recognition to Walker and the entire school district. She has been a guest speaker at the Wisconsin State Reading Association Conference, the University of Wisconsin–Oshkosh's Middle School Conference, the University of Wisconsin-Oshkosh's Writing Conference, and the Governor's Wisconsin Educational Technology Conference. She will be speaking this year in San Francisco at the Technology, Reading and Learning Disability Conference.

Mrs. Ruesink is admired by district staff from all disciplines and levels. Susan Apps, Walker Middle School principal, says, "When anyone wants things done with energy and vitality, they ask Sandy." She is a shining example of the knowledgeable, dedicated, and sharing teachers employed by MPS and always represents the district in the very best light.

The Milwaukee Board of School Directors and the entire school community recognize Mrs. Sandra Ruesink for being an outstanding teacher who consistently demonstrates the highest level of professional commitment and competency in her work with students and colleagues.

Other Awards and Recognition

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

Students

Curtis Marshall and Alyssa Truong, Rufus King High School, have been selected to participate in the 1999 NASA Summer High School Apprenticeship Research Program. Approximately 300 students were chosen from around the country to participate in this program. NASA, in conjunction with Quality of Education for Minorities (QEM), initiated the program in 1993. The program was started to provide high school juniors and seniors interested in math, science, engineering, and technology with the opportunity to be research apprentices. The students participate in hands-on research to gain a better understanding of the discipline and responsibility attached to scientific research. The apprentices prepare papers on their research and formally present them at the end of the program.

Keith Lawson, a graduate of Madison University High School who is currently attending Tennessee State University with a major in Criminal Justice, has received a $1,500 scholarship from the Distinguished Gentlemen Social Club. Keith was one of 248 applicants for the Radio Station WMCS-AM 1290 scholarship award.

Angel Rosado, a fourth-grade student at Honey Creek Elementary School, has been chosen to receive a scholarship from the Milwaukee Art Museum. The scholarship will allow Angel to take part in the class entitled "Realism to Abstraction" at the Art Museum. In the class, Angel will be paired up with an adult who will act as a mentor and work with him one-on-one with various art forms.

Westley Smith, a fourth-grade student at Riley Elementary School, has been selected to serve on the Kids Advisory Board at the Betty Brinn Children's Museum. The board consists of eleven students ages 8 to 13 from schools in Milwaukee and surrounding districts. Students were asked to submit an application including personal goals, goals for the museum, other activities, and academics. The finalist attended an oral interview composed of board members of the Betty Brinn Children's Museum. The Kids' Advisory Board will provide input into new museum exhibits, work at the museum's Sharing Space, and help develop a traveling exhibit that will be sent to other children's museums in the country.

Schools

Elm Creative Arts School received a recognition plaque from the Tirimbina Rainforest Center for its contributions to preserve the tropical rainforests. Over the last four years, the third-graders in Linda Becker's, Earlee Dove's, and Gary Rice's classrooms raised over $5,000 through skate-a-thons to preserve the rainforests. This school community service project was tied in with their study of endangered plants, animals, and the rainforest. Mr. Rice, who organized the project, received the recognition plaque on October 10, 1999, at the Riveredge Nature Center and was accompanied by former third-graders Isaiah Bowie and Gretchen Gurn-Schlict.

Students from Hawley Road Elementary School participated in a groundbreaking event for the wetland area under the Wisconsin Avenue bridge. In cooperation with Alderman Michael Murphy and Milwaukee engineers, Hawley students will assist in the development of this wetland area by planting over 408 butterfly-attracting plants in the spring of 2000. Hawley students will enjoy wetland studies in this area and become the "caretakers" of the wetlands.

Goodrich Elementary School students were featured in a TMJ-4 Volunteer Touch segment on September 8th. Each spring, students from Goodrich plan and plant a garden of flowers and vegetables at

the school. The garden is cared for by the students, teachers, and school community over the summer months. In the fall, as a service to the community, vegetables and flowers are harvested and donated to the Second Harvest Food Bank.

Bay View High School's Redcat Academy was featured in the September 1999 edition of *The Daily Reporter*. The Redcat Academy, established in 1993-94 with a Defense Department grant, provides a school program that gives students a vocational focus, offers small class sizes, and provides an opportunity to enjoy the leadership, camaraderie, structure, and citizenship development offered by the Navy's Junior Reserve Officer Training Corps. The academy focuses its attention on rehabbing condemned or boarded-up properties in the City of Milwaukee to create low-income housing, beautify neighborhoods, and provide the opportunity for hands-on training for students. Affiliation with the NJROTC program also offers students travel opportunities, mini-boot camps, possible scholarships, and other valuable experiences.

South Division High School is the recipient of a $1.2 million grant from the U.S. Department of Education to implement a variety of innovative strategies to best serve students in the bilingual education program. The grant is for five years. The school will work in collaboration with the University of Wisconsin-Milwaukee's School of Education and the Department of Public Instruction. Some of the strategies the school intends to pursue with the grant include professional development programs for teachers, a family literacy program through its Parent Center, and the promotion of academic achievement of language-minority students through language literacy, reading and writing strategies, and increased technology in the curriculum. The technology use includes developing cyber relationships via the Internet with schools in Latin America.

Staff

Christy Robers, Jane Borden, and Abby Plummer, teachers at Tippecanoe Elementary School, were named winners of the 1999 WCCA Teaching Creatively with Cable Awards. Wisconsin Cable Association, TIME Warner Cable, and the Wisconsin Cable Communications Association present the award to teachers who excel in applying unique uses of the educational resources provided by cable television. The educators were awarded $750, and their schools received a 25" television for use by teachers and students.

The following MPS staff have been named University of Wisconsin-Milwaukee School of Education 1999 Alumni Achievement Award recipients. Award winners will be honored at the Alumni Awards Recognition Dinner on Saturday, October 30, 1999.

Michele Cheyne, teacher at Hamilton High School
Karen Jackson, recently appointed Executive Director of Human Resources
Anita Pietrykowski, principal of Allen Field Elementary School
Myra Vachon, director of Human Resources
Martha Wheeler-Fair, principal of Francis Starms

Robert Peters, principal of Milwaukee Trade and Technical High School, has been named the 1999 Wisconsin Principal of the Year by MetLife and the National Association of Secondary School Principals (NASSP). Mr. Peters was selected Wisconsin Principal of the Year for his effective demonstration of instructional leadership, willingness to take risks to help students, ability to anticipate and solve problems, and success in improving his school's learning environment. Mr. Peters was recently honored by US Secretary of Education Richard Riley together with 53 principals from 50 states, New York City, Washington DC and the Department of Defense Dependent Schools at the Principal of the Year Symposium in Washington DC.

Anita Pietrykowski, principal of Allen Field Elementary School and director of the MPS Leadership Assessment Center, has received the Jefferson Cup Distinguished Service Award from the National Association of Secondary School Principals (NASSP). She was recognized for her work in developing the MPS Leadership Assessment Center. Ms. Pietrykowski received the award at the NASSP's annual meeting for directors of assessment and professional development held in Washington D.C. in September 1999. The

Milwaukee Board of School Directors was also recognized by NASSP for its leadership in policy development for making participation in the MPS Assessment Center process mandatory before promotion to a principalship, effective February 2000.

Peggy Swift, principal of Kilbourn Elementary School, was awarded the prestigious Milken Family Foundation National Educator Award. The $25,000 award was presented to her by the Foundation at a surprise news conference at the school. The Milken Foundation began the educator award program in 1985 and will be presenting its fifteen hundredth award this year. There is no direct nomination process — winners are picked by the Foundation and state education officials in cooperation with several education organizations.

Other

The Milwaukee Public Schools and Milwaukee Teachers' Education Association are being honored by the National Education Association (NEA) and Saturn UAW as a National Finalist of the 1999 NEW-Saturn UAW Partnership Award. The NEA-Saturn UAW Partnership Award honors partnerships between school management and employee unions that improve the quality of both K-12 and post-secondary public education. The MPS/MTEA partnership effort began in the mid-1990s with the development of the TEAM program, which addresses the issue of assisting experienced teachers in trouble. The TEAM program provides its TEAM teachers with a variety of disciplines, including stress management, team building, conflict mediation, cognitive coaching, and curriculum mastery. To date, the TEAM program has had an impact on the performance of 45 classroom teachers and improved the learning environment of over 3,500 MPS students.

The Milwaukee Public Schools was awarded a $2 million grant by the U.S. Department of Education to create a three-year plan to improve the technology skills of future teachers. The University of Wisconsin-Milwaukee's School of Education is a partner in the grant and received an additional $1.2 million to revise its teacher preparation program. The grant creates a consortium including MPS, Marquette University, UWM, the University of Wisconsin, and the Council of the Great City Schools. This consortium will serve as a catalyst to enrich the teaching/learning process to maximize the integration of technology across the curriculum. In addition to increasing resources for teacher training, the grant also provides funds to train education school faculties to bridge the gap between classroom practices, state and local standards, and assessments. Although the grant is aimed at the education of new teachers, its resources will be available for the professional development of current MPS teachers. MPS was one of only two school districts in the country chosen to receive one of these teacher-training grants.

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SPECIAL ORDER OF BUSINESS

State Representatives Shirley Krug and Antonio Riley were recognized for their efforts on behalf of MPS in the recent legislative session. They commented on the neighborhood schools legislation, followed by a brief dialogue with Board members.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of September 14, 21, and 29, 1999, were approved as printed.

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COMMUNICATION 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. Notice of Claim for Damages by personal letter filed against Milwaukee Public Schools by Mr. Brian Blochowiak, for alleged damages to his vehicle while parked at Humboldt Park on April 27, 1999.

   Claim is being made in the approximate sum of $553.49.

2. Municipal Notice of Claim/Notice of Injury filed against the Milwaukee Public Schools by Ms. Colleen Bero-Lehmann, attorney, on behalf of Illysha McCoy for Nia Moore, a minor, who allegedly sustained personal injuries at 17th Street and Galena on March 10, 1999.

   Claim is being made in the approximate sum of $45,000.

3. Notice of Claim for Damages filed against the Milwaukee Public Schools by Mr. Howard B. Tolkan, attorney, on behalf of Mylisa Wilburn, who allegedly sustained personal injuries at Rufus King High School on March 12, 1999.

   Claim is being made in the approximate sum of $26,177.65.

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 denied, the vote being as follows:

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

Noes—None.

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

(Item A) Suspension of Board Rule 1.02 (1) and Rescheduling of the Regular December 1999 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 28.

It is recommended that the Board suspend Board Rule 1.02 (1) and change the date of the meeting to Tuesday, December 21, 1999.

SUZANNE M. LUNDIN
Director/Board Clerk

Director Hardin moved to suspend Board Rule 1.02 (1) and change the date of the December Board meeting to Tuesday, December 21, 1999.

The motion prevailed, 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 OF STANDING COMMITTEES

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) Report on the Teacher Evaluation and Mentoring Program (TEAM)

Your Committee reports having received the following report from the Administration:

Administration's Report

In the summer of 1996, the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association agreed to the implementation of the TEAM (Teacher Evaluation and Mentoring) program as part of their newly adopted collective bargaining agreement. The purpose of the program was to address the concerns of both the district and the union relative to teachers who are not performing at an acceptable level. The district budgeted approximately $600,000 per year for the operation of this program.

The program set as its goal to provide positive intervention and evaluation to teachers who show a need for assistance in their classroom performance. It was the understanding of the parties that, after a reasonable period of assistance (at least two full semesters of intensive support), if the participating teachers did not show significant improvement in their performance, the district could follow an expedited timeline for dismissal.

It was further understood that, through a cooperative effort between the MTEA professional staff and the central administration, along with opportunities provided through the TEAM program, participating teachers who were not making satisfactory progress might choose to resign from the district prior to undergoing termination proceedings.

The TEAM program, administrated by Cynthia Gallant, Director of Educational Services, is overseen by a joint board of administrators and teachers co-chaired by Mike Sonnenberg, high school leadership specialist, and Bob Lehmann, TEAM program coordinator. The program is in its third year of operation in the district.

Teachers are either referred to the program by their building administrators or by colleagues, or they may self-refer. Throughout their involvement with the program, they receive intensive assistance from one of six TEAM teacher mentors. The TEAM teacher, participant, and building administrator collaborate to develop and work on goals, ultimately concluding in an exit that may or may not be successful. More often than not, individuals who are headed toward an unsuccessful exit are counseled out of the profession at some point during their participation in the program.

Since the fall of 1997, there have been 56 teachers who have participated in the program. Of these, 14 have exited the program successfully, 2 have been unsuccessful, and another 17 have resigned from the district prior to exiting. The TEAM mentors are currently working with over 30 individuals who are either active participants, former participants who exited successfully, or recently referred teachers being considered for placement.

After two years of TEAM program operation, there are 45 classrooms across the city that have been vastly improved by either reinvigorating individuals who had shown serious deficiencies in their teaching performance, or by helping others realize that teaching in MPS was not an appropriate career choice. The program has already had a significant positive impact on the education of between 3,500 and 4,000 MPS students.

The 1999 NEA-Saturn UAW Partnership Award competition

At the October 1999 meeting of the Innovation/School Reform Committee, the Milwaukee Public Schools and the Milwaukee Teachers' Education Association will be honored by the National Education Association and Saturn United Auto Workers (UAW) as joint national finalists in the 1999 NEA-Saturn UAW Partnership Award competition.

The NEA-Saturn UAW Partnership Award honors partnerships between school management and employee unions that improve the quality of K-12 and post-secondary public education. MPS and the MTEA are being recognized for their commitment to continued cooperation and collaboration.

The Partnership Award is named in recognition of Saturn Corporation and the UAW's contract between management and labor. This groundbreaking partnership ensured the involvement of both employees and management in the decision-making process and has led to increased automobile production, better quality, and enhanced employee and customer satisfaction.

The Milwaukee Public Schools and the Milwaukee Teachers' Education Association are joint national finalists for demonstrating that this commitment to labor/management collaboration and joint decision-making has resulted in improving the quality of education for Milwaukee's children.

The following additional information regarding the TEAM program is attached.

- TEAM Brochure (provided under separate cover)

  This item is shared with all teachers and building administrators within the district as an overview of the program. It is also shared with other school districts and teacher unions throughout the country to highlight this initiative.

- Statistical highlights

  An overview of the TEAM program's work to date.

- Administrator comments

  Sample testimony from administrators who have worked with the program during the last two years.

- Participant comments

  Sample testimony from participants who have worked with the program during the last two years. This includes comments from both successful exits and those individuals who have chosen to resign.

- TEAM program timeline

  An overview of the expedited timeline to be followed in the event of an unsuccessful exit.

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(Item 2) Report on the 1999 Summer School

Your Committee reports having received the following report from the Administration:

Administration's Report

Following is a brief summary of the highlights of the 1999 summer school program. A more detailed report will be provided at the time of the meeting. Information for this report comes from a review of student grades, attendance reports, a reading study completed by the MPS Division of Research and Assessment, an analysis by the University of Texas at Austin of student performance with the Voyager Program, and an attitudinal survey of parents, administrators, school staff, and students.

Overview

The 1999 summer session was held from June 21 to July 30, 1999. Eighty-two (82) school sites provided educational and recreational activities for over 18,000 students. Approximately 1,666 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 1999 summer school program were 5-year-old kindergarten, art and music, drivers' education, a high school graduation ceremony for thirty-two (32) students, and three Summer Showcases in which students demonstrated their summer accomplishments.

The number of summer programs designed and operated by local school staffs increased from eighteen (18) sites in 1998 to fifty-one (51) sites in 1999. As expected, a greater continuity of instruction and better attendance was achieved in sites where the same teachers continued to instruct their students in the summer session.

Kindergarten

Kindergarten students who attended summer school showed improved performance in five areas assessed: Letter Knowledge – 70% improved; Sound/Word Knowledge — 80% improved; Sight Vocabulary — 76% improved; Concepts of Print — 72% improved, and Math and Science Skills — 64% attained a perfect score on the post-test.

Elementary

Math and Science: An assessment of the elementary math and science summer curriculum, "Our Place in Space," developed by the Medical College of Wisconsin, indicates increases in science content knowledge and science reasoning ability. It does not show a significant change between pre- and post-assessments in students' attitudes toward learning about science and math, or in confidence in performing well in science and math. Of particular concern is information that shows student attitudes and confidence with respect to the learning of math and science decreases between grades 1-3 and grades 4-5.

Reading/Language Arts: The elementary reading/language arts program assessed all students with the Dolch Site Vocabulary test, a Comprehension-Story Mapping test for students in grades 1-3, and a Comprehension-Written Summary for students in grades 4-6. Of the students with pre- and post-test measures, 86% registered an increase in the percentage of words identified correctly on the Dolch Site Vocabulary test. Of the grade 1-3 students with pre- and post-test results, 52% improved an entire

performance level on the Comprehension-Story Mapping test. On the Comprehension-Written Summary, 51% of the grade 4-6 students with pre- and post-test results improved an entire performance level after their summer school experience.

Voyager TimeWarp Programs: Twelve (12) local elementary sites used either the Voyager TimeWarp Greece (Grades 4-5) or TimeWarp Egypt (Grades 2-3) reading/language arts curriculum. Of the students with pre- and post-test results, 51% improved in performance on the Comprehension-Story Mapping measure with the Voyager-Greece program, and 78% of the students improved in performance on the Dolch Sight-Word Vocabulary test with the Voyager Egypt program.

Researchers from the University of Texas at Austin also analyzed pre- and post-test data from the TimeWarp Greece and Egypt programs and found consistent gains among students of all backgrounds and abilities. With the TimeWarp Greece program, 66% of students made overall gains, 62% of the students made gains in word recognition, 24% made gains in decoding, and 52% made gains in comprehension. With the TimeWarp Egypt program, 71% of the students made overall gains, 58% made gains in word recognition, 36% made gains in decoding, and 71% made gains in comprehension. Attitudinal measures of students' reactions to the Voyager programs indicated that over 90% of the students had fun on the educational adventure and felt it would help in school.

Middle School

At the middle school level, twenty (20) of the twenty-two (22) middle school sites offered a local summer program. These sites showed a significant improvement in rate of attendance for middle school students. In 1998, 48% of the students stopped attending. In the 1999 local summer school programs, 24% of the students stopped attending. Of the students in citywide middle school programs, 27% stopped attending. The middle school instruction focused on helping students meet the proficiency requirements. The grade 8 completion project called "Adopt a City" was field-tested.

High School

Three citywide high school programs served 2,761 students, and ten (10) local programs served 659 students. Juneau High School offered a four-week full-day intercession program. At the end of the summer session, 82% of Juneau's students had completed the summer course.

Wrap-Around Recreation Program

The Wrap-Around Recreation Program was designed to enhance the Summer School Program at forty-one (41) elementary schools. Twenty-five (25) locations were programmed by the MPS Division of Community Recreation, while sixteen (16) additional sites were operated by the following Milwaukee area youth-serving agencies: Social Development Commission, Boys & Girls Clubs, Milwaukee Christian Center, YMCA, Silver Spring Neighborhood Center, Northcott Neighborhood House, Journey House, United Community Center, and Rosalie Manor. The Wrap-Around Program offered students sports, games, drama, field trips, and educational enrichment activities in a safe and secure environment. Over 2,500 students utilized the early drop-off (7:00 a.m. – start of summer school), and over 2,300 students used the late pick-up (4:00-6:00 p.m.) services. Many parents indicated on attitudinal surveys that their children would not have been able to attend summer school were it not for the Wrap-Around Program.

1999 Summer School Report Card/Survey

The 1999 Summer School Report Card, or attitudinal survey of parents, students, administrators and school staff, indicates that most groups rated the 1999 summer programs as better than "Good" or above a 3.0 grade-point average (G.P.A).

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(Item 3) Report on MPS's Progress in Acquiring Competitive Grants

Your Committee reports having received the following report from the Administration:

Administration's Report

Background

In 1998, the federal budget was passed, with the largest funding ever for the United States Department of Education's discretionary projects. The Milwaukee Public Schools took full advantage of this window of opportunity and is currently reaping the results — over $20 million in funding to implement a variety of projects.

Process

The Administration reviewed the funding opportunities available through various sources in order to match MPS needs with federal initiatives focusing on student achievement. Almost all of the opportunities matched. Teams were established to brainstorm and design projects. These teams, working with the grants specialists, developed funding proposals that were submitted to federal agencies or to the Department of Public Instruction.

Results

From January to June 1999, sixteen major proposals were submitted; eleven were funded. The following chart summarizes the eleven funded grants.

Grant	Description	Funding Source	# of Years	Amount Awarded
GEAR UP Partnership Grant	Gaining Early Awareness and Readiness for Undergraduate Programs — expands opportunities for Burroughs, Muir, and Webster middle school students to engage in a broad range of activities that provide the support and services and academic preparation needed to pursue post-secondary education.	U.S. Dept. of Education	5	$8,912,429
Community Learning Centers	Creates eight additional CLC sites: Edison, Wheatley, Muir, 35th St., Village School, North Division, South Division, and Washington.	U.S. Dept. of Education	3	$4,100,000
Preparing Tomorrow's Teachers to Use Technology	Collaborative effort with colleges and universities to ensure that future teachers integrate technology across the curriculum.	U.S. Dept. of Education	3	$1,938,158
Bilingual Education — Comprehensive School Grant	Reforms, restructures, and upgrades the bilingual program at South Division by educating and empowering teachers to implement reading, writing, and learning strategies across the content areas.	U.S. Dept. of Education	5	$1,200,040
Cardiovascular Disease Prevention	Integrate a health philosophy across the K-12 curriculum that fosters behavior changes in four areas: increasing physical activity, decreasing the use of tobacco, improving nutritional choices, and improving blood pressure monitoring.	Center for Disease Control	5	$980,695

Grant	Description	Funding Source	# of Years	Amount Awarded
Technology Literacy Challenge Fund	Professional development activities focusing on the integration of technology into the curriculum.	WI DPI flow-through from US Dept. of Ed	1	$940,725
Teacher Recruitment Grant	Collaborative effort with UWM, Cardinal Stritch University, and DPI to attract and retain top-quality teachers of color.	U.S. Dept. of Education	3	$864,000
Comprehensive School Reform	Implement research-based reform models at four schools: Hamilton, Washington, Clemens, and Academy of Accelerated Learning.	WI DPI flow-through from US Dept. of Ed	3	$645,000
Foreign Language Assistance Program	Integrate the use of technology in the language immersion program.	U.S. Dept. of Education	3	$525,000
Middle School Drug Prevention & School Safety Coordinators	Implement a variety of research-based drug and violence prevention strategies at four middle schools: Grand Avenue, Kosciuszko, Sarah Scott, and Steuben.	U.S. Dept. of Education	3	$437,845
TABS	Collaborative effort with the Boys and Girls Club to provide support services for truant elementary school students.	WI Office of Justice Assistance	1	$100,000
Total Grants Funded				**$20,643,892**

Paralleling these efforts, partnerships with colleges and universities and the Milwaukee Public Library have resulted in the following jointly developed initiatives benefiting MPS.

Grant	Description	Funding Source	# of Years	Amount Awarded
UWM Teacher Quality Enhancement Partnership	Create the Milwaukee Partnership Academy for Teacher Quality to develop and implement a comprehensive teacher education program preparing K-8 teachers for urban schools.	U.S. Dept. of Education	5	$8,400,000

Grant	Description	Funding Source	# of Years	Amount Awarded
UWM GEAR UP	Gaining Early Awareness and Readiness for Undergraduate Programs — career development, teacher training and professional development, parent involvement and academic services in partnership with Edison, Kosciuszko, and Milwaukee Village School.	U.S. Dept. of Education	5	$5,598,469
UWM Preparing Tomorrow's Teachers to Use Technology	Integration of technology into UWM's preservice program in collaboration with three MPS schools: Hartford, Congress and Starms.	U.S. Dept. of Education	3	$1,362,394
Alverno College Performance Assessment Consortium	Establish and develop a multi-district collaborative focused on performance assessment as a support to student learning.	Joyce Foundation	3	$724,000
Milw. Public Library Educational Technology Training & Technical Assistance	Partnership to develop a service delivery model and standardized curricula for training library patrons, MPS parents, and community members to use computers, the Internet and other information resources.	WI TEACH Board	1.5	$456,200
Total Grants Funded				**$16,541,063**

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On the motion of Director Braun, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Dannecker, Gardner, Hardin, Johnson, 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) Report on the District's Year-End Financial Position

Your Committee reports having received the following report from the Administration:

Administration's Report

The School Operations Fund, the largest of the three MPS statutory funds, ended the year with a $2.6 million deficit. This *actual* deficit compares favorably to the *budgeted* FY99 School Operations Fund deficit of $6.6 million. The budgeted deficit was primarily attributable to an under-funded summer school program — That is, the Board elected to fund the FY99 summer school program in part with fund balance.

Chart 1 below shows the position of the district's various funds at June 30, 1999. The smaller-than-projected actual School Operations deficit is the result of school and department surpluses offsetting School Operations expenditures. To the extent surpluses are carried forward to FY2000, the School Operations fund balance will be reduced beyond the $2.6 million FY99 deficit shown.

Chart 1

FY 99 YEAR-END RESULTS ACTUAL BASIS					
	School Operations Fund	Construction Fund	Extension Fund	School Nutrition	Categorical
Revenues	$750,319,861	$18,064,298	$7,098,350	$26,347,939	$101,128,637
Expenditures	$752,935,353	$11,248,142	$7,485,956	$27,358,101	$101,622,550
Changes In Fund Balance	($2,615,492)	$6,816,156	($387,606)	($1,010,162)	($493,913)

Chart 2, in the attachments to your Committee's minutes, shows FY99 school and non-school budgets. It also shows school and department budget balances at June 30, 1999. Because the data on Chart 2 are displayed on a *budgetary* basis, the surplus and deficit balances shown include encumbrances. Although encumbrances affect how the School Operations fund balance is apportioned between restricted and unrestricted funds, they do not affect the total amount of School Operations fund balance. Only the $2.6 million *actual* deficit affects the size of the FY99 year-end fund balance.

The Special Services deficit is attributable in large part to greater-than-expected salary expenditures. Salaries for diagnostic teachers were erroneously charged to the Special Services budget, rather than to school budgets where these salaries had been decentralized.

The deficit in the Strategic Technology Plan is the result of delayed reimbursements and timing issues. FY99 E-Rate and TEACH funding has been delayed due to problems in establishing reimbursement procedures at the state and federal agencies overseeing these programs. Over $2.0 million in E-Rate refunds are expected in FY2000.

In addition, various capital projects have proceeded faster than anticipated, resulting in expenditures being made in advance of funding availability. All capital projects currently in progress will be fully funded. FY2000 budget amendments will be brought to the Board to accomplish this.

The deficit in the *Non-School-Other* category is primarily the result of a $6,685,697 payment made to the district's supplementary retirement plans to prepay a portion of the past service liability. The district has made such prepayments for the last several years as a way to expend surplus funds on aidable expenditures. If surplus funds are not expended in the current year, state aid is reduced in the following year, causing a corresponding increase in the property tax levy if the revenue limit is to be maintained. Because the pension prepayment must be made before June 30 in order to be eligible for state aid, the decision whether or not to make such a payment must be made prior to knowing for certain the district's year-end position.

When the decision to make the FY99 prepayment was made, the Administration believed the district would end the year with a surplus sufficient to fund the prepayment; however, subsequent to making the pension prepayment, the district learned that its health insurance position had shifted from a projected surplus of $1.1 million to a projected deficit of $1.3 million. This shift was due, in part, to a significant change in the pattern of claims normally incurred near year-end, resulting from erratic claim payment activity in May and June attributable to Blue Cross Blue Shield's conversion to a new claim system. It was also due to claim payment activity in June above historical levels. In other words, more claims were

being incurred and paid. To the extent management is able to project year-end deficits, it has the ability to reduce or eliminate the pension prepayment.

Chart 3, in the attachments, displays school-by-school budgets and year-end positions. It also shows the ratio of the school's year-end balance to its total budget. Board policy allows schools to carryover surpluses of 1.5% per year, not to exceed a cumulative total of 3% without Board approval. No school has requested a carryover of surplus funds exceeding 3%.

Departments are not allowed to carry over surpluses in years when there is a deficit in the School Operations budget. Because there is a FY99 budget deficit, no department will be allowed to carry over a FY99 surplus.

School and department deficits will be carried over to the FY2000 budget. Deficits over 3% of budget must be reported to the Board along with an explanation of the cause and the future impact of the deficit. Two schools, Milwaukee High School of the Arts and Forest Home, had deficits greater than 3% of their budgets. Both schools are in the process of developing a plan to eliminate their deficits and will present their plans in a joint meeting with the Departments of Finance and Leadership on October 15, 1999.

Excluding the Strategic Technology Plan from the Technology Department budget, no department ended FY99 with a deficit greater than 3%.

* * * * *

(Item 2) Action on Recommendations to Amend the Adopted Fiscal Year 2000 Budget for the School Operations, Extension and Construction Funds, Including Changes in Revenue Sources, Revenue Limits, Tax Levies and Expenditure Allocations, and to Adopt Amendments to the Fiscal Year 2000 School Operations, Extension and Construction Fund Budget Resolutions

Background

1. At the Board's work session of October 13, 1999, the Administration provided the Board with information on events subsequent to the April 1999 adoption of the FY2000 Budget which make it necessary to amend the Budget.

Although — because final enrollment and state aid revenue amounts are typically unavailable until October — budget amendments are routine at this point in the fiscal year, changes to the FY2000 budget are more substantial than is usually the case.

2. The district's unaudited year-end fiscal condition was also reviewed and is detailed in a separate board item on this agenda. FY99 ended in a $2.6 million deficit.

Administration's Analysis

1. Items which contributed to the budgetary/revenue shortfalls are listed below:

Item/Description	**Amount**
Strategic Technology Plan/Technology Projects *Various works in progress and special projects, such as wiring for schools exceed the funds anticipated in Spring 1999 for such purposes.*	$13,760,000
Assume Funding of De-funded State Desegregation Programs *Categorical Funds for Brown St. Extended Day Academy, Five-year-old Kindergarten Program, and First Grade Programs were eliminated from the proposed State of Wisconsin budget with a mandate to continue the programs.*	$6,590,000
Summer School — June 2000 *Expanded sites, large enrollments for summer school, and enrichment programs led to costs, such as transportation and personnel, exceeding budget.*	$3,000,000

Item/Description	Amount
Special Cleaning Costs *Costs for eight five-person project cleaning teams working second shift during the school year to do deep cleaning of ducts and high work that cannot be done when the building is occupied. With the increase in hours a building is used and the summer school use of buildings, the deep cleaning had been deferred.*	$1,500,000
Unbudgeted Contract Seats — Early Childhood and At-Risk Contracts *An additional 350 early childhood seats for $1,790,200 was approved by the Board in June without a funding source. Based on preliminary Third Friday counts, early childhood contracts can be cut by $1,174,200 (242.5 seats) and At-Risk contracts can be cut by $128,340 (20 seats).*	$487,660
Increase Funding For Public School Open Enrollment *An additional 360 students chose the open enrollment option over the FY2000 budgeted $427,794 for anticipated 100 students.*	$1,600,000
Salary and Other Contract-Related Items *Funds severance package and benefits for Compton teacher interns.*	$387,000
Safety Initiative *Funds 7 Safety Assistants above FY2000 budgeted levels.*	$189,000
African-Amer. Chamber Of Commerce Youth Empowerment Project *Funds a job readiness program for 200 students and 200 parents.*	$130,000
Total	$27,643,660

4. Subsequent to the work session, $1 million in additional Title I carryover funds were identified as available for Summer School.

5. The Administration has outlined three alternative courses of action to amend and balance the budget, which are detailed in attachments labeled Options One, Two and Three. Each option is briefly described below:

- Option One: Adds budget authority and identifies funding for the shortfalls described above. The budget is balanced by:

  a. Reorganizing staff and reducing related funding in Central Services Departments by $1.4 million. The savings result from salary and fringe benefits associated with a net reduction of 14.95 full-time-equivalent (FTE) positions; of these 12.95 FTEs are from the operations fund, and 2 FTEs are from the extension fund. An additional $2.9 million in costs, mostly one-time, is also reduced from Central Services Departments' budgets.

  b. $6.5 million in previously budgeted construction fund appropriations are converted to technology projects. The lowest priority facility construction projects are extended no more than two years. Anticipated revenue to support the technology projects will pay back this "loan."

  c. Additional miscellaneous revenues, totaling $3.7 million, are recognized.

d. Unallotted salaries and estimated pension fund contributions are reduced $8.65 million.

e. Additional Title I funding of $1 million is budgeted for Summer School, and estimated Summer School needs are reduced by $2.2 million as a result of operating efficiencies and schedule changes.

f. School budget allocations are reduced by $1.2 million as a result of enrollment changes.

- Option Two: Differs from Option One in two ways:

  1) No one-time spending reductions are recommended in Central Services Departments

  2) Previously approved carryover of school surplus funds would be reduced by 87% in each school with a carryover, providing a total of $2.6 million to be redirected toward technology projects.

- Option Three: This alternative is similar to Option Two, except that funding of $2.6 million is appropriated from all schools in an across-the-board cut of 0.71% of regular school budgets, with the funds redirected to technology projects.

6. The reorganization of Central Services Departments is outlined in a separate board item on this agenda. Although savings of $1.4 million in salary and fringe benefits are identified for FY 2000, annual savings beginning in FY 2001of $1.7 million would result from the changes.

Strategic Plan Compatibility Statement

7. 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

8. The recommendations have been developed consistent with Board Administrative Policy 3.0, Fiscal Management.

Fiscal Impact Statement

9. All of the options presented bring the FY 2000 budget into balance and plan for expenses to be within the revenue limit.

10. Many of the budget reductions are from one-time cost savings for the current fiscal year; therefore, to maintain the FY 2000 budgeted funding level for technology projects, summer school, and other on-going costs, the district will need increased and/or new revenues, or additional permanent reductions, in fiscal 2001 and forward.

11. In comparison to the FY1999 budget, the budget presented is increased $20,487,872 — from $814,241,252 to $834,729,124 — or 2.5%. The local tax levy decreases $11,431,236 — from $173,492,952 to $162,061,716 — or 6.6%. State aids and other non-property tax revenue increased $31,918,858 — from $640,748,300 to $672,667,408 — or 4.9%. The estimated tax rate decreases $0.47 — from $10.96 to $10.49 — or 4.3%. A tax rate decrease of $0.47 generates an annual tax savings of $32.90 for the owner of a $70,000 home.

Implementation and Assessment Plan

12. Upon adoption by the Board, the Administration will notify departments and schools of the revised budget appropriations and direct the implementation of all resulting efficiencies and reductions. Filled positions recommended for elimination would be required to be vacant no later than January 1, 2000. All necessary and appropriate contractual notifications will be made in compliance with labor agreements.

13. 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 12, 1999.

SUPERINTENDENT'S RECOMMENDED ADDITIONS TO OPTION ONE

Note: ***These items were not part of the Finance/Personnel Committee's original report. They are based on information that has become available subsequent to the Committee's meeting.***

SCHOOL OPERATIONS FUND EXPENDITURE ADJUSTMENTS

Use recently approved carryover from previous years' appropriation for state desegregation programs to cover part of those programs' costs which will be funded locally beginning in FY2000	**($ 1,298,271)**
Reduce the Contingent Fund to reflect the average level of use over the last six years	**(800,000)**
Reduce school budgets due to decreased enrollments	**(570,525)**
Reduce early childhood contracts for lower actual enrollments	**(315,100)**
Reduce pupil transportation accounts	**(212,256)**
Other further reductions in Central Services budgets	**(420,377)**
TOTAL EXPENDITURE ADJUSTMENTS	**($ 3,616,529)**

SCHOOL OPERATIONS FUND REVENUE ADJUSTMENTS

Increase general state aids per DPI certification	**$ 718,851**
Reduce the property tax levy to stay within the projected revenue limits	**(1,500,709)**
Reduce state computer aid (proportional to levy)	**(34,671)**
Reduce Medicaid reimbursement per latest projection	**(2,800,000)**
TOTAL REVENUE ADJUSTMENTS	**($ 3,616,529)**

These adjustments, in combination with the Finance and Personnel Committee's recommendation, will bring the FY2000 budget into balance and keep it within the estimated revenue limit.

Committee Recommendations

Your Committee recommends that the Board:

1. Adopt Option One, with the $1.4 million in Central Services reductions unspecified; and
2. Adopt the following amended FY2000 budget resolutions (these figures incorporate the Superintendent's recommended additions to Option One, listed above):

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 $800,962,606 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 2000 Fiscal Year; and that $146,513,018 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 1999, 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.

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 $22,823,121 will be required for the 2000 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $8,123,121 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1999, 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 $7,326,868 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2000 Fiscal Year, and that $5,924,868 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 1999, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

(Item 3) Action on the Superintendent's Revised Central Services Organizational Structure

Administration's Analysis

1. A revised Central Services organizational structure, representing the Superintendent's initial reorganization recommendations, is being submitted for approval. It is anticipated that additional changes will be forthcoming as the Board, the Administration, and the schools continue to redefine roles, responsibilities, and where authority lies within the district.

The goals of the revised structure are to strengthen support to schools, improve services to parents and the community, improve management operations, and enhance communications with the schools and across departments. The current and proposed Central Services organizational charts are attached.

Highlights of the Proposed Structure

2. Highlights of the proposed structure are outlined below:

- The proposed Central Services organization chart is inverted, placing schools at the top to emphasize that they are at the center of our operations. The citizens of Milwaukee form a ring around the chart to exemplify our service role to the community at large.
- The departments form a semi-circular ring around the schools to emphasize the supportive role which Central Services has to the schools. The direct line between schools and departments is meant to show direct two-way communications between schools and departments, as well as to depict that departments provide direct support to schools.
- School principals report directly to leadership specialists in the Department Of Leadership; however, a dotted-line relationship exists between the schools and the two deputy superintendents: While one deputy superintendent will provide closer communications and support for secondary schools, and the other for elementary schools, there is no division line between the school levels or between the deputy superintendents. This is meant to show open and deliberate communications among all levels.
- The department directors report to the deputy superintendents. A dotted-line relationship exists between the departments and superintendent to exemplify that direct communications exist among the department directors, deputy superintendents, and the superintendent.
- A number of the structural changes being proposed are in the Leadership Department. Areas which have service functions directly related to student and parent services, as well as to school support and operations, will reside within the Department Of Leadership as follows:

— Leadership specialists

— Division of Student Services (from the Department of Parent and Student Services)

— Parent Center (from the Office of Board Governance)

— Division of School Safety (from the Department of School and Community Services)

— Division of Small Community Schools (from the Department of Educational Services)

In addition, a dotted-line relationship between Leadership Services and Special Services is being established to strengthen communications and to enhance services to parents and schools.

- The Division of Research and Assessment and the professional development functions will report to the director of the Department of Educational Services. These areas currently report to a deputy superintendent. The teacher peer evaluation unit will also be transferred to the Department of Educational Services from the Department of Human Resources.
- The Department of Parent and Student Services will be retitled the Department of Business Services. It will include the following functional areas: business communications, telephones, duplicating services, school nutrition, purchasing and warehouse, historically underutilized business program, Central Services information desk/switchboard, transportation, and contract administration. The Division of Parent and Student Services, which currently reports to this department, will report to the Department of Leadership.

Strategic Plan Compatibility Statement

3. The proposed Central Services organizational structure supports the MPS Strategic Plan, Goal 1, Student Achievement, Objective 1.5, to change the organization of Central Services to directly support schools and improve student achievement.

Fiscal Impact Statement

4. The proposed Central Services reorganization includes the elimination of 31.25 full-time-equivalent positions and the addition of 16.30 positions, for a net savings of $1.4 million in FY 2000. The estimated savings in FY 2001 are expected to be approximately $1.7 million. The attached table details the position changes and cost impact by department.

Also attached is a table which summarizes the positions and funding being transferred from one department to another as a result of the reorganization.

Statute, Board Policy or Rules Statement

5. Upon approval of the Central Services organizational structure, Administrative Policies 2.03, Administrative Organization Plan, and 2.04, Superintendent's Cabinet, would need to be modified to reflect the changes.

Committee Recommendations

Your Committee recommends that the Board:

1. Approve the revised Central Services organization structure, with the $1.4 million in savings unspecified;
2. Direct the Board Clerk to update Administrative Policies 2.03, Administrative Organization Plan, and 2.04, Superintendent's Cabinet, to reflect the organizational changes; and
3. Direct the Administration to bring the specifics of the plan to the community and the Board for public hearing and discussion.

* * * * *

(Item 4) 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

The following recommendations are made based on bids received on Tuesday, September 21, 1999:

LAN TECHNOLOGY UPGRADE

Division 1 — Garfield Avenue School

Prime Contractor
Roman Electric Company Inc.
640 South 70th Street
Milwaukee, WI 53214

Low Cumulative Bidder, Base Bid of $95,096, plus $10,200 for Mandatory Alternate Bid 1, to provide the work for modifications to electrical service; plus $51,080 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $21,239 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets; plus $3,084 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $138,221.00

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

Division 2 — Kagel School

Prime Contractor
Habermehl Electric, Inc.
9542 South 58th Street
Franklin, WI 53132

Low Cumulative Bidder, Base Bid of $104,997, plus $3,620 for Mandatory Alternate Bid 1, to provide the work for modifications to electrical service; plus $62,655 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $18,200 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets; plus $2,589 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $155,661.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes/WBE	10%	100% WBE	31	3	4	Corporation	1

Division 3 — Wisconsin Avenue School

Prime Contractor
Habermehl Electric, Inc.
9542 South 58th Street
Franklin, WI 53132

Low Cumulative Bidder, Base Bid of $151,292, plus $19,095 for Mandatory Alternate Bid 1, to provide the work for modifications to electrical service; plus $41,317 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $25,505 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets; plus $2,696 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $188,895.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes/WBE	10%	100% WBE	31	3	4	Corporation	1

The following recommendations are made based on bids received on Thursday, September 23, 1999:

LAN TECHNOLOGY UPGRADE

Rufus King High School

Prime Contractor
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Second Low Cumulative Bidder, Base Bid of $241,495, plus $7,211 for Mandatory Alternate Bid 1, to provide the work for modifications to electrical service; plus $107,944 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $26,418 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets; plus $3,560 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $333,792.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	45	3	2	Corporation	1

Note: Low Cumulative Bidder did not meet HUB requirement.

Malcolm X Academy

Prime Contractor
WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Cumulative Bidder, Base Bid of $355,643, plus $194,296 for Mandatory Alternate Bid 1, to provide the work for modifications to electrical service; plus $74,127 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional areas; minus $44,551 for Mandatory Alternate Bid 3, to delete the purchase of all CC cabinets; plus $3,123 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway and telecommunications work related to the PBX, for a total contract of $582,638.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	45	3	2	Corporation	1

The following recommendation is made based on bids received on Wednesday, September 29, 1999:

ROOF REPLACEMENT

Grantosa Drive School

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

Low Bidder, Base Bid of $115,232.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	160	6	6	Corporation	1

The following recommendation is made based on bids received on Thursday, September 30, 1999:

ROOF REPLACEMENT

Congress School

Prime Contractor
F.J.A. Christiansen Roofing Co. Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, Base Bid of $72,626.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	96	36	4	Corporation	1

The following recommendation is made based on bids received on Wednesday, September 29, 1999:

REMODELING AND ADA COMPLIANCE WORK — Phase VII

Dr. Benjamin Carson Academy of Science

Prime Contractor
B & D Contractors, Inc.
2385 South 179th Street
New Berlin, WI 53146

Low Bidder, Base Bid of $264,000.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
Yes	15%	100% MBE	20	5	1	Corporation	20

The following recommendations are made based on bids received on Tuesday, October 12, 1999:

ENERGY MANAGEMENT SYSTEM REPLACEMENT

Riverside University High School

Prime Contractor
Mared Mechanical Contractors Corporation
4230 West Douglas Avenue
Milwaukee, WI 53209

Sole Bidder, Base Bid of $83,500.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	5%	5% MBE	98	8	4	Corporation	1

Vincent High School

Prime Contractor
Mared Mechanical Contractors Corporation
4230 West Douglas Avenue
Milwaukee, WI 53209

Sole Bidder, Base Bid of $81,500.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	5%	5% MBE	98	8	4	Corporation	1

Total construction contract dollars awarded $2,016,065.00
Total dollars HUB participation $741,056.90
% of MBE participation 19.12%
% of WBE participation 1.43%
% of M/WBE participation 0.20%
% Minority employees within company 10.90%
% Women employees within company 5.74%

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Authorization to Make Purchases

RFP-209 Authorization to purchase optional one-year extension, effective November 1, 1999, of three-year 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 the one-year optional extension, effective November 1, 1999, of the three-year service agreement which commenced November 1, 1996, with BlueCross and BlueShield United of Wisconsin for the administration of the district's self-insured PPO/Indemnity Health Plan. The contract was last bid in 1996, and the district is currently in the early stages of evaluating the responses to RFP-268 for implementation during 2000. The price for continuation of services has been finalized for the extension period at $24.50 per employee per month, for an annual fee of approximately $3,000,000 at the existing enrollment level. This is an increase from the existing rate of $19.98 per employee per month. Contract terms concerning performance guarantees are in the final stages of negotiation, with an anticipated completion date of October 26, 1999.

RFP-247 Authorization to renew for one additional year the life and accidental death and dismemberment insurance contract underwritten by Trustmark, effective November 1, 1999

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, 1999. Competitive renewal terms and conditions were offered, with Trustmark holding the existing insurance rates and an improvement of the interest credited to the district's reserves on hand with Trustmark from 6.65% to 6.69%. The annual premium for active lives is estimated to be $1,809,672.

Report of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of June 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$749,149,223	$5,700,000	$754,849,223	$238,232,627	$750,319,860	$4,529,363	99%
Categorically Aided	76,608,417	36,079,058	112,687,475	23,105,405	101,128,635	11,558,840	90%
School Nutrition	26,821,658	0	26,821,658	5,437,314	26,348,003	473,655	98%
Construction	31,150,000	10,998,913	42,148,913	6,735,699	18,064,298	24,084,615	43%
Extension	7,120,371	-380	7,119,991	303,440	7,098,350	21,641	100%
Total All Funds	890,849,669	52,777,591	943,627,260	273,814,485	902,959,146	40,668,114	96%

B. Statement of Expenditures as of June 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$749,149,223	$10,290,887	$759,440,110	$90,454,473	$764,897,632	$-5,457,522	101%
Categorically Aided	76,608,417	37,507,455	114,115,872	16,459,288	103,738,760	10,377,112	91%
School Nutrition	26,821,658	39,984	26,861,642	1,982,681	27,517,263	-655,621	102%
Construction	31,150,000	14,235,970	45,385,970	-11,553,279	45,644,722	-258,752	101%
Extension	7,120,371	52,035	7,172,406	1,305,989	7,567,381	-394,975	106%
Total All Funds	890,849,669	62,126,331	952,976,000	98,649,152	949,365,758	3,610,242	100%

(1) Represents Board approved transfers during fiscal year 1999 and appropriations for purchases encumbered in fiscal year 1998.

The monthly reports on expenditures have been attached to the minutes of your Committee's meeting of October 19, 1999.

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	St. Vincent De Paul	$3,000	Pens, paper, scissors, folders, glue, crayons
Auer Avenue	Jewel-Osco	$100	Grocery gift certificates
Browning	Herbert H. Kohl Charities, Inc.	$250	College scholarship fund
Browning	Tricom Inc. of Milwaukee	$1,900	College scholarship fund
Burdick	John and Kathy Riebau	$225	Coronet — music program
Burdick	Nestle USA	$2,500	Academic awards
Clarke Street	Elmer Winter	$250	Retirement party and/or gift for Diane Neicheril
Clarke Street	Steve Petrovic Agency	$150	Student prizes
Craig Montessori	Builder's Square	$600	Laser jet printer
Edison	Firstar Bank	$50	Incentives for parents for Open House
Edison	Northwest Industrial Council	$50	Incentives for parents for Open House
Elm	Howard Austin	$2,700	Computer, printer, monitor, software
Garfield	Torque Center USA	$75	Winter hats
Grantosa	Smileage	$75	Box of 72 toothbrushes
LaFollette	Flora Odom-Flag	$137	Color TV — parent conference giveaway

School	Donor	Value	Gift or Purpose
Milwaukee German Immersion	Ruth Roberts and Annette Henderson	$140	Music for hand chimes choir
Milwaukee Trade and Technical	Rockwell Software	?	Disks for students and faculty
MPS — Division of Bilingual Multicultural Education	Forest County Potawatomi Community	$10,000	Activities for Native American students
Neeskara	Neeskara P.T.O.	$1,305	Field trips
Sixty-eighth St.	Community Memorial Hospital	$1,000	Wellness of students
Vincent	Evie Perteet	$3,500	1991 Ford Escort — Auto Shop
WCLL	Sharon Coss	$400	Drum set — Music Dept.
Wheatley	COSBE	$2,305	RIF books

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.

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(Item 5) 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

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Marva Atterberry Purchasing	School Secretary I $27,240.72/yr.	09-20-99
Lovella Buford Congress	School Secretary I $18,400.19/yr.	08-30-99
Lynell Daniels Congress-South Campus	Child Care Worker $8.64/hr.($12,960.00yr.)	09-20-99
Suzanne Davis Doerfler	School Secretary I $17,358.67/yr.	09-27-99
Mark Detert Fac. and Maintenance Serv.	Steamfitter $26.96/hr.($53,920.00/yr.)	09-27-99
LaCari Gant Congress-South Campus	Child Care Worker $8.64/hr.($12,960.00yr.)	09-20-99
Kristine Groening Congress-South Campus	Child Care Worker $8.64/hr.($12,960.00yr.)	09-20-99
Raymundo Guardiola Finance	School Secretary I $20,929.74/yr.	10-04-99

Richard Knoll Fac. and Maintenance Serv.	Steamfitter $26.96/hr.($53,920.00/yr.)	10-11-99
Stephanie McAllum Congress-South Campus	Child Care Worker $8.64/hr.($12,960.00yr.)	08-23-99
Susan L. Miller Congress-South Campus	Child Care Worker $8.64/hr.($12,960.00yr.)	09-20-99
Tia Moore Siefert	School Secretary I $17,358.67/yr.	09-27-99
Mahesh Rajayya Technology	Programmer $44,380.44/yr.	09-27-99
Robert Retka Fac. and Maintenance Serv.	Steamfitter $26.96/hr.($53,920.00/yr.)	09-20-99
Timothy Rocque Fac. and Maintenance Serv.	Digital Electronics Technician $36,197.72/yr.	10-04-99
Frances Schmidt Sarah Scott	School Bookkeeper $29,400.22/yr.	10-11-99
David Sundquist Fac. and Maintenance Serv.	Carpenter $22.67/hr.($45,340.00/yr.)	09-27-99
Jeanne Thompson Special Services	Associate School Nurse $18,197.21/yr.	08-20-99
Diane Winter Special Services Center	School Secretary I $20,929.74/yr.	09-27-99

PROMOTIONS

Name and Assignment	Position and Salary	Date
Delta Caesar Vincent	Boiler Attendant Trainee $25,063.48/yr.	10-04-99
James Carroll Douglas Academy	Boiler Attendant Trainee $25,063.48/yr.	09-20-99
Carol Farmer Bay View	Boiler Attendant Trainee $25,063.48/yr.	10-04-99
Marie Helfenstein School Nutrition	Food Service Manager Trainee $12,086.48/yr.	09-27-99
Mary Herlache Burroughs	School Secretary II $29,198.00/yr.	09-20-99
Connell Patterson, Jr. Sholes	Boiler Attendant Trainee $25,063.48/yr.	09-20-99
John Simchak Washington	Boiler Attendant Trainee $25,063.48/yr.	09-20-99
Clifton Wilson, Jr. Lincoln Middle	Boiler Attendant Trainee $25,063.48/yr.	09-20-99

CHANGES IN STATUS

Name and Assignment	Position and Salary	Date
Sharon Bosnjak Community Rec. & Ed. Services	School Secretary III $29,304.08/yr.	09-06-99
Pamela Burke Fac. & Main. Services	Account Clerk II $32,859.32/yr.	09-06-99

Tory Copening Marshall	Handicapped Children's Asst. $13,050.82/yr.	09-27-99
Harriet Fields Purchasing	School Secretary I $23,574.72/yr.	09-20-99
Mary Greer Carson Academy of Science	School Secretary I $20,326.00/yr.	10-15-99
Graddie Jude Special Services Center	Handicapped Children's Asst. $13,050.82/yr.	09-14-99
Calvin Keys Bay View	Handicapped Children's Asst. $13,050.82/yr.	09-14-99
Geraldine Lewis Smith School Safety	School Secretary I $28,133.30/yr.	09-27-99
Adoria Neal Riverside	Handicapped Children's Asst. $13,050.82/yr.	09-27-99
Andrea Rattler Special Services Center	Handicapped Children's Asst. $13,050.82/yr.	09-27-99
Silverine Reese Gaenslen	Handicapped Children's Asst. $13,050.82/yr.	09-27-99

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
r	David Acevedo Bilingual Business Education	B	$27,333	0	8/30/99
nr	Christopher N. Adams Elementary Education	B	$27,333	0	8/24/99
r	Angela E. Agherrabi Elementary Education	BB	$29,338	1	8/24/99
nr	Stacy Jo Asti C.D.	B	$27,333	0	8/24/99
r	Refugio Avila Bilingual/EC:EEN	B	$27,333	0	9/7/99
nr	Deborah M. Baker K-5	B	$27,333	0	8/30/99
r,b	Michael A. Barna Music - All	D	$40,502	9	8/24/99
nr	Rachel R. Beaudry-Ray Elementary Education	B	$27,333	0	8/24/99
nr	Kathryn C. Bencriscutto L.D.	B	$27,333	0	8/24/99
nr	Carrie R. Bina K-5	C	$35,896	4	8/25/99
r	Sheila A. Bost Upper Elementary	B	$29,273	2	5/20/99
nr	Carrie A. Brahm Gr 1-8	B	$27,333	0	8/30/99

r	Teresa Brewer Upper Elementary	B	$27,333	0	8/24/99
r	Paul J. Burrage Gr 7-8	B	$27,333	0	8/24/99
r	Gentry Campbell Exceptional Education	B	$27,333	0	8/24/99
r,b	Raysa M. Castillo Mathematics/Bilingual	BB	$36,129	7	8/24/99
r	Cynthia A. Cergol Upper Elementary	B	$27,333	0	8/24/99
nr	Robert A. Comp Physical Education K-12	B	$27,333	0	8/24/99
r	Brenadette Cooks Upper Elementary	B	$27,333	0	8/24/99
r	Audrey L. Coppola Kindergarten	B	$27,333	0	8/24/99
nr	Wendy Cruz Thomas Upper Elementary	B	$27,333	0	8/24/99
r,a	Matthew R. Cuomo Elementary Education/Social Studies	BB	$31,796	1	7/27/99
r	Michelle L. Danielson Elementary Education	B	$27,333	0	8/24/99
r	Danielle D. Davis Upper Elementary	B	$27,333	0	8/24/99
r	Delrae M. DeNomie Elementary Education	B	$27,333	0	8/24/99
nr	William B. Eddy ROTC	A	$33,995	7	8/24/99
r	Rashonda L. Edwards Upper Elementary	B	$27,333	0	8/24/99
r	Jennifer A. Ellingsen Elementary Education	B	$27,333	0	8/24/99
r	Leticia Fuentes Elementary Education	B	$27,333	0	8/24/99
r	Trina V. Gandy Upper Elementary	B	$27,333	0	8/24/99
nr	Scott B. Ganswindt Elementary Education	B	$35,741	7	8/24/99
r	Angela S. Gatzow Upper Elementary	B	$27,333	0	8/24/99
r	Gena Gonzales Elementary Education	B	$27,333	0	8/24/99
r	Lisa A. Gonzalez Upper Elementary	B	$27,333	0	8/24/99
r	Colleen C. Green Upper Elementary	B	$27,333	0	8/9/99

r	Pamela A. Halfmann Elementary Education	B	$27,333	0	9/13/99
r	Jodi A. Hatfield French	B	$27,333	0	8/24/99
r	Carol A. Hayes Broadfield Science	B	$27,333	0	9/1/99
r	Saron Z. Henry Upper Elementary	B	$27,333	0	8/24/99
r	Kelly M. Hettig PreK-5	B	$27,333	0	8/27/99
r	Denetric L. Hines Headstart	B	$29,273	2	9/15/99
r	Paul D. Hoerl Elementary Education	B	$27,333	0	9/13/99
r,b	Patricia M. Holmes Elementary Education	D	$54,844	17	8/24/99
r	Anthony Hooker Upper Elementary	B	$27,333	0	8/24/99
r	James V. Hron Physical Education	B	$35,741	7	8/24/99
r	Carlos L. Hubbard Upper Elementary	B	$27,981	1	8/24/99
r	Monica N. Hubbell Upper Elementary	B	$27,333	0	8/24/99
r	Regina L. Hunt Upper Elementary	B	$27,981	1	8/24/99
r	Koren J. Jackson ED	B	$29,273	2	8/24/99
r	Leroy J. Jackson Upper Elementary	B	$27,333	0	8/24/99
r	Jody M. Jensen Occupational Therapist	B	$27,333	0	8/30/99
r	Francis J. Jewell L.D.	B	$29,273	2	9/15/99
r	Mary J. Jilek Biology/General Science/Earth Science	B	$27,333	0	8/24/99
r	Rakia A. Jones Elementary	B	$27,333	0	8/24/99
r	Cathryn L. Kainz Elementary Education/Montessori	B	$27,333	0	8/24/99
r	David R. Kellogg Elementary Education	B	$27,333	0	9/9/99
r	Tamesia S. King Elementary Education	B	$27,333	0	8/24/99
r	Patricia M. Kirby Upper Elementary	B	$27,333	0	8/24/99

r	Tinamarie S. Kokalis Art	B	$27,333	0	8/24/99
r	Koryn M. Koneazny Elementary Education	B	$27,333	0	8/24/99
nr	Sarah P. Koneazny Elementary Education	B	$29,273	2	8/9/99
r	Theresa R. Kovochich K-6	B	$27,333	0	8/24/99
r,b	Kelly A. Kranich E.D.	BB	$33,412	4.1	8/25/99
r	Jennifer L. Kuehnau Spanish/Upper Elementary	B	$29,273	2	8/24/99
r	Tadeusa W. Kuzba Physical Education	B	$35,741	7	8/24/99
r	Laytoya M. Lacking Upper Elementary	B	$27,981	1	8/24/99
r,b	Kathleen M. Lacy ED/LD	D	$38,975	4.8	8/24/99
nr	Jody M. Lehn PreK-6	B	$27,333	0	8/24/99
r,b	Dennis L. Leonard C.D.	BB	$37,487	7.2	8/24/99
r	Ingrid M. London Kindergarten	B	$27,333	0	8/9/99
r,b	Maria T. Lopez Kindergarten/Bilingual	BB	$36,129	7.4	8/24/99
r	Monique L. Lowe Upper Elementary	B	$27,333	0	8/24/99
r,a	Nina Machi Physical Education/Health	BB	$40,205	9	8/24/99
r	Lynn M. Maher PreK-3	B	$27,333	0	8/24/99
r,b	Christine M. Mahler-Yatchak Upper Elementary	E	$50,138	12	8/24/99
r	Heidi A. Maistelman Music	B	$27,333	0	8/24/99
r	Jeffrey R. Mallegni Business Education	B	$27,981	1	8/24/99
r	Michael A. Mane Jr. O.I.	B	$27,333	0	9/13/99
nr,b	James R. Marino E.D.	D	$46,607	10.5	8/24/99
r	Jessica M. Marks Music	B	$27,333	0	8/24/99
nr,a	Sharon L. Mc Connell Elementary	B	$37,034	8	8/24/99

r	Erin A. McNulty E.D.	B	$27,333	0	9/7/99
r	Heidi L. Meyer Elementary Education	B	$27,333	0	8/24/99
r,b	Jean K. Miller Elementary Education	E	$46,956	13	8/24/99
r,a	Sheila M. Miller K5	BB	$30,696	2	8/9/99
r	Edgardo Morales Bilingual 1-8	B	$27,333	0	8/24/99
r	Sherry Newell Upper Elementary	B	$27,333	0	8/24/99
r,a	Maura K. Olson L.D.	B	$37,034	8	8/30/99
r	Stacy D. Orr Elementary Education/Montessori	B	$27,333	0	8/24/99
r	Madelyn Ortiz Elementary Ed/Bilingual/L.D.	B	$27,333	0	9/10/99
r	Maria E. Ortiz K-5/Bilingual	B	$27,333	0	8/24/99
r	Heidi O. Parsons Early Childhood	B	$27,333	0	8/24/99
nr	Catherine A. Pechauer Upper Elementary	C	$46,128	11	8/24/99
r	Marybeth I. Pfaffenroth Upper Elementary	B	$27,333	0	8/24/99
r	Sara B. Polland Pre K - 3	B	$27,333	0	8/24/99
r	Barbara T. Prendergast Elementary Education	B	$27,333	0	8/9/99
r	Carlis M. Purdy-Wilder C.D./L.D.	B	$27,333	0	8/24/99
r	Tracy A. Quarino Upper Elementary	B	$27,333	0	8/24/99
r	Jane E. Reiter Elementary Education	B	$27,333	0	8/24/99
r	Demond B. Richardson Upper Elementary	B	$27,333	0	8/24/99
r	Heather L. Rickert E.D.	B	$27,333	0	8/24/99
nr	Peter D. Rintelman Physical Education	B	$27,333	0	9/7/99
nr	Kara V. Roberts Elementary Education	B	$27,333	0	8/24/99
r	Renee L. Robinson Kindergarten	B	$27,333	0	8/24/99

r	Annie P. Robinson Upper Elementary	B	$27,333	0	8/24/99
r	Antonio C. Robinson Upper Elementary	B	$27,333	0	8/24/99
r	Janeen M. Rogers Elementary Education	B	$27,333	0	8/24/99
nr	Catherine L. Rogowski PreK-6	B	$27,333	0	8/24/99
r	Guadalupe Rosas Gr 1-6/Bilingual	B	$27,333	0	8/24/99
r	Mabel L. Roy Sequeira Montessori/1-6	B	$29,273	2	8/24/99
nr	Susan E. Ruger Elementary	BB	$28,660	0	8/24/99
r	Angelo D. Ruiz Art	BB	$28,660	0	8/24/99
r	Gerald J. Salaty Tech Ed-Electrician	A	$26,007	0	8/24/99
r	Antonia Sallis Elementary Education	B	$27,333	0	8/24/99
r	Heather A. Schulz L.D.	B	$27,333	0	8/24/99
nr	Kristy M. Schwab Biology/Chemistry	B	$27,333	0	8/24/99
r,b	Bonnie J. Sederholm L.D.	E	$50,138	16.7	8/27/99
r	Eleanor J. Sellers Elementary Education	B	$27,333	0	8/24/99
r	Martin F. Shadd Instrumental Music	C	$30,780	0	8/31/99
r	Gabrielle M. Sharrock Elementary Education	BB	$30,696	2	8/24/99
r	Jill M. Shelton Speech Pathologist	B	$27,333	0	8/24/99
r	Andrew C. Siepert Elementary Education	B	$27,333	0	8/27/99
r	Margret Skwierawski Upper Elementary	B	$27,981	1	8/24/99
nr	Brian P. Slattery Elementary Education	B	$27,333	0	8/31/99
r	Gina M. Smith Art	B	$27,333	0	8/24/99
r	Linda G. Smith Elementary Education	B	$27,333	0	8/24/99
nr	Kristie J. Spersrud Elementary Education	B	$27,333	0	9/13/99

nr	Sheila M. Spraggins Speech Pathologist	B	$27,333	0	8/24/99
r	Joan E. Stratman Elementary Education	B	$27,333	0	8/24/99
r	Carrie C. Streiff-Stuessy Pre K - 3	B	$27,333	0	8/24/99
r	Susan L Sturn Alternative Education	B	$27,333	0	9/20/99
r	Diamond E. Suggs Upper Elementary	B	$27,333	0	8/24/99
r	Wanda E. Taniguchi E.D.	B	$27,333	0	8/24/99
r	Debbie Tate Upper Elementary	B	$27,333	0	8/24/99
r	Jason A. Termaat L.D.	B	$27,333	0	8/24/99
r	Katherine E. Vannoy Art	B	$27,333	0	8/25/99
r,a	Linda M. Vargas C.D.	BB	$30,696	2.5	8/24/99
r	Brian C. Veenendaal Elementary	B	$30,568	3	8/24/99
r	Steven R. Vitale Music	B	$27,981	1	9/13/99
r	Christine M. Waclawski Gr 1-9/SS	B	$27,333	0	8/24/99
r	Christel L. Waldner LD/CD	B	$27,333	0	8/24/99
r	Jennifer R. Walker C.D.	B	$27,333	0	9/2/99
nr	Jodi D. Warn Elementary/French Immersion	B	$27,333	0	8/24/99
r	Susan M. Welsh C.D./L.D.	B	$27,333	0	8/24/99
nr	Tracy L. Widiker E.D.	B	$27,333	0	8/25/99
r	Ruby I. Williams Upper Elementary	B	$27,333	0	8/24/99
r	Patricia A. Winding Chemistry	B	$27,333	0	8/24/99
r	Douglas M. Wolf E.D./L.D.	B	$27,333	0	9/2/99
r	Nancy Wong-Woessner Elementary Education	B	$27,333	0	8/27/99
r	Demetria Y. Woods Upper Elementary	B	$27,981	1	8/24/99

r	Tecy S. Yarn Upper Elementary	B	$27,333	0	8/24/99
r	Junius Q. Yates Elementary Education	B	$27,333	0	8/24/99
r	Aracelio Zabala Physical Education	B	$27,333	0	9/2/99
r,a	Mary E. Zarnowski EC:EEN	BB	$29,338	1.5	8/30/99
r,b	Patricia M. Zbichorski K-6/C.D.	C	$37,358	4.3	8/24/99

SCHOOL SOCIAL WORKERS

Code	Social Workers — Schedule 02	Salary	Yrs./Exp. Credit	Start Date
r	Phyllis M. Benavides	$38,515	0	8/17/99
nr	Rand A. Martin	$38,515	0	8/17/99

ASSOCIATE SCHOOL PSYCHOLOGISTS

Code	Schools Psychologists — Schedule 05	Salary	Yrs./Exp. Credit	Start Date
r	RoseMarie Firle	$35,800	0	9/13/99

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 21, 2000:		
Ann Cunningham	35th Street	August 16, 1999
Maternity Leave, to June 12, 2000:		
Jennifer Frontier	Vieau	December 17, 1999
Lynn Kargel	Keefe	November 17, 1999
Personal Leave, to June 12, 2000:		
Catherine Greene	Garden Homes	November 18, 1999
Dedric Harris	21st Street	September 7, 1999
Donna Klug	Steuben	August 24, 1999
Extension of Illness Leave, to June 12, 2000:		
Thomas Scharnek	Leave	August 24, 1999
Extension of Maternity Leave, to June 12, 2000:		
Daniela Guns	Leave	August 24, 1999

CURTAILMENT OF LEAVE:

Jeffrey Brown	Rescinded his personal leave that was granted from August 24, 1999, through January 21, 2000.
Diane Dencker	Rescinded her personal leave that was granted from August 24, 1999, through June 12, 2000.
Erin Krause	Rescinded her personal leave that was granted from August 24, 1999, through June 12, 2000.
Celestine Rogers	Rescinded her sabbatical leave that was granted from January 25, 1999, through January 21, 2000.

Report on Resignations

Name	Position	Effective Date
Michael O. Afolayan	Teacher	08/18/99
Karen Aigamaua	Teacher	08/23/99
Susan J. Allen	Teacher	08/23/99
Kelly K. Allison	Teacher	08/03/99
Angela M. Alvarez-Form	Teacher	08/16/99
Maria G. Avila	Teacher	07/01/99
Wendy L. Bear	Teacher	08/13/99
Mary A. Befi	Teacher	08/26/99
Eugene Bell	Supervisor	01/11/00
Sam E. Belton	Teacher	09/10/99
Patricia Bent	Teacher	08/23/99
Michele S. Biallas	Teacher	08/17/99
Jacqueline A. Bichler	Teacher	08/19/99
Janice F. Bloedorn	Teacher	08/13/99
Elizabeth Boberschmidt	Teacher	08/23/99
William A. Boettcher	Teacher	06/15/99
Jane A. Bolm	Teacher	08/06/99
Anthony Bonds	Teacher	08/23/99
Tina M. Boyle	Teacher	08/11/99
Walter M. Brame	Teacher	08/17/99
Jonathan D. Brantley	Teacher	07/31/99
Curtis J. Bretall	Teacher	08/01/99
Cynthia Briselden	Teacher	08/11/99
Annelies Bulow	Teacher	08/17/99
Mary A. Busche	Teacher	08/02/99
Joseph Carpenter Jr.	Teacher	08/20/99
Anthony M. Chatfield	Teacher	08/19/99
Mary Jo Chmielewski	Teacher	08/19/99
Paul J. Cieslak	Specialist	08/20/99
Katherine H. Clark	Asst. Princ.	09/17/99

Marlys Cole	Teacher	07/30/99
Steven Colmus	Teacher	08/23/99
Nancy S. Conner	Teacher	08/23/99
Nina Copening	Teacher	08/23/99
Abelardo Cordova	Teacher	08/11/99
Sonia Cordova	Teacher	08/18/99
Amy Correll-Hufnal	Teacher	08/02/99
Tina G. Curro	Teacher	08/19/99
Audrey Daniels	Teacher	08/20/99
Rebecca M. Davidson	Teacher	08/24/99
Diana Donovan	Teacher	06/02/99
Amee Dulmes	Teacher	08/23/99
Robin K. Eberhardt	Teacher	08/18/99
Toye J. Ekunsanmi	Teacher	09/17/99
Brian Eilliott	Teacher	08/16/99
Jennifer R. Elwing	Teacher	08/23/99
James E. Eppert	Teacher	07/30/99
Mark E. Erlandson	Teacher	08/22/99
Todd Fendos	Teacher	08/04/99
Nikole L. Formaker	Teacher	08/16/99
Trenette Fowler	Teacher	08/10/99
Christopher Fredricks	Teacher	08/20/99
Diane R. Freiherr-Goyer	Teacher	08/06/99
Sherri Fromm	Teacher	08/03/99
Beth R. Giles	Teacher	08/05/99
Steven B. Glass Sr.	Teacher	08/23/99
Karen L. Goeman	Teacher	08/03/99
Joan S. Gogolewski	Teacher	08/10/99
Juan A. Gomez	Teacher	08/27/99
Terrence P. Grogan	Teacher	08/16/99
Andrew Gumz	Teacher	08/23/99
Cher Gunderson	Teacher	08/20/99
Marguerite J. Guy	Principal	07/19/99
Washington Guyton Jr.	Teacher	06/18/99
Dawn Haren	Teacher	08/19/99
Barbara Harris	Teacher	08/01/99
Thora Harrison	Teacher	08/03/99
William M. Hartmann	Teacher	08/18/99
Ami T. Heindel	Teacher	07/20/99
Steve Helmer	Teacher	08/23/99
Ellen S. Horkan	Teacher	08/09/99
Kelly Howsare	Teacher	08/17/99
Laura A. Jackson	Teacher	09/01/99
John T. Jaeger	Teacher	01/21/00
Tricia Jahn	Teacher	08/17/99
Hilary R. James	Teacher	08/13/99
Sondra James	Teacher	08/14/99
Julie M. Janick	Teacher	08/20/99
Karin Johnson	Teacher	08/16/99
Debra Jones Zimmermann	Teacher	08/13/99

Ann E. Kaczmarek	Teacher	08/12/99
Beth A. Kaminski	Teacher	08/02/99
Stephanie L. Kaponya	Teacher	08/10/99
Julie R. Kaye	Teacher	11/05/99
Mary Anita M. Kelly	Teacher	08/03/99
Cory Kilsdonk	Teacher	08/17/99
Ellen Maas Kinde	Teacher	06/16/99
Henderson M. Klancer	Teacher	09/01/99
Paula J. Klein	Teacher	08/06/99
Lee Kleszczynski	Teacher	08/18/99
Mary R. Koman	Teacher	08/25/99
Amy E. Kotas	Teacher	08/23/99
Susan R. Kowalski	Teacher	07/30/99
John Michael Kramer	Teacher	08/12/99
Kristin Kuenstler	Teacher	08/09/99
Diana D. Kuglitsch	Teacher	08/16/99
Stephanie M. Kuhns	Teacher	08/04/99
Kulliki Kuningas	Teacher	08/23/99
Peggy Lane	Teacher	08/20/99
Cindy Lapp	Teacher	08/02/99
Alice A. Lee	Teacher	08/10/99
Kimberly Lewis	Teacher	08/18/99
Jodi A. Lipski	Teacher	08/01/99
Trina Lockhart	Teacher	08/18/99
Luis A. Lopez	Teacher	08/19/99
Angela Mack	Teacher	08/19/99
Amy M. Magulski	Teacher	08/18/99
Darnell Marshall	Teacher	08/10/99
Cheryl L. Matas	Teacher	07/31/99
Rita R. Mauermann	Teacher	06/14/99
Nancy McKinley-Ehlinger	Teacher	08/23/99
Maria C. McManus	Teacher	08/17/99
Lynda J. Meleski	Teacher	08/06/99
Steven C. Midthun	Teacher	08/16/99
Shirley L. Mitchell	Teacher	07/30/99
Sarah Moen	Teacher	07/20/99
Cynthia R. Moore	Teacher	08/02/99
Mark R. Mrozek	Teacher	08/20/99
Patrick Mulvey	Teacher	08/13/99
Amy T. Muth	Teacher	08/12/99
Laurie M. Nicholson	Teacher	08/20/99
Irma Y. Nixon	Teacher	08/10/99
Jennifer M. Noard	Teacher	08/17/99
James P. O'Brien	Teacher	08/23/99
Sara Okoronta	Teacher	08/16/99
Karen L. O'Leary	Teacher	06/14/99
Marga M. Olszowka	Teacher	08/11/99
Melissa F. Packer	Teacher	08/08/99
Kelly C. Page	Teacher	08/11/99
Stephen L. Page	Teacher	08/31/99

Nancy Pangallo	Teacher	08/27/99
Jennifer M. Pankowski	Teacher	08/23/99
Lori J. Paulus	Teacher	08/09/99
Jacqueline Pelzek	Soc. Worker	10/01/99
Sara A. Penne-Martin	Teacher	08/13/99
Arshales Peterson	Teacher	08/10/99
Nancy M. Petoskey	Teacher	08/12/99
Lisa E. Pick	Teacher	09/10/99
Jason Piontek	Teacher	08/19/99
Alicia Place	Teacher	08/11/99
Kelly D. Pochop	Teacher	08/16/99
Sandra L. Pupp	Teacher	08/01/99
Lisa M. Radtke	Teacher	08/09/99
James E. Radwill	Teacher	08/23/99
Leigh M. Ragonese	Teacher	06/12/99
Tina Ragonese-Martin	Teacher	09/09/99
Kerrilynn Rasimus	Teacher	08/20/99
Regina Rayburn	Teacher	08/17/99
Stacy L. Renner	Teacher	08/10/99
Lynn Resch-Bartz	Teacher	08/19/99
Torrell Rhoades	Teacher	08/01/99
Lucy Rivera	Teacher	08/19/99
Lee Ann Robinson	Teacher	08/23/99
Rebecca Rohde	Teacher	07/24/99
Victoria L. Sanchez	Teacher	07/30/99
Amy L. Scherff	Teacher	09/17/99
Laura Schieffer	Teacher	08/23/99
Bonnie B. Schulz	Teacher	08/12/99
Jennifer Schumacher	Teacher	08/23/99
Jamie L. Schwab	Teacher	07/29/99
Lisa J. Schwab	Teacher	08/04/99
Teri Schwab	Teacher	08/05/99
Stacy Schwager	Teacher	07/29/99
Carol Kay Schwarz	Teacher	08/16/99
Deborah M. Seaton	Teacher	08/09/99
Sharee Sensenbrenner	Teacher	09/14/99
Debra A. Sepic	Teacher	08/13/99
Kelly A. Shannon	Teacher	08/23/99
Jacqueline A. Sheehan	Teacher	08/05/99
Stephanie Simmons	Teacher	08/16/99
Cathy Simpson	Asst. Princ.	12/21/99
Renae Lynn Snyder	Teacher	08/06/99
Jane M. Spanuello	Teacher	08/12/99
Laura Stachnik	Teacher	08/23/99
Amy Stevens	Teacher	08/09/99
Nancy Lynn Stevens	Teacher	08/16/99
Gregory Stritchko	Teacher	08/17/99
John W. Summers	Teacher	08/17/99
Maria C. Tagliavia	Teacher	08/12/99
Kristy Tessler	Teacher	08/23/99

Rebecca Thaney	Teacher	08/23/99
Heather Thompson	Teacher	08/02/99
Saadia Tongpalad	Teacher	07/19/99
Jason S. Twell	Teacher	07/20/99
Yolanda Tynes	Teacher	08/01/99
Shawn Vele	Teacher	08/14/99
Christine Wagner	Teacher	08/12/99
Tracy Walczak	Teacher	08/19/99
Julie Warbler	Teacher	08/02/99
Jill Wargolet	Teacher	08/23/99
Chrishirella F. Warthen	Teacher	08/11/99
Lorelei Watts	Teacher	08/20/99
Takisha Q. Weatherall	Teacher	08/16/99
Annie P. Weekly	Teacher	06/14/99
George S. Weinman	Teacher	08/06/99
Laura L. Weiskopf	Teacher	08/13/99
Pamela M. Weiss	Teacher	08/01/99
Laura E. Widenski	Teacher	08/10/99
Jeanette P. Williams	Teacher	07/01/99
Marilyn D. Wilson	Teacher	08/23/99
Sheng Xiong	Teacher	08/02/99
Carolyn A. Yager	Teacher	08/23/99
Frederic V. Yatchak	Teacher	08/18/99
Bonnie Yogerst	Teacher	08/23/99
Gavin Zastrow	Teacher	08/11/99
Cynthia B. Zuknik	Teacher	06/10/99

Affirmative Action Report

5. The Affirmative Action Report for the month of September 1999 is attached to the minutes of your Committee's October 19 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.

* * * * *

(Item 6) Action on a Recommendation Regarding the MPS Representative to the Social Development Commission Board

Background

The Milwaukee Public Schools has had a delegate serving on the Board of Commissioners of the Social Development Commission for a number of years. The Social Development Commission has requested that MPS appoint a representative to serve a three-year term beginning in the fall of 1999.

MPS representatives appointed to serve on the SDC Board have included a deputy superintendent and parent services specialists. The Board has confirmed the district’s appointment in previous years.

Ms. Cloria Wheeler has been serving as the district's representative for the last four months; however, her reassignment to a school has made it difficult for her to continue in this position.

Committee Recommendation

Your Committee recommends that the Board appoint Mr. Fermin Burgos, Special Assistant to the Superintendent, as the Milwaukee Public Schools' representative to the Board of Commissioners of the Social Development Commission for a three-year term beginning October 1999.

* * * * *

(Item 7) Action on a Recommended Annual Plan of Audits

Background

Annually, the Board of School Directors adopts an Annual Plan of Audits. The audit plan 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 FY2000 Annual Plan of Audits has been completed and is being submitted for review and approval. The plan includes 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

Your Committee recommends that the Board approve the following FY2000 Annual Plan of Audits.

PROPOSED FY2000 ANNUAL AUDIT PLAN
SUMMARY OF RESOURCE ALLOCATION

	Est. Days	Totals
Total Resource Days Available		1,546
Continuing and Required Audits		
General Purpose Financial Statements	260	
Alternative Partnership Schools	105	
Special Audits and Projects	127	
Review of Financial Controls in the Department of Finance	122	
Total Continuing and Required Audits		614
Resources Available for FY2000 Proposed Audits		932

AUDIT PROJECTS FOR FY2000

Proposed Projects to be Completed with Available Resources

A)	School Performance/Financial Reviews (18 Schools)	612
B)	Student Dropouts Returning to MPS	50
C)	Review of MPS Assessment Plan	90
D)	Review of Facilities and Maintenance Operations	90
E)	Review of Charge-Back and Buy-Back Services	90
Total FY2000 Audit Resource Requirements		**932**
Resource Days Available		**0**

AUDIT PROJECTS TO BE COMPLETED SHOULD ADDITIONAL RESOURCES BECOME AVAILABLE (RANKED IN ORDER OF PRIORITY)

		Est. Days
F)	School Management System Review	30
G)	Review of the MPS Accountability System	35
H)	District Cellular Phone Use	30

PROPOSED FY2000 AUDITS CARRIED FORWARD FOR CONSIDERATION IN FY2001 AUDIT PLAN

		Est. Days
I)	School Governance Councils	60
J)	Student Data Control Review	90
K)	Review of Construction Fund Expenditures and Contracts	90
L)	Building Operations Cost Review	60

* * * * *

(Item 8) Annual Report on Student Attendance

Your Committee reports having 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 and annual basis a summary of student attendance.

The semi-annual report on the first-semester student attendance data for the 1998-99 school year was scheduled to be submitted to the Board at the March Audit and Accountability Committee meeting. With the disbandment of that committee, the semi-annual and annual attendance reports were referred to the Finance/Personnel Committee. Both the semi-annual and annual attendance reports are being submitted at this time.

The following table summarizes the first-semester attendance data by levels.

First-Semester Attendance Summary, 1998-99

	Semi-Annual		
	1998-99	1997-98	Difference
High Schools	77.8%	77.5%	+0.3
Middle Schools	86.6%	86.8%	-0.2
Elementary Schools	92.6%	93.2%	-0.6
Other Schools	80.9%	78.7%	+2.2
Totals	88.1%	88.4%	-0.3

The following table summarizes the annual attendance data by levels. It shows that the annual attendance rate has generally remained stable over the last two years.

Annual Attendance Summary, 1998-99

	Annual		
	1998-99	1997-98	Difference
High Schools	76.2	76.4	-0.2
Middle Schools	85.1	85.2	-0.1
Elementary Schools	92.2	92.6	-0.3
Other Schools	80.3	79.3	+1.0
Totals	87.3	87.6	-0.3

The K-12 Attendance Report attached to your Committee's minutes represents the school-by-school attendance figures for the 1998-1999 school year. The report also compares the attendance data for the 1997-1998 school year. The Administration compiles the monthly attendance reports from pupil attendance information recorded by the schools.

* * * * *

(Item 9) Approval of 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)	Jacquelyn Humphrey	Principal Greenfield Montessori School	Schedule III, Range 13Z $75,654
2(r)	Hughes George	Principal Holmes Elementary School	Schedule III, Range 14Z $54,274
5(nr)	Dawn Rice	Assistant Principal Carson Academy of Science	Schedule III, Range 10Z $57,464
2(r)	Portia Ewing	Assistant Principal Story Elementary School	Schedule III, Range 10Z $44,980
5(nr)	Randal Kohl	Assistant Recreation Supervisor, Therapeutic Recreation Department of School/Community Services	Schedule III, Range 4A $37,562

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

* * * * *

Separate consideration having been requested of Items 2, 3 and 7, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 2, amendments to the adopted FY2000 budget, Director Braun moved to adopt the report, modified to include the administration's revised Option I, and the resolutions on the School Operations and Extension Funds.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Braun moved to adopt the Construction Fund resolution.

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 Item 3, the Superintendent's revised Central Services organizational structure, Director Braun moved to adopt the report, with the recommendations to come back to the Finance/Personnel Committee and then to the Board.

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 recessed from 7:46 PM to 7:49 PM.

With respect to Item 7, the annual plan of audits, Director Johnson moved to adopt the annual plan of audits revised to (1) reclassify to School Governance Councils and District Cellular Phone Use Audits as FY2000 proposed projects to be completed and (2) reclassify the Review of Facilities and Maintenance Operations Audit as an FY2000 audit project to be completed should additional resources become available:

PROPOSED FY2000 ANNUAL AUDIT PLAN
SUMMARY OF RESOURCE ALLOCATION

	Est. Days	Totals
Total Resource Days Available		1,546
Continuing and Required Audits		
General Purpose Financial Statements	260	
Alternative Partnership Schools	105	
Special Audits and Projects	127	
Review of Financial Controls in the Department of Finance	122	
Total Continuing and Required Audits		614
Resources Available for FY2000 Proposed Audits		932

AUDIT PROJECTS FOR FY2000

Proposed Projects to be Completed with Available Resources

A)	School Performance/Financial Reviews (18 Schools)	612
B)	Student Dropouts Returning to MPS	50
C)	Review of MPS Assessment Plan	90
~~D)~~	~~Review of Facilities and Maintenance Operations~~	~~90~~
D) ~~E)~~	Review of Charge-Back and Buy-Back Services	90
E)	School Governance Councils	60
F)	District Cellular Phone Use	30
Total FY2000 Audit Resource Requirements		**932**
Resource Days Available		**0**

AUDIT PROJECTS TO BE COMPLETED SHOULD ADDITIONAL RESOURCES BECOME AVAILABLE (RANKED IN ORDER OF PRIORITY)

		Est. Days
G)	Review of Facilities and Maintenance Operations	90
H) ~~F)~~	School Management System Review	30
I) ~~G)~~	Review of the MPS Accountability System	35
~~H)~~	~~District Cellular Phone Use~~	~~30~~

PROPOSED FY2000 AUDITS CARRIED FORWARD FOR CONSIDERATION IN FY2001 AUDIT PLAN

		Est. Days
~~I)~~	~~School Governance Councils~~	~~60~~
J)	Student Data Control Review	90
K)	Review of Construction Fund Expenditures and Contracts	90
L)	Building Operations Cost Review	60

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Dannecker—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 17 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 4, October 5, October 6, October 11, October 12, October 13, October 18, October 19, October 22, October 25, and October 26, 1999.

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

Ayes—Directors Braun, Gardner, Johnson, Spence, Werra and President Thompson—6.

Noes—Director Hardin—1.

Temporarily absent—Director Dannecker—1.

* * * * *

RESOLUTIONS

Resolution 9900R-018

By Director O'Neil

WHEREAS, There is wide support for allowing parents to choose the Milwaukee public schools that their children will attend; and

WHEREAS, There is growing support for the use of incentives to encourage local school administrators to follow preferred practices rather than use "orders from headquarters"; and

WHEREAS, The Board of School Directors has regularly expressed its support for replicating popular programs that have waiting lists; and

WHEREAS, The present policy results in placing self-contained classrooms for special education students in buildings that are already crowded and have waiting lists, and this appears to some to be using our most fragile and needy children as ammunition in battles between conflicting ideologies; now, therefore, be it

RESOLVED, That the action of the Board of School Directors of December 13, 1995, setting quotas in each school for seats for students with special needs be repealed; and be it

FURTHER RESOLVED, That the Superintendent is requested to submit, as part of his proposed budget for Fiscal Year 2001, incentives that will encourage schools to seek opportunities to serve children with special needs; and be it

FURTHER RESOLVED, That a public hearing be held to seek parent and public input on these proposed changes before the Superintendent submits his budget to the Board.

Referred to the Finance/Personnel Committee.

The Board adjourned at 8:07 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 10, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:45 PM.

Present—Directors Dannecker, Gardner, Johnson, O'Neil, Spence, Werra, and President Thompson—7.

Absent and excused—Directors Braun and Hardin—2.

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

November 9, 1999

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, November 10, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) receiving, considering and taking action on the report of the Finance/Personnel Committee with respect to the Superintendent's recommended Central Services reorganization, budget reductions and staff reductions; and 2) giving public hearing on a charter school petition from Westside Academy I & II.

With respect to Item 1 above, the Board may retire to executive session to consider personnel matters in the report under the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), with respect to that portion of the report only dealing with the employment and performance evaluation data of individuals currently employed by the district. The Board may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Vice Chair O'Neil presented the following report for the Committee on Finance/Personnel:

COMMITTEE ON FINANCE/PERSONNEL

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

Action on Position Changes as a Result of the Reorganization of Central Services

Background

1. At its meeting on October 27, 1999, the Board approved the revised Central Services organization structure, with unspecified savings totaling about $1.4 million in FY 2000. The Board directed the Administration to bring specifics of the plan to the Finance/Personnel Committee for public hearing, discussion, and action.

Administration's Analysis

2. The Central Services organizational structure approved by the Board represents the Superintendent's initial reorganization recommendations. It is anticipated that additional changes will be forthcoming as the Board, Administration, and schools continue to redefine roles and responsibilities within the district.

3. In developing the recommendations for reductions, the Administration targeted areas that are furthest away from schools and direct services to students. In addition, the rationale for the reorganization and position changes are consistent with the direction of the district toward a more comprehensive plan to further decentralize authority and responsibility to schools to give them the tools they need to be successful. As more authority, responsibility, and funding is decentralized to schools, there will need to be a change in the funding and number of positions in Central Services.

4. The goals of the revised Central Services structure are to strengthen support to schools, improve services to parents and the community, improve management operations, and enhance communications with the schools and across departments. The revised Central Services organizational chart is attached.

Summary of Position Changes

5. A summary of the Central Services changes is as follows:

		No. of Eliminated Positions	
Area	F.T.E.	Vacant	Filled
School Operations Fund			
Positions added	16.30		
Positions eliminated	-29.25	19.25	10
Extension Fund			
Positions eliminated	-2.00	2.00	0
Total Staffing Changes — Net	-14.95		

The Central Services reorganization and budget reductions resulted in the addition of 16.30 full-time-equivalent positions and the elimination of 29.25 full-time-equivalent positions in the School Operations Fund and the elimination of 2.00 positions in the Extension Fund. Of the 31.25 positions eliminated, 21.25 are vacant positions and 10 are filled. Employees affected by the position eliminations will be reassigned to other positions within the district.

A number of departments have identified staffing reductions to achieve the $1.4 million in savings this year. To achieve this amount of savings, the percent FTE change by department ranges from almost -6% to -0.2%. The attached table specifies the changes in positions by department. A narrative outlining the changes in each department follows.

Office of Board Governance

Six positions from the Parent Information Center are being transferred from the Office of Board Governance to the Department of Leadership Services. The positions include one board staff assistant, four board information specialists, and one secretary. By transferring the Parent Center to Leadership Services, the functional areas that are directly related to student and parent services as well as school support and operations will all reside within Leadership Services.

The position of board information officer will remain in the Office of Board Governance to assist with parent and constituent requests. Funding for one vacant position of board staff assistant is being eliminated; however, authority for the position is being retained due to changing departmental needs (e.g. charter school issues). It is anticipated that the position will be funded in the FY 2001 budget.

Office of the Superintendent

A position of special assistant to the superintendent is being established to maximize community involvement and to ensure equal educational opportunities for students and equal employment opportunities for employees. A position of senior evaluator in the Division of Research and Assessment was eliminated to offset the creation of this position.

The Division of Research and Assessment (except for a senior evaluator position) and the Office of Staff Development are being transferred from the Office of the Superintendent to the Department of Educational Services. These areas previously reported to a deputy superintendent. Transferring these areas to Educational Services will better align and strengthen the district's curriculum, assessment, and professional development areas.

One of three secretary positions in the Office of Trade and Technical Education is being eliminated. One of the remaining two positions will be funded with federal funds. The workload will be absorbed within the area.

Department of Leadership Services

Areas which have service functions directly related to student and parent services, as well as school support and operations, reside within the Department of Leadership Services as follows:

— Leadership specialists

— Division of Student Services (from the Department of Parent and Student Services)

— Parent Center (from the Office of Board Governance)

— Division of School Safety (from the Departments of School and Community Services

— Division of Small Community Schools (from the Department of Educational Services).

In addition, a "dotted line" relationship between leadership services and special services is being established to strengthen communications and enhance services to parents and schools. The position changes in the Department of Leadership Services are as follows:

Leadership

A position of director of Leadership Services was established to oversee the operations of the expanded department and enhance support and services to schools. The Board approved the re-establishment of this position in June 1999, at the time the incumbent was appointed. A position of administrative assistant is being established to provide assistance to the director. A secretary position is being transferred from the Division of Special Services to offset the establishment of the administrative assistant position.

Small Community Schools

A compliance officer position is being established to oversee financial issues and the expenditure of funds related to contracts for alternative school programs. The proposal eliminates 1.5 (full-time equivalent) program officer positions. The compliance officer position will perform some of the functions of the program officer positions. One secretary position is being eliminated, with the workload of the area reassigned to accommodate the loss of the position.

Safety

One safety supervisor position is being eliminated. Two 12-month safety supervisors and 7 ten-month safety supervisor positions remain. The workload of the supervisors is being adjusted to accommodate the loss of the position. One position of principal is being established for a principal on special assignment to assist with the oversight of school safety operations.

Student Services

A position of Chapter 220 coordinator and two secretary positions are being eliminated. The responsibility for coordination of the Chapter 220 program and the clerical work will be absorbed within the division. Two positions of student service assistant are being established to assist the division in providing quality services to parents and the schools. Part-time funds within the division are being redirected to support these positions, and a portion of the part-time funds is being reduced to provide additional savings.

Parent Center

The Parent Center is being transferred from the Office of Board Governance to the Department of Leadership Services as outlined above.

Department of Educational Services

The Division of Research and Assessment and the Office of Staff Development were transferred from the Office of the Superintendent to the Department of Educational Services as outlined above. One secretary in the Division of Research and Assessment is being eliminated. The Teacher Peer Evaluation unit from the Department of Human Resources has also been transferred to the Department of Educational Services.

Curriculum and Instruction

One position of assistant principal is being established for an assistant principal on special assignment to work in the music education area. To offset the cost of the assistant principal position, 0.75 of a vacant curriculum specialist position is being eliminated. A secretary position is being established to support the alternative certification program and professional development area. A 0.30 (full-time equivalent) teacher position was added for a pregnancy prevention program. The majority of the position is funded through an outside grant. A vacant guidance/math coordinator position is being eliminated.

Special Services

One vacant Medicaid administrator position is being eliminated. One full-time position remains, which is adequate staffing to perform the work. Four vacant speech/language teachers are being eliminated. The positions were established based on an anticipated need for additional teachers that did not materialize. One social work supervisor and one psychological services supervisor are being eliminated. Supervision of school social workers and psychologists is being shifted to schools and will be the responsibility of principals at the local school level. One vacant secretary position is being eliminated, with the workload absorbed within the division. One vacant secretary position is being transferred to the Department of Leadership Services.

Four regional administrator positions are being eliminated. The duties of the administrators will be reassigned in several ways on a short-term basis. Some duties will be assumed by existing Central Services staff in the division. Some decisions that were the responsibility of regional administrators will be shifted to the school principals, who are in the best position to make decisions that have a direct impact on students.

A special task force established by the Board is currently studying the special services area to develop a more effective and efficient structure to improve the delivery of services to children with special needs. Recommendations will be forthcoming in the future.

Department of Technology

The rollout of technology in our schools continues to be a district priority as we work to have technology serve as a tool for learning in classrooms. Three positions of instructional technology specialist and one position of quality assurance coordinator are being established to meet the demand for school technology support. A position of data base technician has been added to support the implementation of the new human resources and payroll systems. Funding for the positions were offset by corresponding reductions in part-time funds.

Department of Business Services

The former Department of Parent and Student Services has been retitled the Department of Business Services. It includes the following functional areas: business communications, telephones, duplicating services, school nutrition, purchasing and warehouse, historically underutilized business program, central services information desk-switchboard, transportation, and contract administration. The Division of Parent and Student Services was transferred to the Department of Leadership Services.

Funding for one position of telecommunications specialist is being eliminated. The position will be funded by schools through the buyback of services.

Department of Human Resources

A position of director of staffing services is being eliminated. The position has been unfunded and unfilled for the last two years. The functions of the position are being absorbed within the department.

Department of Finance

A position of financial information systems supervisor is being eliminated. The current workload of the position does not merit a full-time position. A management position is being eliminated because of the anticipated completion of the human resources/payroll systems project. A vacant secretary position is being eliminated in the accounts payable area. A position of budget policy and planning specialist has been established. The Board approved this position in September 1999, at the time the incumbent was appointed.

Department of School and Community Services

Part-time salaries for seasonal census workers are being reduced, which will reduce the number of hours for the census workers. Two vacant assistant recreation supervisor positions are being eliminated from the Extension Fund.

Strategic Plan Compatibility Statement

6. The Central Services organizational structure supports the MPS Strategic Plan, Goal 1, Student Achievement, Objective 1.5, to change the organization of Central Services to directly support schools and improve student achievement.

Fiscal Impact Statement

7. The Central Services reorganization includes the elimination of 31.25 full-time equivalent positions and the addition of 16.30 positions, for a net savings of about $1.4 million in FY 2000. The estimated savings in FY 2001 are expected to be approximately $1.7 million. The attached table details the position changes and cost-impact by department.

Statute, Board Policy or Rules Statement

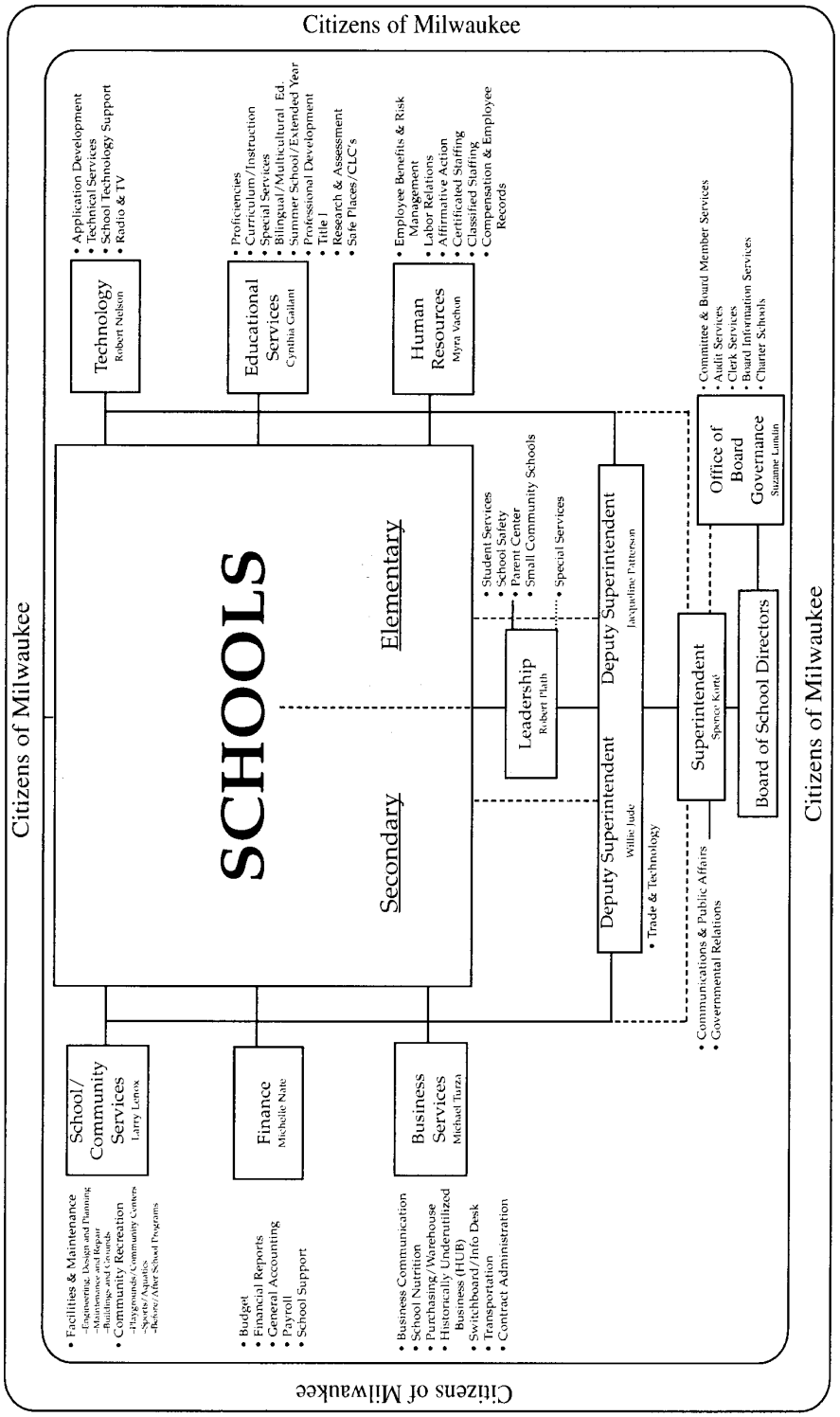
8. In accordance with Board action of October 27, 1999, the Board Clerk will update Administrative Policies 2.03, Administrative Organization Plan, and 2.04, Superintendent’s Cabinet, to reflect the organizational changes.

Committee Recommendation

Your Committee recommends that the Board approve the position changes proposed in the reorganization of Central Services.

* * * * *

MILWAUKEE PUBLIC SCHOOLS
Central Services Organizational Structure
October, 1999



MILWAUKEE PUBLIC SCHOOLS-FY2000
REORGANIZATION AND SAVINGS FROM CENTRAL STAFFING CHANGES

AREA	POSITION	UNION	F.T.E.	FILLED (F) OR VACANT (V)	INCUMBENT TRANSFERRED TO/FROM:	COST IMPACT FY00	COST IMPACT FY01
SCHOOL OPERATIONS FUND							
BOARD GOVERNANCE	Board Staff Assistant	Exempt	-1.00 *	V		($43,589)	$0
	position to be left vacant in FY2000						
SUPERINTENDENT							
Office	Secretary	1053	-1.00		to Federal Funds	($8,053)	($16,000)
	Spec. Asst. to Superint.	Exempt	1.00	F		$88,792	$89,000
	Senior Evaluator	ASC	-1.00	V		($70,934)	($71,000)
LEADERSHIP							
Director's Office	Director	Exempt	1.00	F		$102,066	$102,000
	Administrative Assistant	Exempt	1.00	V	from Ed. Serv.	$24,500	$42,000
Small Community Schools	Program Officer	ASC	-1.50	V		($110,978)	($111,000)
	Compliance Officer	ASC	1.00	V		$83,000	$75,000
	Secretary	1053	-1.00	V		($25,323)	($25,000)
Safety	Principal	ASC	1.00	F		$84,686	$85,000
	Safety Supervisor	ASC	-1.00	F		($21,914)	($44,000)
	Increase Vacancy & Turnover					($84,686)	($85,000)
Student Services	Chapter 220 Coordinator	ASC	-1.00	F		($29,652)	($59,000)
	Secretary	1053	-2.00	V		($43,274)	($44,000)
	Student Service Assistant	1053	2.00	F		$55,515	$56,000
	Part-time funds					($93,742)	($112,000)
EDUCATIONAL SERVICES							
Research and Assessment	Secretary	1053	-1.00	V		($31,493)	($31,000)
Curriculum and Instruction	Secretary	1053	1.00	V		$31,884	$32,000
	Assistant Principal	ASC	1.00	F		$52,608	$53,000
	Curriculum Specialist	ASC	-0.75	V		($82,890)	($83,000)
	Teacher	MTEA	0.30	F		$17,883	$18,000
	Guidance/Math Coordinator	ASC	-1.00	V		($76,654)	($77,000)
Special Services	Medicaid Administrator	ASC	-1.00	V		($50,000)	($50,000)
	Speech/Language Teachers	MTEA	-4.00	V		($202,260)	($202,000)
	Regional Administrators	ASC	-4.00	F		($162,312)	($324,000)
	Social Work Suprv.-10 Mo.	ASC	-1.00	F		($35,754)	($60,000)
	Psych. Serv. Suprv.-10 Mo.	ASC	-1.00	F		($35,754)	($60,000)
	Secretary	1053	-1.00	V		($26,629)	($26,000)
	Secretary	1053	-1.00		to Leadership	($24,500)	
TECHNOLOGY							
School Technology Support	Instructional Technology Spec.	TBD	3.00	V		$131,625	$132,000
	Part-time funds					($131,625)	($132,000)
Technical Services	Data Base Technician	1616	1.00	F		$34,125	$34,000
	Part-time funds					($34,125)	($34,000)
Quality Assurance	Quality Assurance Coord.	TBD	1.00	V		$58,500	$59,000
	Part-time funds					($58,500)	($59,000)
BUSINESS SERVICES							
Comm. Network Res. Team	Telecomm. Specialist	1616	1.00	V		($18,262)	($18,000)
HUMAN RESOURCES							
Staffing Services	Director-Staffing Services	Exempt	-1.00	V			
FINANCE	Financial Info Systems Supv.	ASC	-1.00	F		($27,027)	($57,000)
	Secretary-Accounts Payable	1053	-1.00	V		($25,566)	($26,000)
	Management Position	ASC	-1.00	F		($38,714)	($80,000)
	Budget Policy & Plan. Spec.	ASC	1.00	F		$43,828	$75,000
	Vacancies, other accounts					($43,828)	($75,000)
SCHOOL & COMM. SERV.	Census Workers			Seasonal		($100,000)	
CENTRAL STAFFING CHANGES-S. O. SALARIES			**-12.95**			**($929,026)**	**($1,109,000)**
CENTRAL STAFFING CHANGES-S. O. FRINGES						**($342,811)**	**($409,708)**
TOTAL CENTRAL STAFFING CHANGES-School Operations Fund			**-12.95**			**($1,271,837)**	**($1,518,708)**
EXTENSION FUND							
Playgrounds & Rec. Centers	Assistant Rec. Suprv.	ASC	-2.00	V		($94,960)	($95,000)
	Fringes					($35,040)	($35,055)
TOTAL CENTRAL STAFFING CHANGES-Extension Fund			**-2.00**			($130,000)	($130,055)

SUMMARY-CENTRAL STAFFING CHANGES

School Operations Fund					
Positions Added			**16.30**	**$809,012**	**$852,000**
Positions Eliminated			**-29.25**	**($1,738,038)**	**($1,961,000)**
CENTRAL STAFFING CHANGES-S. O. SALARIES			**-12.95**	**($929,026)**	**($1,109,000)**
CENTRAL STAFFING CHANGES-S. O. FRINGES				**($342,811)**	**($409,709)**
TOTAL CENTRAL STAFFING CHANGES-School Operations Fund			**-12.95**	**($1,271,837)**	**($1,518,709)**
Extension Fund					
Playgrounds & Rec. Centers	Assistant Rec. Suprv.	ASC	-2.00	($94,960)	($95,000)
	Fringes			($35,040)	($35,055)
Total Extension Fund			-2.00	($130,000)	($130,055)
TOTAL STAFFING CHANGES-Net			**-14.95**	**($1,401,837)**	**($1,648,764)**

Director Spence moved to approve the Committee report.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board proceeded to give public hearing on the charter school petition from Westside Academy I & II.

Director Gardner left at 7:32 PM.

The Board adjourned at 7:37 PM.

ROBERT J. LAWRENCE
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 17, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:43 PM.

Present—Directors Dannecker, Gardner, Hardin (7:05 PM), Johnson, O'Neil, Spence and President Thompson—7.

Absent and excused—Directors Braun and Werra—2.

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

November 5, 1999

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, November 17, 1999, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting a worksession and holding a public hearing on the Neighborhood Schools Initiative.

The agenda for the meeting will be as follows:

1. Presentations from the Administration on the existing transportation system, age of facilities, and possible first steps toward modifying the student assignment system (approximately 30 minutes).
2. Public comment on the administration's presentations and on any aspects of the Neighborhood Schools Initiative.
3. Board discussion of next steps to be taken, including identification of issues and policy decisions to be considered.

SUZANNE M. LUNDIN
Board Clerk

After a brief presentation by the administration, the Board proceeded to give public hearing on the Neighborhood Schools Initiative. Following the hearing, the Board discussed issues and policy decisions that will need future consideration.

The Board adjourned at 9:03 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 30, 1999

Special meeting of the Board of School Directors called to order by President Thompson at 6:04 PM.

Present—Directors Braun, Dannecker, Gardner, Hardin (6:15 PM), Johnson, Spence (6:10 PM), Werra, and President Thompson—8.

Absent and excused—Director O'Neil—1.

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

November 29, 1999

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, November 30, 1999, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering 1) litigation the Board may become involved in with respect to the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan; and 2) collective bargaining negotiations strategy with respect to contract negotiations with the Administrators and Supervisors Council and the MTEA-Educational Assistants and Accountants/Bookkeepers.

With respect to Item 1), 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 with respect to the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan.

With respect to Item 2), 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.

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, under the provisions of Wisconsin Statutes 19.85 (1) (g) and (e), to confer with legal counsel and to formulate collective bargaining negotiations strategy.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:05 PM.

The Board adjourned from executive session at 6:25 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 30, 1999

Regular meeting of the Board of School Directors called to order by President Thompson at 6:30 PM.

Present—Directors Braun, Dannecker, Gardner (6:49 PM), Hardin, Johnson, O'Neil (6:49 PM), Spence, Werra, and President Thompson—9.

Absent—None.

The Board observed a moment of silence for five MPS students who had passed away during the previous month:

Antonio Stewart, a tenth-grader at Milwaukee Trade and Technical High School, died on November 4, after collapsing at the school. He was 16 years old.

Francis G. Beaudry, a student at South Division High School, died of gun shot wounds on November 8. He would have been 17 years old next month.

William C. Jones, a tenth-grader at Washington High School, was shot to death on November 14. He was nineteen years old.

Jazzmond Cowser drowned on November 19. Jazzmond was six years old.

Marcus Mitchell also drowned on November 19. Marcus was 7 years old.

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:

Kiara Hinton
Fifth-Grade Student,
Wisconsin Avenue School

Kiara Hinton, a fifth-grade student at Wisconsin Avenue Elementary School, is one of ten recipients of the Milwaukee Urban League's 1999 "Doing the Right Thing Award." Kiara was chosen from more than 200 entries for distinguished youth achievement. The purpose of the award is to recognize and reinforce achievement among African-American youth and other youth of color. Individuals selected for the award exemplify success and achievement in the areas of academics, community service, attendance, and extracurricular activities.

Kiara has achieved numerous accomplishments in her young academic career. In June, she was inducted into the Thurgood Marshall Achievers Society sponsored by the Urban League. While in fourth grade last school year, Kiara achieved the grade equivalent of grade 12+ in reading and language, and grade 8 and 9 in science, math, and social studies on the challenging Wisconsin Assessment System tests. In third grade, she achieved a perfect score on the Wisconsin Third Grade Reading Test. She has earned a place on the Honor Roll every year since being eligible in first grade.

Kiara excels in extracurricular activities as well. She has won a ballet scholarship with the Milwaukee ballet and a cello scholarship from the Wisconsin String Academy at UW-Milwaukee, and has performed on stage in the UW-M Fine Arts Building. Kiara has a modest, quiet but self-assured, winning, charismatic personality. She is very popular with her classmates, who recognize and appreciate her sincere interest and friendship.

The Milwaukee Board of School Directors and the entire school community recognize Kiara Hinton for her outstanding achievements, hard work, and the excellent example she provides to her 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 week of November 15–21, 1999, was American Education Week. The Milwaukee Public Schools joined in the national celebration to show gratitude to all district employees for their hard work and commitment to the children and families we serve in our schools. The theme of the 1999 American Education Week was "Students Today, Leaders Tomorrow." In the Milwaukee Public Schools, we are teaching our children to think and dream through our rigorous curriculum, high standards, and proficiency requirements. We have set the bar high for our students, and it will take all of us working together with parents to help our students meet these standards. Appreciation is extended to all of our employees for their continued hard work on behalf of our students.

Students

Adam Hudson, Eron Jones and David Richichi, a team of three students from Milwaukee High School of the Arts, were named state winners in the 1999 spring semester Stock Market Game. The MHSA team finished ahead of more than four thousand other teams competing in the Stock Market Game, giving Milwaukee Public Schools a state winner for the second semester in a row. The team, along with their advisor, Ms. Cathi Hunt, won a trip to New York City, where they had the opportunity to visit the actual trading floor of the New York Stock Exchange and learn how the Exchange functions.

Amanda Flynn, Burdick School, was highlighted on VH1's "Concert of the Century" show on October 23rd. Amanda, a thirteen-year-old flutist, traveled to New York to film the show. Amanda was selected for this honor by the Milwaukee Symphony Orchestra through Burdick's partnership with the orchestra's Arts in Community Education (ACE) program.

Ernesto Matus and Myra Tapia-Franco, La Escuela Fratney, were chosen to represent Fratney at the annual Young Authors' Conference held November 8th. As part of conference activities, they worked on writing and preparing manuscripts for publication.

Denise Brown and Brenda Minter, La Escuela Fratney, both received awards from the Metropolitan Milwaukee Alliances of Black School Educators for their volunteer efforts at Fratney.

Kassandra Parker, a fifth-grade student at Palmer School, was presented with the best overall story award in the "Spooky Story Writing Contest" sponsored by the Historic Brewers Hill Association. Kassandra's story was entitled, "The Haunted House on Brewers Hill." In addition, three other Palmer students, Orlando Walker, Mary Fernandez and Vincesa Allison, received honorable mentions for their spooky stories. All of the winners received books, chocolate candy, a T-shirt, and a Brewers Hill poster.

Michael Anderson, a June 1999 graduate of Hamilton High School and son of Woody Anderson, accountant in the Department of Finance, was certified as an Eagle Scout by the National Boy Scouts of America. Michael was awarded the Eagle rank at an induction ceremony on Sunday, November 14th.

Hannah Katherine Nolan-Spohn, a Riverside University junior, has been selected to represent Wisconsin at the Millennial Conference at Lehigh University in Bethlehem, PA. The conference is run by the Iacocca Scholars.

Loistene Johnson, Rufus King, won the Shining Star Award, Teen Volunteer category, sponsored by the Wisconsin Health Care Association. Loistene was nominated by Mt. Carmel Health and Rehabilitation Center, where she has been volunteering for three years. The award was presented in September at the WHCA State Convention.

The following MPS students were named semifinalists in the year 2000 National Merit Scholarship Program. These students were among approximately 16,000 scholastically talented high school seniors nationwide that were announced as semifinalists. They now have the opportunity to continue in the competition for some 7,600 Merit Scholarship awards, worth over $28 million.

National Merit Scholars

Christopher Ammerman, Rufus King High School,
Lisa Benz, Rufus King High School
Brian Dunn, Rufus King High School
Anjail Floyd-Pruitt, Rufus King High School
Andrew Hinkle, Riverside University High School
Fratney Miller, Riverside University High School
Erin Modra, Rufus King High School

Also to be commended for their recognition from the National Merit Scholarship Program are:

Achievement Scholars

Anjail Floyd-Pruitt, Rufus King High School
Curtis Marshall, Rufus King High School

Commended Students

Kin Chung, Rufus King High School
Carl Falk, Juneau Business High School
Curtis Marshall, Rufus King High School
Bethany Rajchel, Rufus King High School
Joshua Wright, Rufus King High School

Commended to Colleges

Taylor Jones, Riverside University High School
Natalie Rahming, Rufus King High School
Daniel Steinbring, Rufus King High School
Kenneth Wilson, Rufus King High School

Anjail Floyd-Pruitt and Curtis Marshall, Rufus King High School, were selected by the National Merit Program for African Americans as semifinalists through their program. Natalie Rahmig, Daniel Steinbring and Kenneth Wilson, Rufus King High School, were commended to colleges for their performance on the PSATs.

Michael Guerrero, Riverside University High School, was designated as a scholar finalist by the College Board in the 1999-2000 National Hispanic Recognition Program. Michael was recognized for his achievement in August 1999.

Schools

MacDowell Montessori School and Dr. Martin Luther King, Jr. Elementary School students and staff were honored on October 19th by a visit from Martin Luther King, Jr. While in the city for a speaking engagement at Miller Brewery, Mr. King visited several city of Milwaukee schools. MacDowell students

and staff, along with their guests from Dr. Martin Luther King, Jr., enjoyed an inspirational speech by Mr. King in which he stressed the importance of a good education and working together to maintain a peaceful, positive community.

Time Warner Cable announced the semifinalists in the eighth annual Hang Tough Video Contest. Over 1000 students from public, private and parochial schools submitted more than 400 entries for this year's contest. This unique educational initiative sponsored by Time Warner Cable calls for fifth- through eighth-grade students to submit public service announcement (PSA) scripts to encourage their peers to "Hang Tough" against drugs and violence. Each 30-second PSA spot will be produced at Time Warner Cable's studios and will be cablecast 20 times a day on 19 cable networks for one week. Finalist will attend the Time Warner Cable Hang Tough Video Contest Awards Premiere in February 2000, where winners of this year's contest will be announced. The following MPS schools have been named finalists in the video contest:

Audubon Middle School
Carlton Elementary School
Fritsche Middle School
Grantosa Drive Elementary
Milwaukee Education Center
Story School

Lincoln Center of the Arts was selected to participate in the "Arts Survive" study from Howard Gardner's Project Zero in the Graduate School of Education at Harvard University. Lincoln Center is one of twenty-one sites in the study and the second in the state of Wisconsin, along with the ACE Program of the Milwaukee Symphony Orchestra, funded by the National Endowment of the Arts.

Marshall High School students in the Deaf and Hard of Hearing Program have created a department newspaper, *The DHH Journal*. The newspaper is shared with DHH Program students and staff throughout Milwaukee and serves to unify a scattered hearing-impaired population. Students are involved in topic selection, information gathering, interviewing, writing, artwork, computer operations, cut and paste, time management and scheduling, collating and stapling, and distribution.

The cheerleading team from Pulaski High School performed its national award-winning dance routine at the Milwaukee Journal Sentinel G.Y.M. (Get You Moving) Fair on Saturday, October 23rd. The team performed the routine that won them the 1999 President's Sportsmanship Award. Pulaski cheerleaders received this award at the 1999 Badgerette Midwest Spirit Invitation, a competition among the top 45 schools in the Midwest. The competition is by invitation only after teams have accumulated enough points by high scores in previous cheerleading competitions.

Fernwood, Hawley Road, Parkview, Riley, and Zablocki elementary schools; Grand Avenue, Roosevelt, and Walker middle schools; and Juneau Business High School were named to the U.S. Department of Education's Education Trust Honor Roll. This list contains the names of schools with a high percentage of low-income students that have succeeded beyond expectations in academic performance. Schools on the list must have shown achievement in one of two areas: They must either rank among the 10 highest-performing high-poverty schools on state assessments in reading and/or mathematics, or rank among the 10 biggest-gaining schools on state assessments in reading and/or mathematics. The honors were announced in a report that was produced in cooperation with the Council of State Chief School Officers and the U.S. Department of Education titled, "Dispelling the Myth: High-Poverty Schools Exceeding Expectations."

Riley Elementary School dedicated its new flagpole on Thursday, November 11, 1999. The flagpole was given to Riley by American Legion Post 18. Members of Post 18 performed the official flag dedication in full uniform, with Bay View High School's band and Riley students providing entertainment. The flag that will fly over Riley is a gift that was given to the school by Congressmen Kleczka on his visit in the fall of 1996.

Lincoln Center of the Arts will host a benefit concert on Saturday, December 11, featuring a performance by famed jazz vocalist Al Jarreau, who is a graduate of Lincoln. The benefit concert establishes a scholarship fund in the name of Thomas Cheeks, Jarreau's role model and mentor at the old Lincoln High School, where Cheeks taught for 25 years before retiring in 1976.

Milwaukee Trade and Technical High School is the recipient of a $100,000 scholarship endowment. Garfield Elementary School principal Debra Jupka presented the school with the memorial scholarship fund in honor of her parents, Michael and Helen M. Jupka. The fund will award two scholarships yearly to graduating Milwaukee Tech seniors beginning in spring 2000. Criteria include good attendance, a 3.0 grade-point average or above, a love of learning, strong reading skills, and financial need.

Steuben Middle School and Uptown Business Crossing, its business partner, are receiving a $50,000 grant to transform a chain link fence outside the school into a mosaic tile sculptural wall as part of the Neighborhood Millennium Art Initiative. The art project is titled "Fence of Belongings." Students at the school will work with artist Pamela Matiosian for the next year to create the mosaic tile sculpture on the fence that abuts the school playground.

Rufus King High School and Bay View High School will be among several schools from around the county featured on a special report about public high schools on NBC's "Dateline" with Tom Brokaw. The show, scheduled to air in late November, highlights students, teachers and administrators at some of the schools' events last year. Tom Brokaw and others from the NBC staff visited the school last March to film the episode.

South Division High School students and teachers attended the third annual book-and-author dinner, a fund-raiser for the Wisconsin Humanities Council, at the Wyndham Hotel on Thursday, November 4th. The students and staff attended courtesy of Harley-Davidson, Inc., which gave South Division a grant, and Roundy's, Inc., which bought a table at the event. Students and staff were able to meet four nationally known authors, Esmeralda Santiago, Sena Jeter Naslund, SimonWinchester, and William Least Heat-Moon, and hear about their writings and works in progress.

Staff

Alexander Hardy, school social worker, was voted the 1999-2000 School Social Worker of the Year by his MPS peers. This annual award is presented to an MPS social worker in recognition of outstanding, dedicated service to the youth in Milwaukee Public Schools and the community.

Melissa Browning, kindergarten teacher at Elm Creative Arts, was selected to have seven of her activities included in The Giant Encyclopedia of Art and Craft Activities, to be published in July 2000. The seven activities are Seeds of Fall, Let's Play Ball, Blow Me a Picture, Painting with Nature, Make Me a Bug, Colored Sand, and Weather Sticks.

Wallace Cheatham, music specialist at Elm Creative Arts, received the UWM Sullivan-Spaights Professor Leadership Award in recognition of his many years of commitment to the arts as "a master scholar, composer, educator and leader."

Marilyn White, music specialist at Elm Creative Arts, was featured in the production "Jerry's Girls" at the Circlestage Theatre in downtown Milwaukee. The show highlighted some of the great songs of Jerry Herman.

Mary Beth Minkley, Congress Elementary School principal, was selected as a 1999 Charles J. McNeer Leadership award winner. The award is given annually to those nominated in the community for inspiring vision, bringing about change, fostering collaboration, and taking risks to find new solutions. Ms. Minkley was selected for her tireless work with the community in and around Congress School. She will be honored at a luncheon on Friday, December 3, at the Italian Community Center.

Karen Salzbrenner, acting director of the Office of Communications and Public Affairs, was selected as one of 14 individuals to serve on the statewide Crisis Communication Response Team. As a member of the team, Ms. Salzbrenner will receive special training to enable her, along with other team members, to travel to school districts throughout the state should they require specialized assistance during crisis situations.

Rogers Onick, principal of Morse Middle School, had his article, "Effective Leadership: A Shift in Paradigm" published in the Fall 1999 edition of the Wisconsin Association of Middle Level Educators (WAMLE) Journal.

Rebecca Pettit, supervisor of the School-To-Work Transition Program, was complemented in a communication received from Ms. Gayle Ryan, coordinator of Cooperative Work Training for the Chicago Public Schools. Ms. Ryan recently attended an informational workshop coordinated by Ms. Pettit regarding the MPS' School-to-Work Transition Program. In her letter, Ms. Ryan praised the quality of the workshop and the program, stating that a similar program would benefit the teachers and students in Chicago.

Carole Kincaid, Sarah Scott Middle School, was selected to be a presenter at The Governor's Wisconsin Technology Conference, on Thursday, October 14th, at the Midwest Express Center. Ms. Kincaid's presentation, "Interactive Software for Foreign Language," was based on nine years of work at Sarah Scott developing and continuously upgrading the best in French software for the MAC and the Sony 9000 system with the foreign language curriculum.

Himanshu Parikh, pension specialist in the Division of Insurance and Risk Management, has received the Certificate of Achievement in Public Plan Policy in Employee Pensions (CAPPP). Mr. Parikh met the requirements by passing examinations which demonstrated his understanding of the key issues in legal, legislative, plan design and financial aspects of public sector plans.

Other

The Eighth Street School building was awarded, along with a dozen City of Milwaukee businesses, the Mayor's Design Award for 1999. The annual award provides recognition to businesses for their efforts to spruce up their buildings and enhance their properties in a positive way. The Mayor's Design Awards for 1999 were presented by Mayor Norquist to recipients at an awards ceremony at the University of Wisconsin-Milwaukee's School of Architecture and Urban Planning on Friday, November 12th.

The Office of Communications and Public Affairs won four awards of excellence and two awards of merit in the Wisconsin School Public Relations Association's 1999 Spectrum Award Contest. Karen Salzbrenner, acting director, accepted the awards on behalf of the district at the WSPRA State Conference in Green Lake on Thursday, November 11th. The awards recognized the following district publications:

Summer Activities Calendar – Award of Merit
Calendar Handbook – Award of Merit
Let's Read! Milwaukee Promotional Campaign – Award of Excellence
Parent Newsletter – Award of Excellence
MPS 21st Century Community Learning Center Brochure – Award of Excellence
Report to the Community – Award of Excellence

The Milwaukee Urban Systemic Initiative (MUSI) has been awarded $1.7 million in funding by the National Science Foundation. The MUSI program began in 1996 as a five-year collaborative venture between MPS and the National Science Foundation for up to $15 million. Continued funding has been contingent upon a year-by-year report of progress toward high achievement in math and science, along with a strategic plan for continuation. Citing recent improvements in test scores and evidence of a districtwide commitment to strengthening math and science achievement, the National Science Foundation reinstated funding to Milwaukee Public Schools for its fourth year.

Director Hardin introduced members of the MPS Head Start policy council, and recognized them for their commitment to children and for the progress the Head Start program has made in MPS.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of October 6, 13, and 27, 1999 were approved as printed

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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. Notice of Injury and Circumstances of Claim filed against Milwaukee Public Schools by Mr. Fidelis Omegbu, President of Kasa Corporation, for alleged damages resulting from a contractual relationship with The Jansen Group, Inc., and CMA of Milwaukee, Inc., on a project at Rufus King High School beginning in October of 1998.

   Claim is being made in the sum of $579,274.00.

2. Notice of Claim for Damages by personal letter filed against Milwaukee Public Schools by Ms. Kay Smith, for damages allegedly sustained by her vehicle when she backed into a post at Washington High School on August 28, 1999.

   Claim is being made in the estimated sum of $778.73.

3. Notice of Claim for Damages by personal letter filed against Milwaukee Public Schools by Ms. Lori Toles, for damages to her daughter's personal property that allegedly occurred due to an incident which took place prior to her riding home on a school bus on October 4, 1999.

   Claim is being made in the approximate sum of $182.96.

4. Notice of Claim for Damages by personal letter filed against Milwaukee Public Schools by Mr. Louis P. Young, Jr., for alleged damages to his car and theft of personal property while his car was parked at Vincent High School on September 28, 1999.

   Claim is being made in the approximate sum of $980.00.

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, these disallowance's 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 denied, 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 a Recommended Amendment to the Intergovernmental Cooperation Agreement for the Development and Operation of the Lynde and Harry Bradley Technology and Trade School and on the Addition of the Commission to the MPS Property and Casualty Insurance Program

To the Board of School Directors:

I am submitting for your approval two recommendations related to the Lynde and Harry Bradley Technology and Trade School.

1. Agreement Amendment

Attached for your review and consideration is a First 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 (TECH).

The current intergovernmental cooperation agreement establishes 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.

The proposed agreement amendment extends the date for the provision of the firm commitments for funding to March 31, 2000. In the event that firm commitments for funding the development, construction, and equipping of TECH have not been secured by March 31, 2000, then the agreement shall terminate on April 1, 2000.

2. Addition of the Commission to MPS Property and Casualty Insurance Program

I am submitting a recommendation to include the Lynde and Harry Bradley Technology and Trade School Commission to the Milwaukee Public Schools' property and casualty insurance program. There are advantages to having the Tech Commission included in MPS insurance coverage: The commission can have broader coverage at better prices for all insurance coverages due to economies of scale, and there is a reduced risk of inadequate coverage or coverage which conflicts with MPS insurance coverage.

The estimated costs for the premiums are as follows:

Insurance Coverage	Estimated Annual Premium
Property Builder's Risk	$ 5,500
Commercial General Liability	12,000
Excess Liability	no charge
Fidelity	no charge
School Board Legal Liability	7,500
Total	$ 25,000

The cost of the premiums would be funded through the adopted FY 2000 budget. Members of my staff and I will be happy to address any questions the Board may have.

It is recommended that the Board:

a. Approve the First Amendment to the Intergovernmental Cooperation Agreement for the Development and Operation of the Lynde and Harry Bradley Technology and Trade School

b. Approve the addition of the Lynde and Harry Bradley Technology and Trade School Commission to the Milwaukee Public Schools' property and casualty insurance program.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

* * * * *

Director Hardin moved to approve the Superintendent's recommendations, with the addition of a third recommendation, that the Board direct the Superintendent to request a report from the commission prior to the Board's February meeting regarding the following:

> The status of funds available for the project;
> Additional fund raising efforts that the commission plans to undertake;
> A status report from each of the committees established by the commission;
> A formal announcement as to the site selected for the new facility;
> Identification of and timeline for additional agreements which may be required;
> A timeline for the completion of the tasks identified in the agreement, including, but not necessarily limited to:
>> Development of written performance standards;
>> The establishment of a procedure for fulfilling accountability, assessment and evaluation with respect to those performance standards; and
>> Coordination of efforts between the institutional sponsors to secure grant funding.

The Chair ordered separate roll calls on the three questions.

The question being on approval of the First Amendment to the Intergovernmental Cooperation Agreement, it was approved, the vote being as follows:

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

Noes—None.

The question being on the provision of property and casualty insurance for the commission, it was approved, the vote being the same as that preceding:

Ayes—9. Noes—0.

The question being on the approval of the request for a report, it was approved, the vote being the same as that preceding:

Ayes—9. Noes—0.

REPORTS OF STANDING COMMITTEES

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) Update on the Wisconsin Biennial Budget and the Governor's Vetoes

Your Committee received the following update from the Administration:

Administration's Report

The Legislature completed its work on AB 133 (Budget Bill) by adopting the Conference Committee report on October 6, 1999. The Governor took executive action on October 27, 1999. Here is a summary of the budget bill educational provisions and veto actions:

General School Aids

Provides $3.7 billion in general schools aids in FY00, with an increase to $3.9 billion in FY01. This increase represents an additional $165 million in the second year of the biennium. The two-thirds funding level is $4.7 billion in FY00 and is increased by $239 million in FY01.

Veto: None

Revenue Limits

Special JFC action provided that DPI and school districts would calculate revenue limits using the following assumptions: 1) that declining (not increasing) enrollments would be considered in determining revenue limits, and that, 2) the funding level, per pupil payments, and school aids and revenue limit determinations for the Milwaukee Parental Choice and Charter School Programs be based on duplicate versions in the Senate and Assembly versions of AB 133 prior to the Conference Committee making a final decision. (This allowed DPI to incorporate the effects of proposed law changes affecting the distribution of general school aids in 1999-00 prior to final Conference Committee action in order to meet its October 15th aids estimates deadline.)

Adjusted the allowable revenue limit increase in school district revenue limits to $212.43 in FY00 and to $216.68 in FY01 to reflect an inflationary (CPI-U) increase.

Makes permanent the 75% hold harmless provision for school districts experiencing declining enrollment.

Provides for a phase-in of an increase of the percentage used in the calculation of summer school enrollment for revenue limit purposes. The increase would occur by averaging the new factor of 40% against the current 20% factor in determining the three-year average. Counting student enrollment at 40% will be fully phased in for calculations determined for the 2003-04 school year.

Veto: None

QEO

Modifies the current law provisions of municipal employment related to the qualified economic offer (QEO). Lane movement or educational attainment costs would be calculated outside the limits on salaries (i.e. QEO) under changes to the binding arbitration law beginning in July 2001. These provisions would also apply to administrators. Revises the definition of "economic issues" under the QEO effective after June 30, 2001.

Veto: None

Milwaukee Parental Choice Program

Funding of the Milwaukee Parental Choice Program (MPCP) is changed from current law and provides that after determining the amount to fund the program for that year, MPS general aids would be reduced by half, with the other half of program costs reduced from other school districts' general aid payments. Also requires that participating MPCP schools receive the lesser of either the per pupil voucher amount from the previous year with revenue limit amount increases *or* the school's operating and debt service costs per pupil.

Provides payments for eligible students at MPCP schools for summer school classes and laboratory periods that serve an academic purpose. These payments would be based on an average daily membership formula.

Modifies the current law income eligibility in the MPCP and allows a pupil whose family income does not exceed 1.75 times the federal poverty rate over a four-year period.

Veto: Deleted the entire provision that modified income eligibility.

Milwaukee Charter Schools Program

Funding of the Milwaukee Charter School Program (MCSP) is changed from current law and provides that costs associated with the program will be shared among all public school districts statewide. The amount paid to MCSP participating schools for eligible pupils will be the 1998-99 MPS shared costs per pupil adjusted annually in 1999-00 and thereafter by the per pupil revenue limit increase received by public school districts.

Provides that charter schools established by the authority of the City of Milwaukee, UW-Milwaukee, and MATC are eligible to serve as an LEA for state special education aid unless the MPS Board of Directors agrees to serve as their LEA. MCSP schools will be eligible for special education funding beginning in 2000-01.

Requires all charter schools to administer state assessments and follow 4th and 8th grade promotion requirements.

Veto: None

Chapter 220 Intradistrict Aid/Neighborhood Schools Initiative

Intradistrict aid would be used to support the debt service on $170 million in bonding to build neighborhood schools and consequently reduce the current level of busing of students to schools outside of their attendance area. A five-year percentage-based reduction in the number of non-consensual parental transfers would be required to be reduced to zero by the 2004-05 school year. If the percentages in each year were not met, a reduction in general aids and transportation aids would occur in that school year. Intradistrict aid would be continued at its current level of $32 million or a greater amount generated through the current formula.

Requires the Milwaukee Public Schools to hold a series of seven public hearings, including public hearings in each affected attendance area that culminate in the approval of the plan to build neighborhood schools. The Milwaukee Public Schools is also required to include details of how they will relocate or replicate specialty schools in the district. The plan must also include how the Milwaukee Public Schools will comply with current law in reducing racial imbalance under the intra-and interdistrict Chapter 200 programs. The plan is then submitted to Joint Finance Committee May 1, 2000, for its review, modification, and approval. The JFC could modify the plan before giving it approval by September 1, 2000.

Creates the Milwaukee Construction Board that would serve as an oversight authority on the development of the Neighborhood Schools Plan and the construction of schools supported by the $170 million in bonding. Provides that this four member board would review, modify, and approve the plan and report their recommendations by June 1, 2000, to the JFC, Assembly and Senate Education Committees. Additionally, members of either education committees may request a public hearing on the plan.

The bill requires the Milwaukee Public Schools to ensure that any work by contractors related to the Neighborhood Schools Initiative have at least 50% of the employees of that contractor be minority. Also requires that at least 50% of the value of the contract be awarded to minority businesses.

The bonds for the Neighborhood Schools Initiative would be issued by the Redevelopment Authority of the City of Milwaukee (RACM) with the State providing a moral obligation pledge specific to the repayment of those bonds. These bonds would be prohibited from being used for middle schools, charter schools, private schools, or modular schools.

Veto: Deleted all provisions related to the Milwaukee Construction Board and Minority Contracting.

Partial Veto: Deleted provisions that make reference to the actual dates in May and September that are part of the reporting requirements related to the bill. Deleted some types of schools that would be included in the prohibited uses of the bonds to only include modular schools. Deleted the itemized list of public hearings that the Milwaukee Public Schools Board must hold in developing the plan for Neighborhood Schools. Deleted Assembly and Senate Education Committees procedural involvement. Deleted the requirement that the Milwaukee Public Schools submit an additional plan on reducing racial imbalance.

Chapter 220 Interdistrict Aid

Sender aid is continued in FY00 at 1.0 in counting each resident student attending school in a participating Chapter 220 district. It is reduced to .75 in FY01 and thereafter.

Veto: None

Chapter 220 Intra- and Interdistrict Programs

Requires the Legislative Council Committee to conduct a study of the Chapter 220 Intra- and Interdistrict programs and make recommendations of findings and conclusions by July 1, 2000.

Veto: None

School Discipline and Safety

Require the Board of Regents to direct schools of education and other research departments within the UW system to work with the technical college system board, school districts, private schools, and the Department of Public Instruction (DPI) to present research-based models of school safety programs that improve school safety and reduce discipline problems in schools and at school activities. Requires DPI to report additional information related to suspensions and expulsions, including the reasons pupils were suspended or expelled. Requires providing that the period during which a student is absent from school due to a suspension or expulsion is an absence with an acceptable excuse for the definition of an habitual truant. School personnel would be required to report to social services any child that is knowingly without a parent or guardian. Specifies that for the purposes of suspension and expulsion, conduct that endangers a person or property would be considered to include making threats to endanger a person's health or safety or property. Increases the maximum recovery to $20,000 that a school board or governing body may require from any parent for the actions of a minor child. Also requires that after the publication of the enacted state budget, school districts must have a school safety plan in effect for each school. Requires the Departments of Justice and Public Instruction to seek and apply for federal school safety funds.

Veto: None

Capital Improvement Fund

Authorizes a school district to create a capital improvement fund. Allow the district to deposit an amount equal to the amount of the positive tax increment of a tax incremental district (TID) that is terminated before the maximum number of years it could have existed.

Veto: Deleted entire provision.

Technology for Educational Achievement in Wisconsin (TEACH)

Maintains appropriation for TEACH funded block grant and wiring loan programs. Provides $2.2 million in FY00 and $3.8 million in FY01 for school districts, CESA, and technical colleges under the Educational Telecommunications Access Program (ETAP). Also requires the Public Service Commission (PSC) , in consultation with the Department of Administration and TEACH board, to specify by rule, the telecommunications services eligible for funding under the ETAP. Provides funding for other supplemental technology programs. Requires transferring the administrative function of the Wisconsin Advanced Telecommunications Foundation (WATF) under the TEACH board in order to coordinate their efforts. Allows TEACH to provide more than one high-speed data transmission line to eligible applicants if this results in more cost effective use of telecommunications. Directs DPI to consult with TEACH staff related

to the distribution of federal school technology resource grants. Deleted Joint Finance Committee provisions related to restructuring the public broadcasting and funding digital television and instead, creates an eight member transition committee to restructure public broadcasting and convert to digital television.

Veto: None

School to Work

Creates a new 17 member Work-Based Learning Board administered by the Department of Workforce Development (DWD). The Board would be responsible for administering a local youth apprenticeship program, self-paced youth apprenticeship training program, a southeast youth employment program, the technical preparation program, a grant program for technical college students, and the school-to-work program for at-risk students. Transfers federal Carl Perkins funds and other funds from the Department of Public Instruction (DPI) to the newly created board to implement coordinated vocational programs. Modifies the Youth Options Program to limit high school seniors to two consecutive semesters of eligibility. Caps tuition payments at resident student rates rather than as a percentage of per pupil costs.

Veto: None

Categorical Programs

Provide an inflationary increase of $350,200 annually for the P-5 program. Allow Wausau school district a first draw of $250,000 annually from the bilingual aids program. Provide $100,000 (Temporary Assistance for Needy Families) annually to the Wausau school district to teach English to Southeast Asian children (3, 4 and 5 year olds).

Increase state Special Education Aids ($275 million) by $12.5 million in 1999-00 and $40.5 million in 2000-01.

Reduce the MPS Children At Risk allocation ($2.3 million) by $100,000. The reduction will be used to fund a planning grant to establish a residential school in southeastern Wisconsin.

Veto: None

SAGE

Expand SAGE program to $18.5 million in 1999-00 and $58.8 million in 2000-01.

Starting in 2000-01, schools (regardless of poverty rate) will receive $2,000 multiplied by the number of low income pupils enrolled in the grades eligible for funding (K-3rd grade). DPI is required to give priority to schools with the highest percentage of low income pupil enrollment. Rules will be promulgated to administer the expansion. Deletes the SAGE performance evaluation for 4th through 8th graders.

Veto: Deleted 65% low income requirement in third round of contracts. Consolidated third-round contract provision.

Head Start State Supplement

Increase supplement to $7.4 million annually. The increase is funded with 50% state dollars and 50% federal dollars (child care funds).

Veto: None

Early Childhood Excellence Program

Create the Early Childhood Excellence Program funded at $7.5 million TANF annually. This new program establishes five resource centers on early brain development for parents and child care providers (two centers will be located in Milwaukee) and provides grants to establish early childhood programs for TANF eligible children five years and younger.

Veto: None

Direct Instruction Pilot

Provide a grant to UW Milwaukee of $280,000 (federal dollars) from 1999-00 through 2002-03. UWM will use the funds to administer a direct instruction pilot program and conduct a report on the correlation between direct instruction and reading improvement.

Veto: Reduce grant amount to $80,000.

Safe and Sound — Community Youth Grants

Establish Community Youth grants funded at $7.5 million TANF annually. The grants to community agencies will be used to provide services like academic remediation/advancement, after school care, parenting skills, drug/pregnancy prevention, career counseling to TANF eligible youth from five to eighteen years old. The following local organizations will receive funding: $1.3 million annually to Boys & Girls Clubs; $75,000 annually to Silver Spring Neighborhood Association; $1 million for 1999-00 and $1.5 million for 2000-01 for the Safe and Sound Program; $125,000 annually for the Good Samaritan Project; $500,000 annually for the United Community Center's Youth Leadership Academy; and $150,000 annually for the Milwaukee Passports for Youth Program; and $250,000 to the New Concept Self Development Center.

Desegregation Settlement Funds

The state dollars for the desegregation settlement programs are deleted by $6.5 million annually. Learnfare, alternative education, and the day care kindergarten contract programs are funded with $1.4 million TANF annually. Despite the funding cut, MPS is required to continue the programs at $8 million annually.

Veto: None

High School Graduation Tests

Reinstate and fund the high school graduation test. The requirement begins in 2002-03 school year and calls for administering the high school graduation test twice a year to 11th and 12th graders, and including test scores on pupils' transcripts. If a school board wants to administer its own test, it must notify DPI by October 1. Starting September 1, 2002, school boards must adopt a policy detailing the criteria for graduation which must apply to all students. All charter schools including the Milwaukee charter schools must meet the requirements.

Veto: Tightened up graduation requirement by deleting "other criteria" category.

4th- and 8th-Grade WSAS Tests

Allow additional criteria including state 4th- and 8th-grade knowledge and concepts tests results for promotion. The criteria must be adopted by a school board before 2002-03. The criteria can include academic performance and teacher recommendations. Beginning September 1, 2002, school boards and city of Milwaukee charter schools are prohibited from promoting 4th- and 8th-grade students unless they pass the criteria and 4th- and 8th-grade tests

Veto: None.

Foreign Language Requirements

Delete the seventh- and eighth-grade foreign language requirement.

Veto: Restored foreign language requirement.

Alternative Education Grants

Create a new annual grant program starting in 2000-01 and funded at $5,000,000. The alternative education program will be determined by DPI by administrative rule.

Veto: None

School Breakfast Program

Starting in 2000-01 provide $742,100 for the school breakfast program, delete the current start-up grant and allow 10 cents for each breakfast served.

Veto: None

School Start Date

Mandate all public schools to commence no earlier than September 1, beginning in 2000. School districts can opt out through an annual public hearing and adoption of a resolution to begin the school year before September 1.

Veto: None

Medicaid Reimbursement

Increase school administrative costs reimbursement to 90% of the federal share to school districts and 10% to the state general revenue fund. School based service reimbursement will remain at 60% (40% to state) until the state's share exceeds $16.1 million then the reimbursement rate increases to 90%. The Wisconsin Schools for the Visually Handicapped and Deaf are included in the reimbursement.

Require Department of Health and Family Services to reimburse school-based services administrative costs on a quarterly basis starting in 1999-00 and allow school districts to submit claims for administrative costs up to two years prior to the date of claim (if allowed under federal law).

Veto: Deleted quarterly reimbursement for administrative costs.

Technology for Educational Achievement (TEACH)

The Committee maintained most of the Governor's recommendations. They also provided an additional $1 million for 1999-00 for technical assistance grants distributed in the 1998-99 grant cycle. The Committee transferred public broadcasting authority from the Educational Communications Board and UW-Extension to the newly created Wisconsin Public Broadcasting Corporation.

Veto: None

W-2

Reduce the W-2 child care co-payments for 18 -and 19-year-old parents starting March 1, 2000. The current law allows reduced co-payments for minor teen parents.

Change W-2 policy to allow W-2 participants under the age of 20 years to attend high school or GED preparation based on their own decisions, not the W-2 agency.

Expand day care services to 13-18-year-olds with disabilities.

Allow community service job/transitional placement W-2 participants to attend technical college.

Veto: Deleted technical college provision.

Exclude a dependent child's income from the income calculation for W-2 eligibility.

Require W-2 agencies to: pay W-2 benefits within 14 working days; speed up benefit payments in required work activities to within 5-6 days of the last day of the work period; and provide a one-page description of services available to W-2 participants and non-participants.

Veto: Deleted the payment schedule changes.

Tobacco Settlement Funds

Wisconsin will receive $5.9 billion in tobacco settlement funds from now until 2025. The budget bill creates a "Tobacco Control Board" which will distribute $18.3 million statewide in grants beginning in 2000-01. There are 10 potential grant programs, including "school-based programs relating to tobacco use cessation and prevention."

For this fiscal year 1999-00, the funds are earmarked for specific purposes like $1 million (per year) for a youth tobacco prevention and education program in which schools compete with four other potential grantee programs.

Veto: Deleted the membership make-up of the board as proposed by the legislature.

Miscellaneous Provisions

Approve DPI's *Inter*district school accountability report website.

Fund Milwaukee Police Athletic League Youth Activities Center.

Approve $500,000 annually for smoking prevention grant program targeted to schools.

Establish a statewide Badgercare outreach mailing to children eligible for free and reduced lunch.

Veto: Deleted Badgercare outreach mailing.

Delete a lead screening performance standard with financial penalties in the medical assistance HMO contract starting January 1, 2000 and replace with a study.

Re-create Wisconsin School for the Visually Handicapped into the Wisconsin Center for the Blind and Visually Impaired.

Increase public library system aid by $500,000 in 1999-00 and $1,500,000 in 2000-01 and restructure the library aid formula.

Create a literacy grant program ($1.4 million) to improve literacy skills of TANF eligible families.

Allow parental consent for drug testing of a minor (current law requires minor consent).

Require school teachers, administrators, guidance counselors and social workers to report to the county any pupil who is without a parent or guardian.

Provides that the Lynde and Harry Bradley Technology and Trade School Commission be entitled to the governmental immunities that apply to the Milwaukee Public Schools.

* * * * *

(Item 2) Action on the Report of the Special Committee on Board Compensation

At its meeting on September 29, 1999, the Board referred the following report to the Committee on Legislation, Rules and Policies:

Recommendation

It is recommended that the Committee determine what action it wishes to recommend that the full Board take with respect to the report.

REPORT OF THE SPECIAL COMMITTEE ON BOARD COMPENSATION

At its meeting on May 26, 1999, the Board adopted a resolution establishing a Special Committee on Board Compensation and Benefits, with members appointed by the president, to report back to the Board with recommendations. The resolution provided that no Board members were to serve on this committee.

Subsequent to the meeting, President Thompson appointed the following individuals to the Special Committee on Board Compensation:

Bob Milbourne, Greater Milwaukee Committee
Sheila Cochran, Milwaukee County Labor Council AFL-CIO
Florence Dukes, City of Milwaukee Employee Relations

Your Committee reports that it has completed its review of Board compensation and submits the following recommendations for the Board's consideration:

1. Salary Of Board Members And The President

Current Provisions:

Board members currently receive a salary of $7,200 per year, with the Board President receiving $8,400. This salary was established by Board resolution on February 27, 1985, and has not been changed since.

Recommended Changes:

Your Committee recommends that 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 during term of office

Current Provisions:

Board Rule 1.27(1): 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.

Recommended Changes:

Your Committee recommends no changes in this benefit, since it is one generally available to employees of the district.

3. Health insurance after leaving office

Current Provisions:

Board Rule 1.27(2): Board members are eligible to continue in the district's group health insurance plans upon leaving the Board, provided they are at least 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.

This rule is based on a similar provision for district administrators; however, your committee notes that administrators must have 15 years of service with the district and must have 70% or more of the allowable full-day accumulation of sick leave to qualify for this benefit. Similar requirements exist for members of other bargaining units.

Recommended Changes:

Your Committee recommends that this provision 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.

4. Out-of-State Travel

Current Provisions:

Board members are allowed to attend one conference per year, if authorized by the president.

Recommended Changes:

Your Committee concurs with changes recommended in response to a different resolution to eliminate travel for members who are leaving the Board.

5. Miscellaneous provisions

Current Provisions:

Board members receive reimbursement for use of their automobiles on official trips; various consumable supplies, such as stationery and postage; a file cabinet; and use of a computer and fax machine.

Recommended Changes:

Your Committee recommends no changes in this area.

Your Committee also reports having examined the issue of performance pay for Board members and reports that it does not recommend that the Board establish performance pay for its members.

Summary of Special Committee Recommendations

Your Committee recommends that:

1. The salaries 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 Legislation, Rules and Policies Committee

Your Committee reports having referred the recommendation on Board salary to the Office of Board Governance for additional analysis by the the end of January 2000.

Your Committee recommends 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.

* * * * *

Separate consideration having been requested of Item 2, on the motion of Director Braun, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 2, Board compensation, Director Hardin moved to refer the report back to Committee for further study.

The motion to refer 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; 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

The following recommendation is made based on proposals received on Friday, August 27, 1999:

PRINTING AND DISTRIBUTION SERVICES

Prime Contractor
A/E Graphics Inc.
4075 North 124th Street
Brookfield, WI 53005

To retain a full-service printing firm to provide document management for MPS Facilities and Maintenance Services; construction drawing and specifications reproduction and distribution for bidding in accordance with the fee structure listed on contractor's Proposal.

The following recommendations are made based on bids received on Tuesday, September 28, 1999:

ROOF REPLACEMENT

Burdick School

Prime Contractor
F.J.A. Christiansen Roofing Co. Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, Base Bid of $192,810.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Sub-contractors
No	10%	10% MBE	96	36	4	Corporation	1

The following recommendations are made based on bids received on Thursday, October 21, 1999:

REMODELING AND ADA COMPLIANCE WORK — PHASE VII

Madison University High School

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

Second low Bidder, Base Bid of $427,388.00

Note: Low bid contained an error of omission.

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

Total construction contract dollars awarded $620,198.00
Total dollars HUB participation $446,669.00
% of MBE participation 72.02%
% of WBE participation 0.00%
% of M/WBE participation 0.00%
% Minority employees within company 22.15%
% Women employees within company 4.00%

Authorization to Make Purchases

B-5251 9 John Deer Tractors (F & M)

Recommend authorization to purchase nine John Deere tractors totaling $102,105.00 net from the low-bidder, Mid-State equipment.

Bidder	Bid	Terms
Mid-State Eqpt.	102,105.00	Net
Midwest Power Eqpt.	102,843.00	Net
Esch-Economy Inc.	104,122.71	Net
Lauer Rental & Eqpt. Sales	109,800.00	Net

This purchase will be funded from the Facilities and Maintenance budget.

SS-520 Authorization to enter into a two-year agreement, effective December 1, 1999, with Copeland Associates, Inc., for administration services related to MPS's 403(b) Tax-Sheltered Annuity Program

The Administration is requesting authorization to enter into a two-year administration agreement with Copeland Associates to provide the following services for the MPS 403(b) Tax Sheltered Annuity Program:

- Processing of all employee contributions
- Enrollment
- Contribution limit computation, monitoring, and guarantee
- Administration of vendor certification procedure related to tax compliance for the program
- Quarterly reporting on financial ratings of each vendor
- Participant communication and education
- Preparation of forms, consultative advice, and assistance

The district first contracted with Copeland (formerly Intangible Marketing, Inc.) in 1982 for certain administrative services for its 403(b) program. Under the proposed contract, which was negotiated in concert with the City Attorney, Copeland will receive no fee from MPS as consideration for its administrative services, and no charges will be imposed on MPS employees who participate in the program. The proposed contract includes several improved features affording MPS greater protection in the areas of insurance, indemnification, non-collusion, compliance review and certification, participant education, and independent audits at the expense of Copeland.

No Board funds are required.

Information Item

SS-519 Computer Items for Human Resources/Payroll Project (Technology Dept.)

Purchase orders totaling $90,652 have been issued for computer items needed for timely implementation of the human resources/payroll project:

AE Business Solutions (Upgrade to Hewlett-Packard Unix K570 file server)	$39,020
Bottom Technologies (Software for check printing)	$34,132
Tidalsoft Software (Software for job scheduling)	$17,500
TOTAL	$90,652

This purchase will be funded from the Department of Technology budget.

Report of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of September 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$774,184,498	$11,962,025	$786,146,523	$71,679,936	$73,251,963	$712,894,560	9%
Categorically Aided	63,402,232	24,347,354	87,749,586	5,147,122	5,147,122	82,602,464	6%
School Nutrition	26,840,000	159,160	26,999,160	683,068	782,540	26,216,620	3%
Construction	22,573,121	34,396,575	56,969,696	788,076	842,057	56,127,639	1%
Extension	7,456,868	80,812	7,537,680	-3,769	109,986	7,427,694	1%
Total All Funds	894,456,719	70,945,926	965,402,645	78,294,433	80,133,668	885,268,977	8%

B. Statement of Expenditures as of September 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$774,184,498	$11,945,098	$786,129,596	$64,256,199	$145,557,531	$640,572,065	19%
Categorically Aided	63,402,232	24,347,364	87,749,596	6,468,336	13,438,113	74,311,483	15%
School Nutrition	26,840,000	159,206	26,999,206	1,879,134	3,318,497	23,680,709	12%
Construction	22,573,121	34,396,573	56,969,694	2,228,425	53,948,241	3,021,453	95%
Extension	7,456,868	81,413	7,538,281	331,574	1,813,135	5,725,146	24%
Total All Funds	894,456,719	70,929,654	965,386,373	75,163,668	218,075,517	747,310,856	23%

(1) Represents Board approved transfers during fiscal year 2000 and appropriations for purchases encumbered in fiscal year 1999.

The monthly reports on expenditures have been attached to the minutes of your Committee's meeting of November 23, 1999.

Report on Administrative And School Fund Transfers

This report has been attached to the minutes of your Committee's meeting of November 23, 1999.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Browning	Beatrice Keppler	$50	College scholarship fund
Carson	Northwestern Mutual Life	$1,000	Volunteer support program
Carson	Eddneata Thompson	$50	General school purchases
Clarke Street	Rotary Club	$700	RIF books
Craig Montessori	P.T.A.	$3,000	Classroom materials
Craig Montessori	P.T.A.	$113	Cultural exposure
Craig Montessori	Ameritech	$1,000	School enrichment
Doerfler	P.T.O.	$573	Books for classroom libraries
Fernwood	PTSA	$5,355	General school purchases
Goodrich	M&I Data Processing	$500	T-shirts
Greenfield	Harris Lumber	$658	Lumber for Oak Ridge Farm renovation for farm program field trips
Hamilton	Clifford Blake	$300	Drama club, photo classes
Hawthorne	P.T.O.	$576	Field trips
Hayes	P.T.O.	$571	Field trips
Honey Creek	Ellamae Siebert Foundation	$500	Library media fund
MPS	Berbee Info. Networks	$5,000	Network Academy Project
Parkview	Corporate Express	$5,500	Office and school supplies
River Trail	P.T.O.	$6,800	Language Arts Books
Robinson	The Academy of Music	$1,000	Kimball organ
Silver Spring	R. & M. Creten	$100	Bussing
Silver Spring	Joan Broas	$219	Various electronic equipment
Silver Spring	United Methodist Church	$100	Family Day snacks, etc.
Steuben	Kathy Lovendahl	$500	Reading materials
Thirty-fifth Street	Milwaukee Bucks	$598	Milwaukee Bucks tickets
Urban Waldorf	Quill	$200	Computer desk for office use
WCLL	Norma Cleary	$485	Washington trip, soccer jerseys

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.

* * * * *

(Item 2) Action on Recommendations to Approve Contract Change Orders and/or Extensions with AE Business Solutions, Inc., Strategem, Inc., New Resources, Inc., and Omni Resources, Inc., for Completion of the HR/Payroll Project and Other Related Projects

Administration's Analysis

1. At its August 27, 1997, meeting, the Board authorized the Administration to negotiate with selected qualified vendors for the implementation of a new Human Resource/Payroll System. An RFP was issued, and AE Business Solutions/PeopleSoft/Cambridge Technology Partners was selected.

At its November 25, 1997, meeting, the Board approved a contract in an amount not to exceed $7,008,270. A budget with a total cost of $8,193,020 was provided to the Board at that meeting. The $7,008,270 contract amount is a combination of direct and indirect costs, plus $80,000 in technical support for FY98.

In addition, at the November 25, 1997, meeting, the Board authorized a contract with Stratagem, Inc., for project management at a cost of $210,000. On-going operational costs were projected at $974,750. These costs include technical support, maintenance fees, and funding for a data base administrator.

Implementation of the payroll function was scheduled for April 1999, and the remaining functions by October 1999. At the November 25, 1997, meeting, the Board directed the Administration to report in January 1998 on funding options.

2. At the January 28, 1998, Board meeting, the Administration reported to the Board that it had entered into a three-year lease agreement with Koch Financial Corporation to finance the software, hardware, implementation, and maintenance services. Finance costs added $367,696.39. Due to the need to execute the contracts and financing agreements by December 1997, the Superintendent authorized the contracts and reported to the Board in accordance with Administrative Policy 3.09(2)(a), Emergency Purchases. Failure to execute the contracts would have resulted in the forfeiture of substantial software discounts and training services.

3. In March 1999, due to additional customizations required by MPS and an expanded Scope of Work, a change order with AE Business Solutions, Inc., was executed increasing the contract amount by $529,200. A revised implementation date was set for July 1999. At its March 30, 1999, meeting, the Board authorized an increase in the contract amount with Stratagem, Inc., to $400,000. The Stratagem, Inc., contract was further revised to $500,000 at the August 30, 1999, Board meeting.

4. In order to complete required tasks, implementation was delayed until January 1, 2000. The Administration negotiated an extension to reflect a "go live" date of January 1, 2000. The change order cost is $336,500 and is based on an estimate of 6,730 hours at a blended rate of $50 per hour. MPS will not be charged for, nor will it pay for, hours above the estimate.

The delay will necessitate the extension of the contract with Stratagem, Inc., through January 30, 2000. The extension is estimated to cost an additional $60,000.

5. The HR/Payroll Project was budgeted at $8,193,020. Projected costs will total $9,358,367, for a negative variance of $1,165,347, or 14%. The Strategic Technology Plan budget approved by the Board on October 27, 1999, included $860,000 for the HR/Payroll deficit. The remaining $305,347 will be reallocated from other technology projects. No additional funds are being requested.

6. A summary of the budget history is provided below:

Cost Item	Initial Budget	Actual Costs	Variance
Installation	$ 7,008,270	$ 7,375,966	$ 367,696
Project Mgmt.	$ 210,000	$ 560,000	$ 350,000
Change Orders		$ 865,700	$ 865,700
Operational Costs	$ 974,750	$ 556,701	($ 418,049)
Total	$ 8,193,020	$ 9,358,367	$ 1,165,347

7. The HR/Payroll System is scheduled to be operational January 1, 2000. A full system test has been completed, and two full parallel tests will be conducted. The Administration is preparing information for employees and will be establishing a help-desk and assistance centers to handle questions.

8. The Administration recommends approving the change orders to AE Business Solutions, Inc., in the amount of $865,700: $529,200 for March 1999, and $336,500 for October 1999.

9. The Administration also recommends approving an extension to the contract with Stratagem, Inc., to January 30, 2000, at an additional cost of $60,000.

10. Due to delays in the HR/Payroll project, the Administration has begun a plan to make the current Legacy payroll system Year-2000-compliant. The Administration has signed contracts with two firms, New Resources, Inc., and Omni Resources, Inc. The contracts were projected to be under $50,000, so were not brought to the Board for authorization. Work on the Legacy system has been completed. Final costs are $66,480 for New Resources, Inc., and $83,800 for Omni Resources, Inc.

11. The Administration recommends approving an extension to the contract with New Resources, Inc., at a cost of $66,480, and the Administration recommends approving a contract with Omni Resources, Inc., at a cost of $83,800.

Strategic Plan Compatibility Statement

12. The HR/Payroll System will enable the district to more effectively administer Board personnel policies and procedures.

Statute, Board Policy or Rule Statement

13. Approval of the change orders will enable the project to comply with Board policy regarding contract approval and extensions as outlined in Administrative Policy 3.09.

Fiscal Impact Statement

14. The HR/Payroll Project was budgeted at $8,193,020. Projected costs will total $9,358,367, for a negative variance of $1,165,347, or 14%. The Strategic Technology Plan budget approved by the Board on October 27, 1999, included $860,000 for the HR/Payroll deficit. The remaining $305,347 will be reallocated from other technology projects. No additional funds are being requested.

Implementation and Assessment Plan

15. The HR/Payroll System is scheduled to be fully operational January 1, 2000. A full system test has been completed, and two full parallel tests will be conducted. The Administration is preparing information for employees and will be establishing a help-desk and assistance centers to handle questions.

Committee Recommendation

Your Committee recommends that the Board:

1. approve the change orders to AE Business Solutions, Inc., in the amount of $865,700: $529,200 for March 1999, and $336,500 for October 1999;
2. authorize a contract extension with Stratagem, Inc., in the amount of $60,000;
3. approve an extension to the contract with New Resources, Inc., at a cost of $66,480; and
4. approve an extension to the contract with Omni Resources, Inc., at a cost of $83,800.

* * * * *

(Item 3) Action on a Request for Authorization to Enter into a Contract with MIS Labs, Inc., to Provide Project Management for Completion of the District's Enterprise Wide-Area Network Project

Administration's analysis

1. The Administration is requesting Board approval on an extension of a contract with MIS Labs, Inc., to assist in the deployment of the district's Enterprise Wide-Area Network (EWAN). The contract extension will complete the design and engineering work currently in progress for all MPS sites and establish a per-site fee for managing the installation of the EWAN.

2. Design and Engineer Services: In July 1997, the district began the process of building the technology infrastructure in each school. MPS has made steady progress developing connectivity for classrooms, having been able to bring 21st-century network services to many of our classrooms. Contingent upon sufficient funds, the district will be able to complete the connectivity to every MPS classroom early in calendar year 2001.

The design of this world-class infrastructure is sound. MIS Labs, Inc., has been successful in modifying designs to meet individual school features and to incorporate the most state-of-the-art components into a network solution for MPS. As the network components are being activated in our schools, performance is as specified. This is noteworthy when one considers the rapid changes in the technology industry and that the design work began in 1997.

At this time, MPS has approximately 30,000 active accounts for Internet and e-mail in the district. MPS is beginning to average over 1 million "hits" per day (approximately 10 per second) through MPS. This use will climb steadily as connectivity is established for more schools and classrooms. The Administration is confident that this design and implementation will serve the MPS bandwidth needs for at least the next 10 years.

The age and variety of MPS facilities has greatly increased the complexity of the EWAN project. Initial design cost estimates greatly underestimated the efforts required. The project is more akin to a design-build venture than one in which a fixed price can be determined. A brief history of the project is provided below.

At its February 28, 1998, meeting, the Board approved a contract with MIS Labs, Inc., for $250,000 to provide design and engineering services associated with the design of the EWAN and to assist in the preparation of bid documents for e-rate funding. At its November 24, 1998, meeting, the Board granted authorization to increase the contact amount to $390,000. The Administration, having significantly underestimated the design work required, again requested an increase to $700,000 at the August 31, 1999, Board meeting.

The design and engineering work will be completed shortly for all schools. The Administration expects the final cost for the design and engineering work to be $1,250,000. The cost to build the EWAN (less electrical power) is projected at $35 million. Design and engineering costs, calculated at 4% of the project costs, is within industry standards.

The Administration is requesting authorization to increase the contract with MIS Labs, Inc., for design and engineering services by $550,000 to $1,250,000. This will complete this project.

3. Project Management Services: Although the design and engineering work is nearly completed, there is a significant amount of project management work to assure that the networks are installed as designed. The project management task included coordinating the installation of:

- Electrical power
- LAN wiring and components
- Master Closet
- Classroom Closets
- PBX (telephones)
- SONET installed (voice, video, data)
- School network integration

The Administration issued RFP-249 for project management services to coordinate the installation of the EWAN at all 168 schools and to provide technical assurance that all components are functioning in accordance with specifications. MIS Labs, Inc., was selected based on experience, knowledge, and cost.

The original RFP, issued May 1998, established a price on a time-and-material basis. The Administration is recommending a fixed fee of $4,200 per site. Total cost for project management services is $705,600. The EWAN Project is scheduled to be completed June 2001. Eighty (80) schools are projected to be completed in FY2000, at a cost of $336,000. The remaining schools (88) will be completed in FY2001, at a cost of $369,600.

The Administration is requesting authorization to enter into a contract with MIS Labs, Inc., for project management services not to exceed $705,600.

4. The Administration included $850,000 for design, engineering, and project management in the Technology Strategic Plan for FY2000 that was approved by the Board on October 27, 1999. The $850,000 will be sufficient to cover the remaining costs of the design and engineering contract, as well as a portion of the project management contract. The Administration will transfer $300,000 from other technology projects to cover the remaining cost. No additional funds are being requested.

5. The FY2001 budget will need to include $369,600 to complete all MPS school sites. Should no funds be allocated in the FY2001 budget, the project will cease as of June 30, 2000.

Strategic Plan Compatibility Statement

6. The recommendations support the MPS Strategic Plan Goal 1, Student Achievement, Objective 1.8, to use technology effectively to support higher-order learning throughout the school district by implementing the MPS Technology Strategic Plan

Statute, Board Policy or Rule Statement

7. The recommendations are consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

8. The Administration included $850,000 for design, engineering, and project management in the Technology Strategic Plan for FY2000 that was approved by the Board on October 27, 1999. The $850,000 will be sufficient to cover the remaining costs of the design and engineering contract, as well as a portion of the project management contract. The Administration will transfer $300,000 from other technology projects to cover this cost. No additional funds are being requested.

The FY2001 budget will need to include $369,600 to complete all MPS school sites. Should no funds be allocated in the FY2001 budget, the project will cease as of June 30, 2000.

Implementation and Assessment Plan

9. The MPS EWAN Project is scheduled to be fully operational and completed by June 2001. The Administration will periodically report to the Board the progress of the project and the extent to which the EWAN is being used in the schools.

Committee Recommendations

Your Committee recommends that the Board authorize the Administration:

- to increase the contract with MIS Labs, Inc., for design and engineering services by $550,000 to $1,250,000.
- to enter into a contract with MIS Labs, Inc., for project management services at a cost not to exceed $705,600.

* * * * *

(Item 4) 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	
Elizabeth Adams Congress	School Secretary I $18,400.19/yr.	10-11-99
Sol Bass Mitchell	School Secretary I $17,358.67/yr.	10-18-99
Mary Cardosa Marshall	School Secretary I $17,358.67/yr.	10-11-99
Rachel Doney Bell	School Secretary I $21,696.00/yr.	10-21-99
Hilda Esteves Finance	School Secretary I $20,929.74/yr.	11-01-99

Lisa Garza Payroll	School Secretary I $20,929.74/yr.	10-04-99
Nedra Gladney School Nutrition	Food Service Manager Trainee $9.04/hr.($12,086.48/yr.)	10-21-99
Janet Kasprzak Greenfield	School Secretary I $18,438.00/yr.	10-18-99
Jeffrey Lohman Fac. and Maintenance Serv.	Electrician $24.27/hr.($48,540.00/yr.)	10-04-99
Eileen Martin Hamilton	School Secretary I $23,364.44/yr.	10-25-99
Susan Miller Lincoln Avenue	School Secretary I $17,358.67/yr.	11-08-99
Angela Monroe Pierce	School Secretary I $17,358.67/yr.	10-04-99
Jay Paniagua Fac. and Maintenance Serv.	Carpenter $22.67/hr.($45,340.00/yr.)	11-08-99
Lilly Riser School Nutrition	Food Service Manager Trainee $9.04/hr.($12,086.48/yr.)	10-11-99
Rashonda Spencer 53rd Street	School Secretary I $17,358.67/yr.	10-18-99
Gail Turner Gaenslen	School Secretary I $17,358.67/yr.	10-11-99

PROMOTIONS

Alesia Davis School Nutrition	Food Service Manager Trainee $9.99/hr.($13,356.63/yr.)	10-21-99
Sheila Davis Human Resources	Human Resource Assistant $29,539.90/yr.	10-28-99
Lynne Gray Kagel	Food Service Manager I $14,969.31/yr.	10-20-99
Ross Hartung Washington	School Engineer IV $46,737.60/yr.	11-01-99
Eileen Ilk Burroughs	School Bookkeeper $24,326.66/yr.	10-18-99
Linda Minor Technology	Lead Computer Operator $39,419.38/yr.	11-01-99
Michele Moten School Nutrition	Food Service Manager Trainee $9.60/hr.($12,835.20/yr.)	10-21-99
Shirley Thompson Hamilton	Building Service Helper II $23,926.76/yr.	10-17-99
David Zinkevcz Douglas Community Academy	School Engineer III $42,245.84/yr.	11-01-99

REINSTATEMENTS

Melanie Balderas Philipp	School Secretary I $17,358.67/yr.	11-08-99
Tangela Gandy Lancaster	School Secretary I $17,358.67/yr.	11-08-99

RETURNS FROM LEAVE

Evelyn Lopez Fratney	School Secretary I $19,578.89/yr.	11-01-99

CHANGES IN STATUS

Charita Bates Malcolm X	Handicapped Children's Assistant $13,050.82/yr.	11-05-99
Dawn Gutierrez Human Resources	School Secretary I $21,056.00/yr.	12-02-99
Raquel Mendoza Audubon	School Secretary I $20,911.33/yr.	11-08-99
Kamilah Rashada River Trail	Handicapped Children's Assistant $13,050.82/yr.	10-08-99
Alicia K. Smith River Trail	Handicapped Children's Assistant $13,050.82/yr.	09-27-99
Christine Wagoner Telecommunications	Telephone Operator $28,133.30/yr.	11-01-99
Verlinda Williams Milwaukee Education Center	Handicapped Children's Assistant $13,050.82/yr.	10-20-99
Rodney Young Edison	Handicapped Children's Assistant $13,050.82/yr.	10-08-99

Approval of Certificated Appointments — Teachers

	Teachers - Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
nr	Julie L. Barrett Speech Pathologist	C	$30,780	0	10/25/99
r	Deborah C. Bruce E.D.	B	$27,333	0	10/07/99
r	Amy Jo Carver Elementary Education	B	$29,623	0	10/11/99
r,a	Nicole C. Corley E.D.	B	$29,273	3	10/21/99
nr	Margaret M. Craney C.D.	B	$27,333	0	9/21/99
r	Gregory Davis E.D.	B	$27,333	0	9/30/99
nr	Peggy E. Dillman Elementary Education	B	$27,333	0	9/17/99
r	Edward J. Favorite Physical Education	B	$35,741	7	8/24/99
r	Dorothy D. Hancock Upper Elementary	B	$31,861	5	10/25/99
r	Sandra J. Hays English	C	$30,780	0	10/18/99
r	Scott D. Julius Music	B	$27,333	0	9/15/99

r,b	Willie E. Moore, Jr. Vocal Music	B	$45,563	18	9/23/99
r	Alexandra D. Nailen Upper Elementary	B	$27,333	0	9/27/99
r	Annie P. Pierce C.D.	B	$27,333	0	9/15/99
r	Trina L. Rodgers Upper Elementary	B	$27,333	0	8/24/99
r	MaryRose M. Wolf Music	B	$27,981	1	9/27/99
nr	Lisa M. Zeman Elementary Education	B	$27,981	1	10/06/99
r	Lynda J. Ziech K5	B	$27,333	0	9/28/99
r,a	Kulliki Kuningas Montessori	BB	$29,338	1	10/18/99

Certificated Appointments — School Social Workers

Code	Teachers - Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
	Frank T. Perkins		$38,515	0	9/27/99

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 21, 2000:		
Gloria Deida	Kosciuszko	December 7, 1999
Illness Leave, to June 12, 2000:		
Maria Santiago	Longfellow	September 9, 1999
Maternity Leave, to June 12, 2000:		
Theresa Andrews	Kilbourn	October 18, 1999
Diane Dencker	Franklin	October 25, 1999
Personal Leave, to January 21, 2000:		
Pamela Robins	Longfellow	October 4, 1999
Personal Leave, to June 12, 2000:		
Amy Domagalski	Lincoln Avenue	November 1, 1999
Renee Nettesheim	Walker	November 15, 1999
Personal Leave, to June 12, 2000:		
Michelle Anderson	Morse	November 2, 1999
Sabbatical Leave, to June 12, 2000:		
Jean Fleet	Riverside	January 24, 2000

Report on Resignations

Name	Position	Effective Date
Lori L. Balkovec	Teacher	09/03/99
Crystal Bohte	Teacher	08/23/99
Victor C. Campbell	Teacher	08/23/99
Barbara Cord	Teacher	09/17/99
Darren Fisher	Teacher	10/06/99
Wendy Fluker	Teacher	09/24/99
David Greengas	Teacher	09/24/99
Elizabeth Hannemann-Gran	Teacher	10/10/99
Marcey Gulley	Teacher	10/22/99
Joseph C. Haupt	Teacher	09/28/99
Betty L. Jensen	Teacher	11/15/99
Robert J. Kawczynski	Teacher	03/15/00
Irina V. Kennedy	Teacher	10/15/99
Charles Kramer	Teacher	10/15/99
Nikki J. Lambros	Teacher	10/01/99
Martin Lexmond	Specialist	09/03/99
Claudia Lopez	Teacher	09/10/99
Johanna L. Lopez	Teacher	01/21/00
Mary D. Metz	Teacher	09/21/99
Meg M. Miller	Teacher	08/23/99
Michele Nauman	Teacher	10/13/99
Adrienne Olson	Teacher	10/09/99
Wilbert Passley	Teacher	10/29/99
William J. Pauc	Teacher	01/27/00
Karen A. Pokrandt	Teacher	08/01/99
Harold G. Ramsey	Teacher	09/20/99
Margaret M. Roney	Teacher	01/21/00
Lenora F. Seitz	Teacher	09/24/99
Esfir Ventsel	Teacher	01/21/00
Janice Whiten	Teacher	10/18/99
Ronald O. Wild	Teacher	01/03/00
Camille L. Winston	Teacher	08/23/99

Affirmative Action Report

5. The Affirmative Action Report for the month of October, 1999 has been attached to the minutes of your Committee's meeting of November 23, 1999. 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.

* * * * *

(Item 5) Action on Resolution 9900R-016 by Directors O'Neil and Gardner Regarding the Future of the Spanish Immersion School and Planned Capital Improvements.

Background

At its regular meeting on September 29, 1999, the Board referred the following resolution by Directors O'Neil and Gardner to the Finance/Personnel Committee:

WHEREAS, The Milwaukee Board of School Directors will shortly consider a neighborhood school construction plan which may include space standards; and

WHEREAS, There is great pressure to reduce the cost of busing and to eliminate forced busing; and

WHEREAS, More parents of Special Education students should have the opportunity to choose the school their children attend; and

WHEREAS, Busing students with Special Education needs is an area where substantial cost savings might be made by locating services closer to the students' homes; and

WHEREAS, There are plans to dramatically increase the number of students attending the Milwaukee Spanish Immersion School and of the students per classroom; and

WHEREAS, Board members have long advocated replicating successful schools that have waiting lists; and

WHEREAS, There is regularly a waiting list for admission to the Milwaukee Spanish Immersion School; and

WHEREAS, There appears to be a rush to spend $22,000 to modify a room at the Milwaukee Spanish Immersion School to create a self-contained classroom for Special Education students; now, therefore, be it

RESOLVED, That there be a public hearing about the future of the Milwaukee Spanish Immersion program and the appropriateness of spending $22,000 to modify one room at the school to create a self-contained Special Education classroom before the money is expended.

Administration's Analysis

1. Central Services personnel met with the Milwaukee Spanish Immersion School Governance Council, an ad hoc committee of the school governance council, and other interested persons on July 29, 1999, and September 2, 1999, to discuss school space needs affected by the current enrollment of students and an Early Childhood (OI) class scheduled to begin in January 2000. In addition, small group meetings were held between Central Services personnel and school representatives (staff, parents, school governance council members, and other interested persons) to discuss space needs.

Plans to modify a room in the school as a result of the Early Childhood (OI) program expansion evolved from a recommendation of the ad hoc committee of the school governance council. Given the school's current enrollment and projected attrition levels, one additional classroom will be needed beginning with the 2001-2002 school year, in addition to the room to be modified to accommodate the Early Childhood (OI) class. The displacement of an art or music room due to space needs continues to be a concern of the school governance council; however, art and music education classes, as with many other district schools, will continue, with the art or music teacher providing instruction, as scheduled, in students' classrooms.

2. On December 13, 1995, the Board adopted the following recommendation: "That the percentage of seats or space in each school be reserved for exceptional education students with needs other than speech and language only. Such percentage will be no less than 2% below the district's average at each level."

The district's average of exceptional education students at the elementary level is currently 14.8%. The current enrollment of the Milwaukee Spanish Immersion School is 601 students, of which 2.2% (13 students) are enrolled in special education classes. Presently, there are two classes at the school designated

as Orthopedically Impaired (OI), one primary and one intermediate class. The modification of a room to provide space for the incoming Early Childhood (OI) class will support an increase in the percentage of students with special education needs to 5%, moving closer to the Board's goal; will support a full continuum of OI pre-kindergarten through grade-five services; and will support a city-wide school choice for parents of students with special needs.

3. Ninety-five percent of the students (573 students) currently enrolled in the school receive transportation services daily — the school does not have a walk-zone. Transportation costs in the OI program are lessened in that the majority of the students in the class (69%) reside on the city's south side.

4. The Administration is planning to move ahead with program expansion plans to add an Early Childhood (OI) class to the Milwaukee Spanish Immersion School in January 2000. Modifications will be made to a room at the school to help accommodate the school's space needs for the additional children.

Strategic Plan Compatibility Statement

5. The Administration's plans for program expansion support the MPS Strategic Plan Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.2, to identify factors and conditions that influence parent and student choice and make those conditions available in all schools. It also supports Objective 2.6, to maintain, improve, and update MPS buildings and facilities to implement goals and objectives.

Statute, Board Policy or Rules Statement

6. On December 13, 1995, the Board adopted the following recommendation: "That the percentage of seats or space in each school be reserved for exceptional education students with needs other than speech and language only. Such percentage will be no less than 2% below the district's average at each level." The Administration's plans for expansion support this recommendation.

Fiscal Impact Statement

7. The modification of a room supports a program expansion. The project will be funded through the capital improvement project funds. Funding for this project is made possible from savings due to receiving lower bids on other capital projects this school year. The total cost of the project is estimated at $22,000 and will include installing a new door from the existing corridor into Room 17A; installing a new handicapped-accessible sink with a base cabinet and upper cabinet; removing the carpet in three-fourths of the room and replacing it with new vinyl tile for sanitary purposes; patching the walls, floor, and ceiling as required after demolition; funding engineering and design fees; and completing required forms.

Implementation and Assessment Plan

8. The Administration will be modifying a room at the Milwaukee Spanish Immersion School prior to the second semester to accommodate a program expansion. Facility and space needs will continue to be assessed by the Department of School and Community Services.

Your Committee reports having given hearing to interested parties in response to the resolution.

* * * * *

(Item 6) Action on Resolution 9900R-018 by Director O'Neil Regarding the Placement of Exceptional Education Students in Schools

Background

At its regular meeting on October 27, 1999, the Board referred the following resolution by Director O'Neil to the Finance/Personnel Committee:

WHEREAS, There is wide support for allowing parents to choose the Milwaukee Public Schools that their children will attend; and

WHEREAS, There is growing support for the use of incentives to encourage local school administrators to follow preferred practices rather than use "orders from headquarters"; and

WHEREAS, The Board of School Directors has regularly expressed its support for replicating popular programs that have waiting lists; and

WHEREAS, The present policy results in placing self-contained classrooms for special education students in buildings that are already crowded and have waiting lists, and this appears to some to be using our most fragile and needy children as ammunition in battles between conflicting ideologies; now, therefore, be it

RESOLVED, That the action of the Board of School directors of December 13, 1995, setting quotas in each school for seats for students with special needs be repealed; and be it

FURTHER RESOLVED, That the Superintendent is requested to submit, as part of his proposed budget the Fiscal Year 2001, incentives that will encourage schools to seek opportunities to serve children with special needs; and be it

FURTHER RESOLVED, That a public hearing be held to seek parent and public input on these proposed changes before the Superintendent submits his budget to the Board.

Administration Analysis

1. On December 13, 1995, the Board of School Directors approved the following recommendations: "That the percentage of slots or space in each school be reserved for special education students with needs other than speech and language. Such percentage will be no less than two percent (2%) below the district average of each level."

2. This recommendation was approved in order to achieve natural proportions of students with disabilities in every MPS school. This means that if fifteen percent of the population of school children have disabilities, each school will have a comparable percentage of students with disabilities. Natural proportions of students with disabilities facilitates their inclusion and supports their instruction in the legally mandated Least Restrictive Environment (LRE).

3. Then as now, however, some schools have a much higher percentage of students with disabilities than do others. This discrepancy is the result of a fabricated method of projecting student enrollment.

Historically and currently, Central Service special education administrators project enrollment for students with disabilities, creating classrooms or units for them using DPI guidelines. For example, a class for students with moderate cognitive disabilities would be limited to eight students, a teacher, and an aide. Students identified with moderate cognitive disabilities would be bused to a school where such a classroom or unit had been established.

Most administrators were reluctant to have such classrooms in their building because eight students generated considerably less revenue than the twenty-eight students normally found in a classroom. Principals, through their leadership specialists, project enrollment for all other students. This practice automatically places students with disabilities outside of their level classrooms and apart from the curriculum and culture of the school.

4. In contrast to this practice, now when students are identified as having mild or moderate disabilities, every effort is made to provide special education service to them in their grade-level classrooms and attendance-area schools, rather than busing them to other schools.

5. Students with severe disabilities — one to two percent of the student body — require such a significant level and range of support that it is not always feasible to provide for them in their attendance-area schools. Therefore, some limited clustering of students for strategic support services may be necessary in schools throughout the district. Often these students have such severe disabilities that their ability to engage fully with the curriculum is limited; therefore, it is the responsibility of all schools to accept these students and to include them as much as possible in the school community.

6. At the direction of the Board of School Directors, a special advisory committee was established to study the special services area to develop a more effective and efficient structure, policies, and procedures to improve the delivery of services to children with special needs. As a part of its study, the advisory committee is reviewing the following:

- an enrollment and funding model for students with disabilities which guarantees every student with disabilities a seat in general education;
- a plan to provide students special education in their attendance-area schools;
- continuation of the expectation that all schools serve a natural proportion of students with disabilities reflective of the range of learners;
- a process to allocate funding based on this natural proportion, with additional funds made available for students with significant disabilities.

The Administration recommends that the Board not consider the repeal of any existing Board action with respect to the assignment of special education students until such time as the special services advisory committee submits its recommendations.

7. There is an assumption that educating students with disabilities is an expectation, not a choice; however, Part D, Subpart 1, Section 651, of the Individuals with Disabilities Education Act (IDEA) states that the purposes of the Act are "to ensure that all children with disabilities have available to them a free appropriate public education . . ., to ensure that the rights of children with disabilities and parents of such children are protected, and to assist . . . localities . . . to provide for the education of all children with disabilities." Legally and ethically, all schools must assume the responsibility to educate all children. Therefore, financial incentives cannot take the place of the law in ensuring the provision of special education to students with disabilities.

Strategic Plan Compatibility Statement

8. The Administration's recommendation supports the MPS Strategic Plan Goal 2, MPS – Milwaukee's First Choice in Schools, Objective 2.2, to identify factors and conditions that influence parent and student choice and make those conditions available in all schools.

Statute, Mps Policy or Board Rule Implication Statement

9. Educational programs for children with special education needs are governed by state and federal laws: the Individuals with Disabilities Educational Act (IDEA), Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) as they apply to students, and Wisconsin Chapter 115.

No change in Board policy is required.

Fiscal Impact Statement

10. None at this time.

Committee Recommendation

Your Committee recommends that that the Board place the resolution on file until there is information from the subcommittee working in this area, with the understanding that the Administration will be submitting recommendations in the future on the restructuring of the delivery of services to children with special needs.

* * * * *

(Item 7) Receipt of the MPS Health Insurance Program Audit — Operational Review, Medical Claims Administration and Benchmark Study

Background

1. In an effort to document and evaluate the effectiveness of the MPS health insurance program, the Board included a comprehensive review of the program in the Annual Plan of Audits. The review included (a) an operational review of the Division of Insurance and Risk Management, (b) an evaluation of Third Party Administrators' (TPA) claims adjudication and administration services, and (c) a benchmark study to compare program cost and design with those of comparable organizations.

2. The Office of Board Governance – Audit Services, in cooperation with district administration, developed a request for proposal to review and evaluate the health insurance program. KPMG/Watson Wyatt was retained to conduct the review. A steering committee, including representatives from the Office of Board Governance and the Superintendent's Office, monitored the progress of the project and reviewed draft reports. Audit findings and draft reports were also shared with the TPA on an ongoing basis.

3. The report, which has been sent to the Board under separate cover, is organized to address the three major areas of review:

- An operational review of the Division of Insurance and Risk Management, which administers member eligibility, the HMO membership and billing, Requests for Proposals for benefit vendors, and coordination with the PPO administrator;
- A claim review focusing on the adjudication of the PPO claims, reporting accuracy rates; and
- A benchmark study comparing the health plan at MPS with that of comparable organizations.

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 Insurance Program Audit: Operational Review, Medical Claims Administration and Benchmark Study.

* * * * *

(Item 8) Action on a Recommendation to Support Construction of the Guardian Pipeline Project

Administration's Analysis

1. In May 1999, staff from the Division of Facilities and Maintenance Services (DFMS) attended an informational session relative to the proposed new Guardian Pipeline project. The new 141-mile pipeline, proposed by a consortium consisting of WICOR, Inc., CMS Energy, and Viking Gas Transmission, is intended to provide permanent competition and increased natural gas supplies. The proposed pipeline, which would run between Joliet, Illinois, and Watertown, Wisconsin, is estimated to cost $230 million.

2. The proposed pipeline will increase the natural gas capacity by 50% and ensure adequate supplies well into the 21st Century. Wisconsin Gas would provide a connection to the Guardian pipeline through a new pipeline of its own to serve Milwaukee and southeast Wisconsin at a cost of $45 million.

3. The Administration feels the project is of such significance that the matter is being brought to the Board for formal action to support the project. It should be noted that the project has the support of the City of Milwaukee, Milwaukee County, Milwaukee Metropolitan Association of Commerce, and numerous other civic, governmental, and commercial organizations.

Strategic Plan Compatibility Statement

4. The recommendation supports the MPS Strategic Plan Goal 2, Objective 2.6, to maintain, improve, and update MPS buildings and facilities, which has as one of its strategic objectives to develop and pursue energy conservation measures which will help the district to further reduce its utility budget. The recommendation is also consistent with the former Board goal of Fiscal Responsibility to aid in informed decisions about allocations of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

5. The recommendation is consistent with Board Policy BG 4.07, Asset Protection, which requires the Superintendent to work with suppliers in developing long-term relationships and involvement in new product/service development.

Fiscal Impact Statement

6. At the present time, gas supplies can be purchased only from American Natural Resources (ANR). Because of this, the average cost of obtaining gas in Wisconsin is $3.36/thousand cubic feet, compared with $2.75/thousand cubic feet in Illinois (22% higher). Installation of the Guardian pipeline will make large supplies of gas currently being stored in northern Illinois and southern Michigan available for consumption.

In addition, the provision of this second pipeline will provide competition to ANR and potentially lower prices for natural gas in the future. It is estimated that the savings for Wisconsin customers could be at least $100 million during the first 10 years of operation. These reduced prices may subsequently result in savings in the district's future annual natural gas cost.

Implementation and Assessment Plan

7. The application for construction of the pipeline is currently being considered by the Wisconsin Public Service Commission (PSC). It is anticipated that the PSC will make its recommendations in early 2000, with construction of the pipeline to begin in 2002.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to indicate to the Public Service Commission and to the Federal Energy Regulatory Commission its support for the construction of the proposed Guardian Pipeline project.

* * * * *

(Item 9) Action on Recommended Award of Contracts for the "GEAR UP" Federally Funded Project

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 105-244, CFDA/Subprogram No. 84.334A). GEAR UP will expand opportunities for students at Burroughs, Muir, and Webster Middle School to engage in a broad range of activities that provide the support, services, and academic preparation needed to pursue postsecondary education. The proposed activities will change the pervasive low-expectation culture of the students. The idea is to shift the student thinking from *SHOULD I continue my education?* to *WHICH postsecondary option do I want to pursue?* MPS will expand working relationships with a variety of colleges, universities, and other organizations to maximize the resources available to students and their families.

2. This initiative proposes to begin with the 1999-2000 7th-grade class cohort, i.e., 1,070 students from the three middle schools, and will add a 7th-grade cohort each year during the grant period. Services will be provided to all cohorts of students as they progress through the 12th grade. It is anticipated that several high schools will be included in the program design; however, Vincent High School has been taking a leadership role in the design of the project because of its current ongoing relationship with the three middle schools through the Institute of Responsive Education-funded project. The Responsive Schools Project has developed and demonstrated new strategies for creating locally based "bottom-up," systemic changes in a cluster of schools in the northwest section of the City of Milwaukee.

3. 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 is $855,344. The middle schools funded by GEAR UP will use the funds primarily for college preparatory initiatives for their 7th-grade students and their parents, staff development, and to provide a site coordinator at each of the three schools.

4. The Administration is recommending that the Board approve the following sole-source contracts for educational services:

- Milwaukee Area Technical College/MATC ($113,110)

This grant includes subcontracting $113,100 in Year 1 to Milwaukee Area Technical College (MATC) to support the expansion of the existing partnership and Educational Talent Search programs. Specifically, MATC will be able to develop and implement a Science and Math Booster Camp for 12 Saturdays during the 1999-2000 school year for 7th-grade students from the project-funded middle schools, i.e., Burroughs, Muir, and Webster. The students will experience applied learning in six different occupational labs through an MATC outreach specialist and MATC support staff.

- YMCA of Metropolitan Milwaukee ($90,000)

  The GEAR UP grant also includes subcontracting $90,000 in Year 1 to the YMCA of Metropolitan Milwaukee to support 7th-grade students from the project-funded schools. Some activities that will be provided include the One-on-One Mentoring Program, Teen Achievers, Teen Leaders, Teen Summer Camp, and Girls Night Out.

- Thomas Johnson, Educational Services and Programs ($76,500)

  The middle school principals have selected Thomas Johnson to take on then role of project director for GEAR UP. Mr. Johnson has previously provided leadership for the northwest cluster of schools through the Responsive Schools Project. The project director role statement, which was developed by the principals in collaboration with Mr. Johnson, is available to the Board of School Directors. Mr. Johnson will work with the schools 12 months per year to help coordinate the summer precollege program focus that has been incorporated into this project for the project schools.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, to improve achievement of all students to meet high standards.

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. Reports will be completed at the end of each project, 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 funded through the U.S. Department of Education GEAR UP Project as follows:

- MATC, $113,110.
- YMCA of Metropolitan Milwaukee, $90,000.
- Thomas Johnson, $76,500.

* * * * *

(Item 10) Quarterly Report on the Actions 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 June 1999 through August 1999. The CAC met on September 10 and September 15, 1999.

Position	Old Salary	New Salary	Comments
Academic Project Manger	N/A	N/A	9A — New Position.
Customer Service Coordinator	$47,912	$54,073	3A to 5A and title changed from Transportation Assistant Field Supervisor.
Director, Human Resources	N/A	N/A	Title Changed from Executive Director — Human Resources
Manager of Purchasing Services	N/A	N/A	Appeal of reallocation from Range 9A to 8A. The CAC reaffirmed its decision to reallocate the position to Range 8A.
Budget Planning and Policy Specialist	N/A	N/A	11A-New Position.
Day Care Kindergarten Coordinator	$69,572	$72,355	8A to 9A.

* * * * *

(Item 11) Report on Y2K Preparations

Your Committee received the following report from the Administration:

Administration's Report

1. In 1998, the Superintendent established a working team led by the Department of Technology to ensure that all critical technology functions were Y2K-compliant.

2. In January of 1999, another team, led by the Department of School and Community Services, was assigned the task of reviewing and coordinating all operational procedures to ensure that the district is prepared to deal with any Y2K or related emergency.

3. The Y2K Operations Group developed operational procedures and planned the necessary coordination needed if a serious emergency occurs on December 31, 1999, and beyond. The primary concern focused on a major electric failure affecting a significant portion of the city. The group divided into the following subcommittees: security, fleet management and maintenance (facilities), communications, intergovernmental coordination, and labor relations. The technology group functioned independently and served as a member of the Operations Group.

4. Milwaukee Public Schools currently has in place a number of operational procedures that are utilized in the event of emergencies related to weather, power failure, and other catastrophes. These are in addition to those for student behavior and other individual school emergencies. These plans are utilized frequently and were used as a basis for developing the Y2K Emergency Operational Plans. The committee merely adapted them to fit possible specific scenarios. Working with city and county government officials and the Red Cross, the committee determined high-priority scenarios and prepared operational guidelines.

5. Two major areas of concern were identified and addressed:

- What should the role of MPS be in meeting community needs?
- What does MPS need to do operationally with regard to employees, facilities, and asset protection?

6. The report "Y2K Operations Group Report," provided under separate cover, encompasses all information from the technology and operations teams. It contains specific information regarding security, facilities, communications, technology, and other related topics.

7. The Department of School and Community Services has partnered with many other community agencies bringing the message of Y2K awareness and the need to be prepared for an emergency.

8. Excluding a major emergency lasting several days, MPS can expect no serious problems. We anticipate opening school on Wednesday, January 5, 2000, with little or no disruption.

* * * * *

(Item 12) Report Regarding 1999-2000 Staffing

Your Committee received the following report from the Administration:

Administration's Report

During the past few months, the Department of Human Resources has worked diligently to staff the schools for the 1999-2000 school year. Information relative to the status of specific staffing areas follows:

Certificated Staffing

School Administrative Positions

Five (5) vacant principal positions, including one (1) high school, one (1) middle school, and three (3) elementary schools, were filled since the end of the 1998-1999 school year. There are currently ten (10) principal vacancies that are being filled by assistant principals in charge. These schools include Clement Avenue, Richard Kluge, Milwaukee Education Center, Milwaukee German Immersion, Phillis Wheatley, Clarke Street, Lincoln Avenue, John Whittier, and Christopher Sholes. Seven (7) assistant principal vacancies have been filled, with 18 other vacancies being filled by teachers serving as assistant principals. Minority administrators hired include six (6) African American, one (1) Hispanic, and one (1) Other individual.

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 70 teacher hires. Alternative certification programs resulted in the hiring of 97 former interns and currently has 187 new interns. Currently, there are approximately 7,124 teachers in the school district. For the 1999-2000 school year, 462 teachers, including former interns, have been hired. Minority teachers hired include six (6) American Indian, 96 African-American, seven (7) Asian, 26 Hispanic, and two (2) Other individuals.

The district continues to experience a serious shortage of teachers in the following areas: special education, mathematics, science, music, and library media. To date, 97 emergency licenses have been requested in these areas.

Approximately 545 teachers requested reassignments during the transfer period. These teachers included individuals returning from leave, excessed teachers, and those teachers requesting transfers. Staff within the Division of Staffing Services worked closely with the MTEA to ensure that the reassignment of teachers was completed in accordance with contractual provisions. A total of 378 teachers received new school assignments as a result of the transfer process. About 317 teachers have resigned since August 1, 1999.

While vacancies exist at each school, the staffing specialists are making every effort to fill the positions as quickly as possible. At this time, the elementary schools are 98% staffed, middle schools are 97% staffed, and high schools are at the 98% staffing level. It should be noted that, at the high school level, there are many unique combinations of requests (e.g., English/science; family and consumer education/special education) which have an impact on staffing.

All new hires must participate in the Urban Teacher Perceiver developed by the Gallup Corporation. This instrument evaluates the candidates' talents along the following themes: commitment, dedication, individualized perception, caring, involver, empathy, positivity, initiator, stimulator, input, and concept. The staffing specialists have found the instrument to be an asset in hiring the best possible candidates for the Milwaukee Public Schools.

To address the substitute staffing needs, qualified candidates were invited to attend an orientation meeting on October 14, 1999. To expedite the hiring process, an automated telephone version of the Urban Teacher Perceiver is administered to screen candidates. Currently, 690 substitute teachers are available, with an anticipated hiring of approximately 45 additional individuals.

The Staffing Task Force continues to meet on a monthly 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.

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 human resource activities include 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 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, and processing disciplinary actions.

The support positions under the jurisdiction of the Office of Classified Staffing include such classifications as secretary, educational assistant, food service worker, building service worker, school engineer, building trades (carpenter, electrician, sheet metal worker), handicapped children's assistant, accountant, truck driver, and safety assistant.

A sampling of the some of the activities of the Office of Classified Staffing for the four- (4-) month period from July 1, 1999, through October 31, 1999, is as follows:

2,719 Wisconsin criminal background checks
167 non-Wisconsin criminal background checks
311 new hires
187 leaves of absence processed
18 grievances processed
247 transfers/promotions/reassignments processed
162 retirements/resignations processed
40 excessed educational assistants, and
15 positive drug screens

* * * * *

(Item 13) Approval of 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)	Deborah Bell	Principal Milwaukee Education Center	Schedule III, Range 14Z $75,483
5(r)	Sharon Munson	Principal Clement Avenue School	Schedule III, Range 13Z $71,889
2(r)	Doris Kennedy	Principal Kluge Elementary School	Schedule III, Range 13Z $71,889
2(r)	Florence Harris	Principal Milwaukee German Immersion School	Schedule III, Range 14Z $71,889

5(r)	James Zwerlein	Manager, Compensation and Records Department of Human Resources	Schedule III, Range 11A $57,860
5(r)	Craig Wentworth	Environmental Health Inspector Facilities and Maintenance Services	Schedule III, Range 05A $50,000
5(r)	Therese Sommer	Administrative Assistant I Fritsche Middle School	Schedule III, Range 01A $34,974

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

* * * * *

Separate consideration having been requested of Items 5 and 6, on the motion of Directors Braun, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 5, a resolution on capital improvements at the Spanish Immersion School. Director Gardner moved to hold the item at the Board level until December while discussions went on about the future of the Spanish Immersion School but not to interfere with the conversion of the classroom.

The motion failed for lack of a second.

The Board recessed from 7:28 to 7:35 PM.

Director O'Neil moved that the district not spend the $22,000 to renovate the room, and that Central Office personnel and parents and staff at the Milwaukee Spanish Immersion School be involved in a dialogue to solve their space needs in the coming year, and that the orthopedically handicapped children be placed in another school until such time as to provide adequate space for them at the Milwaukee Spanish Immersion School.

The motion failed of adoption on the following vote:

Ayes—Directors Hardin and O'Neil—2.

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

Director Director Gardner moved that the Superintendent report to the Board at the December 21, 1999, meeting on a meeting with the Spanish Immersion School regarding three items:

1. Long-range plans and specifications for the building and room to accommodate orthopedically impaired exceptional education students;
2. Possible plans and priorities for including a second Spanish immersion school as part of the neighborhood schools initiative; and
3. Accommodating students and prospective applicants in the Spanish Immersion School's waiting list.

The motion failed of adoption on the following vote:

Ayes—Directors Dannecker, Gardner, O'Neil and President Thompson—4.

Noes—Directors Braun, Hardin, Johnson, Spence and Werra—5.

With respect to Item 6, a resolution on the placement of exceptional education students, Director O'Neil moved to adopt the resolution.

Director Braun moved to refer the resolution back to Committee, pending the report of the Special Committee on Children with Special Needs, with an interim report back in January 2000 and an final report in April 2000.

The motion to refer 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 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 November 1, 1999, at 9:30 A.M.; November 2, 1999, at 9:30 A.M., 11:30 A.M., and 2:00 P.M.; November 3, 1999, at 2:00 P.M.; November 4, 1999, at 9:00 A.M. and 11:30 A.M.; November 5, 1999, at 9:00 A.M.; November 9, 1999, 9:00 A.M. and 11:00 A.M.; November 11, 1999, 11:30 A.M.; November 12, 1999, at 9:30 A.M. and 11:30 A.M.; November 16, 1999, at 11:30 A.M. and 2:00 P.M.; and November 18, 1999, at 9:00 A.M.

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) Action on a Charter School Petition from Westside Academy I & II

On Tuesday, November 9, 1999, members of the MPS Charter School Review Panel met to review the MPS charter school petition submitted by Westside Academy I/II. Parents, students, and staff members demonstrated their passion, commitment, and support for Westside's petition. Following the demonstration, panel members decided to support the concept of Westside Academy's petition to become an MPS Charter School. Panel members believe that the concept of Westside Academy I/II's petition has the necessary components to establish a successful charter school. Some of the factors contributing to the panel's endorsement are that Westside:

A. Has a dedicated staff willing to take ownership in the Westside Community;

B. Has a desire to serve the students in its community;

C. Has requested the authority to make decisions locally to better serve its community population's needs.

D. Has demonstrated a history of positive innovation;

E. Has established the supportive infrastructure of parents, students , staff, and community stakeholders necessary to achieve its goals;

F. Has demonstrated an ability to improve student achievement;

G. Has empowered staff and students to develop and "own" their curriculum;

H. Has recognized a need to have 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 center for the community.

The MPS Charter School Review Panel suggests that several areas need further clarification. It recommends that the petition concept be approved at this time, but that all parties recognize that further clarifications and/or modifications may be made, particularly in the following areas:

A. Finance — that the petition be modified to reflect the funding methods as stated in Board policy 9.12, Charter Schools;

B. Assessment and Accountability — to allow for a curriculum and teaching methodologies differing from the district, but to also ensure the district's ability to comparatively monitor progress.

For the reasons listed above, the MPS Charter School Review Panel gives its enthusiastic, positive support for Westside Academy I/II'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

Director Braun moved to approve the recommendation of the Charter Review Panel for Westside Academy I & II.

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.

* * * * *

RESOLUTIONS

Resolution 9900R-019

By Director Hardin:

WHEREAS, Prior to 1984, the Board's Secretary-Business Manager served as the Board's chief liaison with federal, state, and local legislators; and

WHEREAS, The Office of Governmental Relations was established in 1984 to provide an important link to federal, state, and local legislators and other public officials on issues of importance to MPS; and

WHEREAS, The Office of Governmental Relations has been under the supervision of the Superintendent since 1992; and

WHEREAS, The Office of Governmental Relations is responsible for conveying the Board's vision and goals, as well as its legislative agenda, at the state and national levels; and

WHEREAS, The Board needs to develop a closer relationship with this department to monitor political climate and ensure that the interests of the district's children is protected; and

WHEREAS, That the Board has a responsibility to its constituents to ensure that their interests are properly represented at the legislative level; now, therefore, be it

RESOLVED, That the Office of Governmental Relations, its staff, and its budget be transferred to the Office of Board Governance, effective immediately upon the adoption of this resolution.

Referred to the Finance/Personnel Committee.

The Board adjourned at 8:51 PM.

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

Special Committee on Children with Special Needs

Nancy Costello, MTEA
Joe Dannecker, Board of School Directors
Molly Fonk
Paul Halverson, Department of Public Instruction
Yvonne Hopgood, MPS Leadership Services
Ken Johnson, Board of School Directors
Monica Lopez, Allen-Field Elementary School
Michelle Nate, MPS Finance Department
Patricia Patterson, Omotayo
Tom Phillipson, We Care Parents Network
Kathleen Price-Neuman
Ada Rivera, Audubon Middle School
Jeff Rosen, Milwaukee Education Center
Carol Topinka, MPS Division of Special Services
Kaye Vance, Cook & Franke
Patricia Yahle, MPS Division of Special Services

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 1999

Regular meeting of the Board of School Directors called to order by President Thompson at 6:32 PM.

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

Absent—None.

President Thompson requested that a moment of silence be observed to commemorate the passing of two members of the MPS community: Christine Pham-Banh, a tenth-grader, was murdered during a hold-up attempt at her parents' restaurant on December 10. Christine was 16 years old. Also remembered was John Lovrine, a buyer in the MPS purchasing services, who died on December 17. John had been a city and MPS employee for 35 years.

AWARDS AND COMMENDATIONS

Over the past few months, many of our staff and students have been busy conducting food- and toy-drives and volunteering their time in the community to support various projects and holiday events. Through these activities, students and staff are reminded of the importance of giving back to the community and experience the reward of giving of themselves to help others in need. Just a few examples of their generosity are:

- Principal Sallie Brown and staff from Wisconsin Conservatory of Lifelong Learning hosted a Thanksgiving Day feast at North Division High School for those who otherwise would not have had a place to eat.
- In an innovative way to collect toys for the Toys for Tots holiday campaign, Dover Street Elementary School collected a new toy as admission to their December 16th holiday program.
- Students at Whittier Elementary School collected supplies for the Wisconsin Humane Society as a way to experience the rewards of giving to an organization dedicated to educating and training people on positive interactions with animals.
- Students from Diane Hardy's English-as-a-Second-Language class at the Lincoln Center for the Arts baked at least 100 dozen cookies to be donated to the homeless at the Guest House.
- Yvonne Bermudez, Riverside University High School, and Rahesha Dixon, Madison University High School, as part of the volunteer activities they provide through the YMCA Youth Volunteer Corps, wrapped toys and wrote out cards for donated gifts at the Salvation Army.
- Students from Manitoba Elementary School collected more than 5,000 items of food for the Salvation Army Holiday Food Drive.

- John Marshall High School students and staff collected food, hygiene items, and toys for three needy families in the Marshall neighborhood.
- Barton Elementary School held a grade-level competition and dance to collect money for UNICEF. The school collected over $500 to donate to UNICEF.
- The musical talents of Golda Meir students provided holiday cheer for Milwaukee citizens. Meir's band performed for guests and visitors in the lobby of the Pfister Hotel on December 10th and 15th. Also on December 10th, the chorus, a music ensemble, and the school band were the opening acts at the dedication of the new ice rink at Red Arrow Park.
- Staff from the Department of Educational Services adopted an MPS family for the holidays. In place of buying gifts for each other, staff purchased items of clothing, food, and some surprises for a family recommended by an MPS school social worker.
- The Division of Community Recreation collected monetary donations from Central Services staff to provide food boxes for needy Milwaukee families through the Second Harvest Food Drive. Last year, the Central Services received a special plaque in recognition of their generosity — 56 food boxes had been delivered to needy MPS families.
- The Office of the Superintendent sponsored an "Academy Giving Tree" for the Youth Leadership Academy. Staff members from the office selected a "wish card" from the tree and purchased gifts to be given to boys at the Academy during their annual holiday party.

Following are the names and accomplishments of the many staff, students, and schools in the Milwaukee public schools community who have received recognition for their extraordinary accomplishments.

Students

Steve Westerhausen and Nick Gehrt, seniors at Pulaski High School, with the guidance of art instructor Jack Venske, completed a year-long art project that would impress Michelangelo. The 12' x 20' mural, a recreation of the Vatican's "Creation of Adam," is now the new ceiling in the art department at Pulaski.

Sonya King, Teka Allen, Prentis Wilbourn, Kong Xiong, Troy Wells, and Megan Shanks, students at Lloyd Street School, and Lloyd teacher Phyllis Bankier were winners in the 14th Annual Philo Community Programming Award contest. The Philo awards, presented by Milwaukee Access Telecommunication Authority (MATA), are given to videos that are made and produced at MATA's studios and then shown on MATA's channels 14 or 47. Lloyd's video, "Schools in Japan," received an award in the information category, and "Lloyd Street Circus" won an award in the youth category.

Jennifer Epps, a senior at Riverside University High School, was the only MPS student to compete in the state girls swimming competition this year. She is a competitive diver and finished with an impressive record at the state level, earning 21 out of a possible 24 points.

Maruies Addison, a freshman at North Division High School; Derrick Collins, a junior at Madison University High School; Sonia Summers, a freshman at Riverside University High School; and Natacha Jackson, a freshman at Rufus King High School, received the YWCA of Greater Milwaukee's Bright Futures award at a luncheon in December. Bright Futures awards recognize youths who are active volunteers, good students, and good role models for their peers.

Students from about a dozen Milwaukee Public Schools were part of the cast of "Stand and Deliver." The play, based on the Oscar-nominated film of the same name, was performed at the Modjeska Theater by the Modjeska's First Rate Youth Theatre Co. Inc. in cooperation with South Division High School. MPS students performing in lead roles were:

Mario Estrada, South Division High School
Concha Mata, Bay View High School
Corrie Tritz, Milwaukee High School of the Arts.

Jovan Bradshaw, Milwaukee Technical High School, was honored at the Third Annual Milwaukee Urban League "Doing the Right Thing" awards ceremony. This was an event held to recognize minority youth in the Milwaukee area for their positive involvement in school and the community. Jovan was recognized for his enthusiasm, hard work, and dedication to the Peer Power Program

Schools

Kyle Brumirski, a second-grade student, and Karen Saurer, a third-grade teacher at Whitman Elementary School, were grand-prize winners in a national essay competition, "My Favorite Vacation Story." The contest was sponsored by Sabre, a provider of travel and travel-related services worldwide. As grand-prize winners, Kyle and Ms. Saurer received a four-night Caribbean cruise for a family of four, and Whitman received a $1,000 technology grant. Other MPS winners were Robert Schiani, a student at Burdick School, who received $500 in Sabre Saver coupons for his second-place win, and Jim Scharpf, a teacher at Auer Avenue, who received $250 in Sabre Saver coupons for his third-place win.

Bay View High School's Redcat Academy held a ribbon-cutting ceremony announcing the completion of another home renovation by students in the Construction Specialty Program. The ceremony was held at the newly-renovated home on south 34th street. Bay View's Construction Specialty Program provides students with the opportunity to learn and develop their skills by renovating properties. In the past seven years, the Academy has renovated six homes.

Pierce Elementary School was presented with a new computer as the first-place winner in the "Celebrate the Neighborhood" mural contest sponsored by Jewel-Osco.

MacDowell Montessori, Auer Avenue, and Golda Meir schools were highlighted in an article entitled "Elementary Options" in the November 1999 issue of Milwaukee Magazine. The article gave examples of several schools in the Milwaukee area that offered innovative and varied educational environments for parents to choose from.

Staff

Celine Arce, principal of La Escuela Fratney, has been selected to present at the United States Department of Education's Improving America's Schools Regional Conference in Chicago. Fratney was nominated for this honor for providing quality literacy instruction for limited-English-proficient students. Fratney is one of only two schools that will be showcased at the conference for their successful literacy programs.

Mary Beth Minkley, principal of Congress School, has assumed a volunteer leadership role in Phi Delta Kappa International, the leading organization in the advocacy for excellence in public education. Ms. Minkley will be responsible for promoting Phi Delta Kappa's mission by providing leadership for membership development at the local level.

Janie Hatton, principal of Pulaski High School, has been invited to serve on the Cardinal Stritch University's College of Education's Advisory Board.

John Holmes, Marshall High School, was selected as a member of Turner Learning, Inc.'s National Faculty. Mr. Holmes was among a select group of National Faculty Members selected this year by Turner Learning for his high qualifications and commitment to integrating technology and educational cable programs into the classroom.

Milwaukee Public Schools had the largest contingency of presenters at the Governor's Wisconsin Educational Technology Convention held at the Midwest Express Center in October. Thirty-seven sessions were hosted by MPS staff, who shared their expertise with teachers and educational professionals from around the state. In addition, three MPS staff hosted "Poster Sessions," two-hour drop-in sessions where individuals could chat with the presenters and ask questions. Finally, a Burdick Elementary School's

eighth-grade classroom was part of the convention's technology tours to demonstrate a model classroom in which technology is already fully integrated.

Other

The family of Mary Horwitt, an MPS graduate who had a lifelong love for the piano, donated $15,000 to the Wisconsin Conservatory of Music's endowment fund for the creation of the Mary Horwitt Piano Scholarship. The gift will be used to provide tuition assistance for private piano lessons for MPS seventh- and eighth-graders.

Approximately $3,500 worth of school supplies and backpacks were donated to Milwaukee Public Schools by employees from Equitable Bank and Fleet Mortgage Corporation's Human Resource Department and members of Emmanuel Community United Methodist Church. Their generous contributions allowed students from the following schools to begin the year 2000 with a "fresh" supply of school essentials:

Allen Field Elementary School
Burroughs Middle School
Garden Homes Elementary School
Hartford Avenue
Milwaukee Village School
Muir Middle School
Riley Elementary School
Steuben Middle School

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of November 10, 17, and 30, 1999, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Recommendation to Ratify a Negotiated Labor Contract with the Administrators and Supervisors Council

TO THE BOARD OF SCHOOL DIRECTORS:

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

Administrators and Supervisors Council (ASC) —
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 attached summary document and that changes and benefits as reflected in the attached document be extended to all exempt certificated and classified personnel excluded from membership in the Administrators and Supervisors Council, including staff in the Office of Board Governance and cabinet-level personnel.

HIGHLIGHTS OF CONTRACT RESOLUTION BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS AND
THE ADMINISTRATORS AND SUPERVISORS COUNCIL (ASC)

JULY 1, 1999, THROUGH JUNE 30, 2001

1. Two- (2-) year agreement: July 1, 1999, to June 30, 2001
2. Creation of a concentrated assistance program for administrators.
3. Health insurance — design changes in prescription drug co-pays.
4. Modification of work year/calendar provisions to facilitate various reform efforts.
5. Limitations on inservice compensation.
6. Modification of involuntary transfer provisions.
7. Creation of discretionary performance awards.
8. Salaries: Effective 7/01/99 — 2.25%
   Effective 7/01/00 — 2.25%

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

Director Hardin moved to approve the Superintendent'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.

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REPORTS OF STANDING COMMITTEES

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) Report and Action Regarding MPS Charter School Policies and Procedures

Administration's Analysis

1. On April 27, 1999, the Milwaukee Board of School Directors approved the revised Administrative Policy 9.12, Charter Schools, and adopted Procedures 9.12, Charter School Petitions and Proposals. The policy and procedures provided a vehicle for the submission of charter school petitions or proposals to the Board pursuant to WI Stats., Section 118.40, the Wisconsin Charter School Law, which authorizes the Board to establish by contract Milwaukee Public Schools charter schools.

2. Milwaukee Public Schools currently has three charter schools: Highland Community School (non-instrumentality), Fritsche Middle School (instrumentality), and Walker International Middle School (instrumentality). In addition, Westside Academy I and II's petition has been approved for charter school status in 2000-01.

3. Ten charter school proposals have been submitted to the Office of Board Governance. One was withdrawn, and the other nine are currently under review.

4. On November 22, 1999, the Innovation/School Reform Committee of the Milwaukee Board of School Directors held a charter school worksession to discuss various charter school issues relative to the district's overall strategic planning.

5. The Charter School Petition Steps and Charter School Proposal Steps have been revised to include an initial discussion with the Superintendent's designee (Step 1) and an opportunity for the MPS Charter Schools Review Panel (Board's panel) to have the benefit of the Charter School Review Team's (Superintendent's team) recommendation prior to providing a recommendation to the Board. The revised petition steps and proposal steps are included in the attachments to the minutes of your Committee's meeting.

6. The goals and aspirations associated with the charter school movement are consistent with those of decentralization. The Administration is presently analyzing various financial models that would decentralize district funding. The transfer of spending authority and responsibility from Central Services to individual schools will help achieve the objective of increasing autonomy for schools. The primary objective of decentralization is to provide those closest to schools with the ability to make spending choices that will most directly benefit student achievement.

When the decentralized financial system is available to any or all schools, the incentive for instrumentalities to pursue the charter model for purely financial reasons will be diminished.

The recommendations on the allocation process will be presented early in 2000 for implementation in FY2001.

7. The current policy on charter schools states that the Board is likely to support petitions or proposals that:

- serve at-risk children
- replicate highly successful MPS schools
- create high quality innovative schools
- reduce class size
- reduce or re-enter dropouts
- originate in school communities that wish to assume more responsibility and leadership in the educational process.

The policy also states that the Board encourages the establishment of charter schools as vehicles to support improvement of academic achievement of pupils of MPS.

The Administration has identified the following educational program needs as priorities. These are not intended to replace the areas identified in the Board's policy as listed above. While all petitions/proposals will be considered, preference may be given to the following educational program areas for the 2000-2001 and 2001-2002 school years:

- Reading intervention programs
- Math and/or science intervention programs
- Innovative educational programs designed to improve achievement for students currently not achieving in a regular school setting.

8. While Chapter 118.40 of Wisconsin Statutes states that preference must be given to charter school petitions or proposals that serve at-risk students, conversion of current partnership schools to charter school status will be reviewed consistent with the educational needs of the district and a financial analysis of contracting versus charter school funding.

9. The FY2000 per-pupil amount under Administrative Policy 9.12 for charter schools is $6,274.43. This per-pupil revenue amount is intended to cover all costs and expenses related to the operation of the charter school program, but does not include categorical revenues, such as Title I funds, that the MPS charter school may be entitled to receive. The Administration is working to refine the buy-back of services as reflected in charter school contracts and budgets to ensure that all costs and expenses related to the operation of the charter school program are covered.

10. Charter schools established by authority of the City of Milwaukee, UW-Milwaukee, or the Milwaukee Area Technical College (MATC) must serve as the Local Education Authority (LEA) for state special education aid unless the Milwaukee Public Schools Board of Directors agrees to serve as their LEA. The LEA is subject to the provisions of the Individuals with Disabilities in Education Act (IDEA) and assumes the responsibility for providing a "free appropriate public education" (FAPE) to children with disabilities.

On June 30, 1999, the Board adopted Resolution 9900R-013 as amended. The language that was approved states that MPS agrees 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. One request has been received from a City of Milwaukee charter school for MPS to serve as the LEA.

The Administration is analyzing the impact on MPS service levels and fiscal implications of MPS's assuming this responsibility. It may be fiscally unwise for the district to enter into any agreements or contracts to become the LEA for charter schools located in the City of Milwaukee until a complete financial analysis is completed. Therefore, the Administration recommends that the Board hold on agreeing to serve as the LEA for these charter schools until the fiscal impact analysis is completed. The Administration will submit a recommendation to the Board with respect to this issue.

Strategic Plan Compatibility Statement

11. These actions support the 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 of Schools to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

12. These actions are consistent with Administrative Policy 9.12, Charter Schools, and Procedures 9.12, Charter School Petitions and Proposals.

Fiscal Impact Statement

13. Charter schools are funded consistent with Administrative Policy 9.12, Charter Schools, and Procedures 9.12, Charter School Petitions and Proposals. The FY2000 per-pupil amount under Administrative Policy 9.12 for charter schools is $6,274.43. This per-pupil revenue amount is intended to cover all costs and expenses related to the operation of the charter school program, but does not include categorical revenues, such as Title I funds, that the MPS charter school may be entitled to receive. The Administration is working to refine the buy-back of services as reflected in charter school contracts and budgets to ensure that all costs and expenses related to the operation of the charter school program are covered.

Implementation and Assessment Plan

14. The Charter School Petition Steps and Charter School Proposal Steps outline the implementation plan. Each charter school contract includes a provision for annual audits of the financial and programmatic operations of the school.

Committee Recommendation

Your Committee recommends that the Board hold on agreeing to serve as the LEA for charter schools located in the City of Milwaukee — including those chartered by UWM, MATC, or the City of Milwaukee — until a fiscal impact analysis is completed and the Board receives a recommendation from the Superintendent, with the Administration to come back in January 2000 with a preliminary report and in March 2000 with a final report.

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(Item 2) Action on Recommendations Regarding a Transitional Program for Students Who Do Not Meet Middle Grades Learning Proficiency Requirements by the End of the Eighth Grade

Administration's Analysis

1. Background of Learning Proficiencies

The implementation of the middle-grades learning proficiency requirements is based on Board action six years ago that focused on learning proficiency requirements for high school students. In August 1993, the Board mandated the development and implementation of new learning proficiency examinations to replace the former competency test. At that time, the Board mandated the full implementation of the writing proficiency performance standard with the class of 1995, and full implementation of the mathematics proficiency examination with the class of 1996. Since then, the district has added proficiency requirements for the class of 2003 in the areas of science and social studies.

The Board then proceeded to focus on the middle-grades promotion requirements. 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 on June 18, 1997, and mandated that students who are in the eighth-grade class of 2000, and those who come after, must meet the middle-level proficiency requirements in order to be promoted to the ninth grade.

Reports regarding the middle-grades learning proficiencies (Proficiency 2000) were made to the Board throughout 1997 and 1998. The Board approved refinements to the middle-grades proficiencies and the final draft of the proficiency progress report in June 1998. Refinements to the progress report were provided to the Board in November 1998.

On May 26, 1999, the Board approved a conceptual framework and design criteria/models for a Transitional Program for eighth-grade students who do not meet middle-grades learning proficiency requirements as of June 2000 and thereafter. The Board also directed the Administration to submit a proposed detailed plan and cost analysis in January 2000 for inclusion in the FY2001 budget process.

From June 1999 until November 1999, discussion sessions have taken place throughout the district on how to best meet the needs of grade-eight students who do not meet proficiency requirements mandated by the Board. These discussions have included teachers, learning coordinators, middle grades principals, high school principals, Central Service staff, parents, and representatives of middle-grades school councils.

2. Implementation of the Middle Grades Proficiencies

   a. Proficiency 2000 for middle-grades students is being implemented and includes:

      - Multiple measures and multiple opportunities for students to meet proficiency
      - Curriculum developed by teacher teams to support the proficiencies
      - Board-adopted academic standards and grade-level expectations which serve as the framework for student achievement
      - Student supports, including specially designed after-school and summer school programs, focusing on learning proficiencies

- Inservices and orientation sessions provided to staff and parents.
- Communications have been distributed through schools to parents and students regarding Proficiency 2000
- The proficiency progress report used to monitor student progress.

b. Grade-eight students are expected to meet proficiency requirements in mathematics, science, communication, and a research project. Proficiency may also be demonstrated through a safety net procedure called the eighth-grade completion project.

- Grade-eight students who meet proficiency by the end of the regular school year will be promoted to ninth grade.
- Grade-eight students who do not meet proficiency by the end of the regular school year will be enrolled in summer school.
- Grade-eight students who meet proficiency in summer school will be promoted to ninth grade.
- Grade-eight students who do not meet proficiency in summer school will not be promoted to ninth grade.

3. Educational Options for Grade-Eight Students Who Do Not Meet Proficiencies

The Administration is recommending that the middle-grades principals have the following educational options available for grade-eight students who have not met proficiency. Placement of these students will be based on student age, instructional need, parental input, and the judgement of the principal.

Option #1: 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. Consideration will be given to the available seats in the middle grades.

Option #2: Enter A Transitional Program

MPS high schools will be the providers of specific services for transitional students. The per-pupil funding will be based on the services provided.

4. Characteristics of the Transitional Program

Following are the characteristics of the Transitional Program that will be provided by high schools.

a. Primary Considerations in Transitional Program Planning

- Site locations that require construction costs will not be considered.
- Due to district space limitations and financial considerations, high schools will be primary providers of service to transitional students.
- The Transitional Program will function as an academic support program rather than as a retention program.
- A per-pupil cost based on the requirements of the transitional program will be used instead of the traditional cost per pupil.
- More attention needs to be given to program implications for bilingual/ESL and special education students.
- MPS high school sites and partnership sites will provide specific services for transitional students.
- A transitional student will NOT be eligible for high school sports and other activities that require ninth-grade status.

b. Primary Goals of Transitional Program

- Increased attendance rate
- Reduced ninth-grade retention rate
- Increased graduation rate

c. Transitional Program Sites

- The program will be housed at MPS high schools.
- Transitional Program sites will provide an action plan to the Department of Leadership Services that will become part of the Education Plan for their schools.

5. Academic Support for Transitional Students

Academic support will be provided for transitional students, with an emphasis on prevention. The transitional students will be able to grow into the rigorous high school curriculum. Instead of waiting for the students to demonstrate failure and then offering an alternative program, early intervention will prevent failure.

a. Services Provided By A Transitional Program

- The transitional curriculum will provide extra academic support for a heterogeneous population that has achieved various levels of proficiency.
- The focus of the extra academic support will be an intensified preparation to meet the rigorous high school graduation requirements.
- Transitional students may take elective high school courses.
- Students will be enrolled in regular high school academic core courses where they are proficient, and academic support classes where they are not proficient.
- Teachers for the academic support classes will be selected to best meet the needs of a transitional student.
- Transitional program courses will have a student/teacher ratio of 15:1.
- Sites will offer support staff such as guidance counselor, psychologist, social worker, and special education services.
- Sites will have administrative support, security, transportation, and food service.

b. 3-Choice School Selection Process and Transitional Students

- The 3-Choice School Selection process will be honored for students who have demonstrated proficiency during the summer session following eighth grade.
- Transitional students may not be assigned to their 3-Choice high schools; however, they will have an opportunity to be located at high schools that offer a Transitional Program.

c. Status of a Transitional Student

- The Transitional Program school site will determine when a transitional student “officially” becomes a ninth-grader.
- A transitional student who is “officially” in the ninth grade could still receive transitional academic support.
- A transitional student could earn enough units in one year to become a tenth-grader.
- If a transitional student has not become a ninth-grader by the end of one school year and summer school, then placement in an alternative educational program may be what best meets the needs of the student.

6. Funding for the Transitional Program

   a. Funding Mechanism for Transitional Program

      - Transitional students will be considered students in need of extra support and will therefore require a greater cost per pupil than a regular high school student.
      - The appropriate funding for a transitional student will be based on the services provided.
      - The additional cost to the district for the transitional program will be included in the FY2001 budget process.
      - The exact number of eighth-grade students who do not meet proficiency will be known after the summer school session.
      - The transitional program design and funding mechanism will have to be flexible in order to accommodate the needs of all the students in need of extra academic support.

   b. At this point it is difficult to know the exact number of current eighth-graders who will not demonstrate proficiency; however, the high standards emphasis indicates that 80% or more will meet proficiency requirements.

   c. The fiscal impact would be approximately $2,800,000.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS Strategic Plan, Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards; Goal 2, MPS — Milwaukee's First Choice of Schools, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

8. The recommendation is consistent with Wisconsin State Statute 118.30 and Administrative Policy 7.37, Graduation Requirements and Grade Level Expectations.

Fiscal Impact Statement

9. The fiscal impact would be approximately $2,800,000. This per-pupil cost would be in addition to the regular per-pupil funding.

   - The approximate cost is based on the difference between the current cost of at-risk funding at contracted sites and current regular high school funding per pupil. The district already uses this method with programs that serve students who need extra support.
   - The fiscal impact would be less if more students meet proficiency and greater if fewer students meet proficiency. The exact number of students who do not meet proficiencies will not be known until after summer school; therefore, the actual cost could vary from the above estimate.

Implementation and Assessment

10. Timeline

May 1999	The Board approved the conceptual framework with design criteria and design models for an eighth-grade transitional program.
December 1999	Administration submits recommended plan and fiscal impact for the eighth-grade transitional program.
FY2001 Budget	Funding for the eighth-grade transitional program is included in the proposed FY2001 budget.

July 2000	Action plan from transitional program school sites due to Department of Leadership Services.
August 2000	Begin implementation of transitional program in the 2000-2001 school year.
October 2000	Audit implementation of transitional program action plans.
November 2000	Review implementation of 2000-2001 transitional programs and start planning for 2001-2002 transitional program.

Committee Recommendations

Your Committee recommends that the Board approve the following two educational programs for eighth-grade students who do not meet proficiency requirements:

a. 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.

b. 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 based on services provided and funding allocated through the annual adopted budget.

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(Item 3) Report on Grade-Level Changes from K-6 to K-5 for Bryant, Garden Homes, Mitchell and Stuart Elementary Schools

Your Committee received the following report from the Administration:

Administration's Report

1. Four elementary schools — Bryant, Garden Homes, Mitchell and Stuart — have requested that their grade-6 programs be moved to middle schools, commencing with the 2000-2001 school year.

2. The movement of elementary school grade-6 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 K5 classes in some schools.

3. The discontinuation of grade 6 at each identified school will afford present grade-5 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 6 have fewer school selection choices.

4. The movement of grade-6 students to middle schools will provide grade-6 students opportunities to engage in a school-wide teacher/student focus where specific proficiencies are addressed at each middle school grade level.

5. Specifics relative to the benefits of grade level changes from K-6 to K-5 for the four identified schools follow:

- Bryant School currently has two grade-6 classes and three grade-5 classes. This change will allow Bryant to offer an additional all-day K5 class and a second half-day K4 class. Through school governance council meetings, staff meetings, and parent meetings, parents were involved in the recommendation to discontinue grade 6 at Bryant.

- Garden Homes School currently has three grade-4 classes, three grade-5 classes, and a grade-5/6 split class. The split class contains the nine grade-6 students presently enrolled at Garden Homes School. Parents were involved in the decision to discontinue grade 6 through a school-wide survey that was sent to all Garden Homes parents. The school governance council discussed the survey results and recommended the discontinuation of grade 6 at Garden Homes.

- Mitchell School currently has one grade-6 class. This is a decrease from two grade-6 classes two years ago. During the 1996-1997 school year, a grade-1 bilingual class was added to the school. An additional grade was added for two years until last year.

  Mitchell currently has bilingual classes at each of the primary grades. When the bilingual students reach grade 4, they must leave the program, or leave the school if they wish to continue in bilingual education. Removal of the grade-6 class would make room for expansion of the bilingual program to grade 4. Through school governance council meetings and a survey, parents were involved in the recommendation to discontinue grade 6 at Mitchell School.

- Stuart School currently has two grade-4 classes, one grade-5 class, and one split-grades-5/6 class. Stuart School would like to discontinue the grade-6 class to accommodate the two classes that will be moving from grade 4 to grade 5.

  During the 1995-96 school year, the Stuart School Shared Decision-Making Team (DMT) asked an adhoc committee to study the use of the Stuart School facilities. The committee considered several issues that had surfaced repeatedly, including the common occurrence of split-grade classrooms within the school. This committee developed a long-range plan that was approved by the DMT at that time. One of the proposals that the committee made was to expand the number of classes at each grade level to two, allowing the elimination of the numerous split-grade classes. To make room for these classes, an inclusion model for special education was advanced as appropriate. The final phase of this long-range plan requires the removal of the grade-6 class.

  The school governance council revisited this long-range plan during the 1998-1999 school year. There was unanimous backing by the school governance council to request the removal of the sixth grade. The issue was a part of a parent survey. The idea received an overall favorable response from the over 200 surveys that were returned. The school governance council's decision and the survey results have been shared with the school community.

6. These changes reflect the elimination of 135 grade-6 seats at the elementary school level. The Administration is aware that these 135 seats are in addition to the natural growth of 289 new grade-6 students in the middle schools. The Administration will work with individual middle schools and K8 schools to assure an adequate number of grade-6 seats are available to parents.

7. Parents of current grade-5 students will be notified so that they may select middle schools for their children. Appropriate information about the grade levels at the four schools will be published as part of the school selection materials.

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(Item 4) Report on TargetTeach® and Cognitive Coaching for Teachers

Your Committee received the following report from the Administration:

Administration's Report

TargetTeach Elementary Reading Alignment Project

The TargetTeach Elementary Reading Alignment Project was approved by the Board of School Directors in February 1998 and initiated during the 1998-1999 school year to support schools by implementing a systematic approach to higher student achievement. The overall goal of the project is to

significantly increase achievement in reading, particularly in the district's low-performing schools. The TargetTeach Five-Step Program consists of identifying instructional goals, aligning curriculum, "Filling the Gaps," determining benchmarks, and monitoring student progress.

Evans Newton, Inc. (ENI), consultants for the 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 Reading and Language Arts Sub-tests (WSAS) for Grade Four. These instructional goals were aligned with the MPS core-reading curriculum, the adopted reading series — Houghton Mifflin's *Invitation to Literacy* and Scholastic's *Literacy Place.* The goals were also aligned to SRA's *Reading Mastery Program* and McDougal Litell, *English.* Also aligned were the MPS computer-assisted instruction (CAI) resource providers, Jostens and Computer Curriculum Corporation, and the state and district academic standards and grade-level expectations.

To address objectives that were not clearly and directly aligned to the district's core reading and language arts program, MPS teachers worked with the consultants to identify strategies and create District Resource Packets (DRP) at each grade level 1-5 to strengthen instruction and improve teaching and learning. Schools have continued to "customize" the DRPs to reflect local practices. Teachers also grouped MPS instructional goals into meaningful benchmarks over time to ensure that all objectives are being taught.

ENI also developed assessments that are administered after each benchmark period and comprehensive tests that parallel the actual state tests to assess student mastery throughout the school year. These assessments are being translated into Spanish for the bilingual students. These timely data help teachers and principals provide highly focused instruction to meet the individual needs of every student. Teachers have also used the data to provide meaningful information to parents regarding student progress in reading.

Twenty-five (25) schools participated in the project during 1998-1999, and nine (9) schools were added for the 1999-2000 school year.

TargetTeach Schools

Year 1			
Alcott	Emerson	McNair	Thurston Woods
Allen-Field	Engleburg	Mitchell	Twenty-seventh Street
Browning	Fifty-third Street	Palmer	Vieau
Cass Street	Grantosa Drive	Siefert	Wheatley
Curtin	Kluge	Starms Discovery	
Doerfler	LaFollette	Stuart	
Dover Street	Maple Tree	Thirty-eighth Street	
Year 2			
Douglass	O. W. Holmes	Milw. Sign Lang.	Thirty-seventh Street
Granville	Hopkins	Thirty-fifth Street	
Happy Hill	Keefe Avenue		

Leadership

Each project school has identified a TargetTeach site coordinator and leadership team. Site coordinators from all the schools meet with the district project coordinator about every six weeks. Principals meet as a group once a month to focus on instructional leadership and review project implementation. Principals share the impact that TargetTeach is having on instruction in reading and across the content areas. A fifteen-member district steering committee comprising teachers, site coordinators, assistant principals, principals, and district administrators from various divisions sets goals and advises the district leadership team. The district leadership team comprises all site coordinators, principals, and the district steering committee.

Implementation

All teachers and administrators in the twenty-five (25) Year 1 schools and nine (9) Year 2 schools have had extensive professional development provided by ENI and the district. Schools engage in collaborative

planning and peer coaching. Each school has a computerized management system used to monitor student progress and provide feedback to teachers, administrators, students, and parents. ENI has conducted on-site school visits to observe and provide feedback to principals and the school leadership teams.

Teachers participate in grade-level cluster meetings. They are provided with strong models of classroom implementation and share data-driven instructional strategies to meet the needs of all students. Committees have been formed to focus on bilingual and special education students, and an early childhood committee is developing strategies and expected outcomes for kindergarten students in TargetTeach project schools.

Early Literacy Training was provided for K5-grade 1 teachers during the 1998-1999 school year and is being extended to grade 2 teachers for the 1999-2000 school year. This training focuses on a balanced literacy model that emphasizes phonics, word study, and reading comprehension.

Principals attended workshops designed to help them understand the reading process. Assistants were trained on how to work more effectively with students in need of academic support.

Mentors in Cognitive Coaching have trained teams of teachers from the TargetTeach Year 1 schools. Those teachers are now providing support to others in their buildings through observation, dialogue, and feedback. Training will continue for Year 2 schools. Professional development activities specifically focused on the principal's role in school improvement have been conducted.

Results and Future Goals

The 1998-1999 test results for reading show gains made by TargetTeach schools. Key results include:

- On WSAS Reading, 18 of the 25 schools improved their scores, 17 by 10% or more.
- On the WRCT, 16 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.

A detailed listing of 1998-1999 results is included in the attachments. Continued efforts are underway to obtain significant gains on the 1999-2000 assessments. Academic goals for the 34 project schools have been set and are also included in the attachments.

Cognitive Coaching

MPS recognizes the need to equip teachers and support staff with the tools that will enable them to work with teachers in a nonjudgmental process that will help teachers to become reflective about their teaching.

Cognitive Coaching is a coaching model that promotes reflection and self-directed learning. In Cognitive Coaching, the teacher reflects on his/her teaching experience to make personal meaning from the experience. The teacher, not the coach, evaluates and makes suggestions for improvements.

To promote teachers' self-directed learning and decision making, Cognitive Coaching offers coaches a set of principles and practices that promotes thinking about teaching. The practices include withholding judgment, open-ended questions, meditative questions, silence, paraphrasing and probing. This process is built around a planning and reflecting conversation.

Cognitive Coaching enhances teachers' intellectual growth. It builds teachers' intellectual capacities and abilities to make changes in their own thinking and teaching processes, which in turn produces greater intellectual achievement in students. There is a direct link between the types and quality of teachers' thinking and student achievement. Cognitive Coaching improves student outcomes, supports instructional changes, appreciates and celebrates diversity, and enhances student achievement.

History of Cognitive Coaching in Milwaukee Public Schools

Cognitive Coaching was introduced to the district through the Teacher Evaluation and Mentoring Program (TEAM). In September 1997, thirty participants began the first Cognitive Coaching Seven-Day Training Seminar conducted by Dr. Laura Lipton from the Institute of Intelligent Behavior in Berkeley, California. The seven-day patterns for training are organized as two days of training with three to four weeks of processing and practice, another two days with time to process, and a final three days, which culminate the foundation seminar training.

From this first training seminar, four teachers were selected to receive the advanced training and to become the district's trainers in Cognitive Coaching.

Since that time, teachers and support staff have received the seven–day foundation training. MPS/MTEA mentors, TEAM teachers, TEAM board members, Milwaukee Teachers Education Center (MTEC) faculty, and Math/Science Resource Teachers (MSRT) were trained in the May–November 1998 Foundation Seminar. Fifty staff members from Year 1 TargetTeach schools and new MPS/MTEA mentors completed seminar training in October 1999. A Seven-Day Foundation Training Seminar will begin next semester for Year 2 TargetTeach schools, Compton Fellows, new MTEC faculty, and leadership teams from high schools.

During previous school years, funding to support Cognitive Coaching training came from Board and categorical funds. For the 1999–2000 school year, the Cognitive Coaching Project will be funded by a $40,000 grant from the Helen Bader Foundation, Inc. Additional categorical funds will be used to support teacher participation in the project.

Future Plans for Cognitive Coaching Implementation

The goal of the MPS Cognitive Coaching is to have a community of learners working together to raise student achievement. Plans are to have all MPS/MTEA mentors, TEAM teachers, Compton Fellows, MTEC faculty, TargetTeach staff, school leadership teams, and building administrators trained in Cognitive Coaching to provide them with the strategies and tools needed to support teachers in becoming reflective about teaching and learning.

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Separate consideration having been requested of Item 2, on the motion of Director Braun, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Dannecker—1.

With respect to Item 2, a transitional program for students who do not meet middle school learning proficiencies, Director Gardner moved to adopt the Committee's report, with an additional section added:

Your Committee recommends that the Board approve the following two educational programs for eighth-grade students who do not meet proficiency requirements:

a. 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.

b. 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 based on services provided and funding allocated through the annual adopted budget.

c. RFP for Partnership Schools

The Board direct the administration to create an RFP for MPS partnership schools to provide three week intensive programs between August 5 and 23, 2000, to help eighth graders who have not yet passed required eighth grade proficiencies and who want to enter high school.

The amendment was accepted by consensus, and separate roll calls were ordered.

The question being on adoption of a. and b., they were adopted on the following vote:

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

Noes—Director Werra—1.

Item c. was adopted on the following vote:

Ayes— Directors Dannecker, Gardner, Johnson, O'Neil and President Thompson—5.

Noes—Directors Braun, Hardin, Spence and Werra—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: 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

B-5250 Driver Education Simulators (South Division High School)

Recommend award to Doron Precision Systems for twenty driver education simulators, with 14 laser discs, a 15-year license for the curriculum training media, and warranty. Although Doron was not the low bidder, its proposal was ranked higher by the MPS evaluation committee. The committee's judgment is that Doron's system has better curriculum and lower warranty costs. The contract also allows other MPS schools to use these bid prices for a one-year period after award.

Bidder	Total 1st-Year Costs	Total 3-Year Costs	Terms
Simulation Systems International	$75,028.79	$79,128.79	Net
Doron Precision Systems	**$80,921.53**	**$82,506.53**	**Net**

Fiscal Information: $65,000 has been set aside for the first year's costs through the online purchase requisition #100395, using the Curriculum & Instruction Department's local budget account code #1-10-4-671-600-561-145000. The same account code will be used for the balance.

SS-523 Authorization to modify the Milwaukee Taxing Units' (MTUs') Worker's Compensation Preferred Provider Arrangement (PPA), Effective January 1, 2000

The Milwaukee Taxing Units have the following members: MPS, the City of Milwaukee, the County of Milwaukee, and the Milwaukee Sewerage District. The MTUs' existing PPA plan was first formed and reported to the Board in December 1993 (see Item #11 of the 12-93 Personnel and Negotiations Committee Agenda). The Administration is requesting authorization to modify the MTUs' existing PPA plan, which has been based upon a direct-contract method consisting of direct contractual agreements with various medical providers which offer discounts for medical expenses attributable to work-related injuries. The Administration, in concert with the other MTU members, has concluded that direct contracting with medical providers is less advantageous than contracting with a vendor which offers a larger network of medical providers with greater discounts on medical expenses.

The MTUs' direct contracts, which were last renewed in December 1996, will all expire at the end of this calendar year. The Administration and other MTU members have solicited proposals from vendors and have concluded that a three-year arrangement between the MTUs and Corvel/Associates for Health Care provides the best services for reduced worker's compensation costs. The City Attorney's Office will be reviewing all legal documents. The cost of these services is estimated to be twenty percent of overall accrued savings.

It is recommended that the Administration be authorized to enter into a three-year agreement, effective January 1, 2000, with Corvel, a managed care provider, and Associates for Health Care for the purpose of reducing Worker's Compensation medical costs.

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

SS-518 Replacements for Laptop Computers and Printers (DSSC Center for Various)

Recommend authorization to purchase 80 Apple Macintosh iBook laptop computers, nine Apple Macintosh PowerBook G3s, two iMac DVs, four PowerMac G4s, 12 Gateway computers, 37 Epson printers, and memory, disk drives, FileMaker software, and other related supplies, totaling an estimated $243,850. This purchase will complete the three-year plan to replace the Apple Macintosh model 150 PowerBooks.

This purchase will enable all field staff to have the technology needed to complete the IEP team process. Some of the hardware is for student-assistive technology use. Using an internal proposal process, a committee of MPS Principals will decide which schools will receive the used computers.

Fiscal information: When they online purchase requisitions into the mainframe computer software system, the department plans to use the following categorical account codes to pay for this project:

Amount	Account Code	Purpose
$20,000	#1-24-4-310-600-411-229000	Software & supplies.
$223,850	#1-24-4-310-600-551-110500	Equipment.
$243,850	**Total**	

SS-521 90 Apple Computers, Six Disk Drives, and Three Printers (North Division)

Recommend authorization to purchase 84 Apple iMac model G3 computers, six Apple iMac DV computers, three laser printers (MPS warehouse stock), six disk drives, and electrical wiring and room cabling, totaling an estimated $103,150.

The old hardware from these three computer labs will be used elsewhere in the school. After we purchase these replacement computers, Computer Curriculum Corporation will give a free upgrade to the existing 66 concurrent-user software licenses.

Fiscal information: When they online purchase and stock requisitions into the mainframe computer software system, the school plans to use the following Title 1 account codes to pay for this project:

Amount	Title 1 Account
$89,000	1-13-4-143-024-551-110500
$14,150 (Estimated)	1-13-4-143-024-551-110000.

Information Item:

B-5227 Authorization to Extend the Length of Contract for Windows-Based Computers

The contract with Gateway 2000 has been extended through June 30, 2000. The original contract was approved by the Board in November 1999 and had resulted from a competitive bid process.

Extending the contract will facilitate implementation of the new SMS and HR/Payroll software systems. Rebidding at this time would require Technology Department staff to be removed from those software implementation projects in order to assist Purchasing staff in updating the bid specification as well as in testing and evaluating bid samples for compatibility with those two software systems and for other relevant features.

Fiscal information: Schools will buy computers as needed, either through the warehouse stock system or through the centralized purchase requisition system.

In anticipation of the schools' needs, purchase orders to replenish warehouse stock will initially 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 vendors.

Report of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of October 31, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$779,934,498	$11,962,026	$791,896,524	$463,644	$73,715,608	$718,180,916	9%
Categorically Aided	63,402,232	31,199,585	94,601,817	6,301,441	11,448,560	83,153,257	12%
School Nutrition	26,840,000	159,160	26,999,160	594,012	1,376,520	25,622,640	5%
Construction	22,573,121	34,396,576	56,969,697	3,230	845,287	56,124,410	1%
Extension	7,456,868	81,412	7,538,280	733,905	843,891	6,694,389	11%
Total All Funds	900,206,719	77,798,759	978,005,478	8,096,232	88,229,866	889,775,612	9%

B. Statement of Expenditures as of October 31, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Expenditures	Year-to-Date Exp.&Encumb.	Unexpended Balance	Percent Expended
School Operations	$779,934,498	$11,945,098	$791,879,596	$87,624,232	$230,394,794	$561,484,802	29%
Categorically Aided	63,402,232	31,199,596	94,601,828	10,254,312	25,565,253	69,036,575	27%
School Nutrition	26,840,000	159,206	26,999,206	3,296,289	6,612,173	20,387,033	24%
Construction	22,573,121	34,396,573	56,969,694	2,086,860	47,863,861	9,105,833	84%
Extension	7,456,868	81,413	7,538,281	535,062	2,334,451	5,203,830	31%
Total All Funds	900,206,719	77,781,886	977,988,605	103,796,755	312,770,532	665,218,073	32%

(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 in the School Operations Fund budget due to a net deficit carryover for schools and departments in fiscal year 1999.

The monthly reports on expenditures have been attached to the minutes of your Committee's meeting of December 14, 1999.

Report on Administrative And School Fund Transfers

This report has been attached to the minutes of your Committee's meeting of December 14, 1999.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Bell	Gloria Carney	$830	Accelerated reader program
Browning	Funds raised by school	$1,037	College scholarship fund
Carson	Eddneata Thompson	$40	After school program
Carson	Alpha Kappa Alpha Sorority	$100	Math and science program
Craig	Brady Co.	$3,495	Film Printer for making posters
Doerfler	PTO	$1,000	Equipment for Ellis machine
Edison	Target	$23	Education program
Forest Home	Target	$237	Education program

School	Donor	Value	Gift or Purpose
Garfield	Alpha Kappa Alpha Sorority	$100	Garfield Garden
Garfield	Jon R. Guiles	$100	Discovery World
Goodrich	Strong Capitol Management	$50	Classroom supplies
Granville	Saturn Motors	$100	Merit program incentive
Granville	Target	$60	Education program
Hamilton	Patricia & Michael Ball	$50	New U.S. Flag
Kilbourn	Funds raised by school	$613	Agenda books
King	Class of '59	$400	Refurbish War Memorial plaque
LaFollette	United States Postal Service	$2,580	Soccer Program
Longfellow	South Com Organization, Inc.	$150	Art supplies
Longfellow	Badger Mutual	$100	Classroom supplies
McNair	Alpha Kappa Alpha Sorority	$100	Math and science
MPS-Recreation Division	Northwestern Mutual Life Insurance Company	$500	Special Olympics program
Neeskara	Kiwanis Club	$250	Hearing impaired classroom
Whittier	Harold T. Epps	$50	Gifts for children

Committee Recommendations

Your Committee recommends that the Board:

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

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(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; Approval of Prevailing Wage Rates; and Affirmative Action Report

Approval of Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Lori Wierzba School Nutrition	Food Service Manager Trainee $9.04/hr.($12,086.48/yr.)	11-01-99
Kimberley McNealey Hopkins	School Secretary I $17,358.67/yr.	11-18-99
Tracey Turner Goodrich	School Secretary I $17,358.67/yr.	12-06-99
	PROMOTIONS	
Andre Bird North Division	Boiler Attendant Trainee $25,063.48/yr.	11-15-99
Paula Chartier Garfield	Food Service Manager II $15,706.99/yr.	08-23-99
Wesley Rouse Wrhse & Dist. Services	Material Handler II $37,213.54/yr.	08-12-99

CHANGES IN STATUS

Debra Burton Bay View	School Secretary I $27,909.70/yr.	11-08-99
Jeanne Fabina Fairview	Handicapped Children's Assistant $13,050.82/yr.	11-18-99
Eileen Galas Human Resources	Human Resource Assistant $29,539.90/yr.	11-22-99
Susan James Art & Music	School Secretary I $28,133.30/yr.	11-22-99
Tina Montgomery Educational Services	School Secretary I $23,884.12/yr.	11-22-99
Dana Neuman Fairview	Handicapped Children's Assistant $13,050.82/yr.	11-18-99

Approval of Certificated Appointments—Teachers

Teachers — Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
Andrea R. Naton L.D.	B	$27,333	0	10/4/99
Caroline M. Sibinski E.D./L.D.	B	$27,333	0	11/1/99

Approval of Certificated Appointments — Social Workers

School Social Workers — Schedule 02	Salary	Yrs./Exp. Credit	Start Date
Kristin K. Annen	$38,515	0	11/15/99

Renewal of Probationary Personnel

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Abbott, Jewel L.
Acevedo, David
Adams, Amy L.
Adams, Christopher
Agherrabi, Angela
Akers, Dawn S.
Allen, Albert
Ames, Edward
Anderson, Phyllis
Andersen, Rebecca J.
Angle, Michelle L.
Arnold, Cheryl
Aspenson, Marla R.
Asti, Stacy
Averbeck, Kristi J.
Avila, Refugio
Baczek, Annette T.
Badillo, Doreen A.
Baker, Deborah
Banner, Katherine A.
Baranek, Beth C.
Barron, Dorothy
Barton, Andria
Bauer, Karen M.
Bauman, Alice
Beaudoin, Tiffanie A.
Beaudry-Ray, Rachel
Belvoir, Mary E.
Bencriscutto, Kathryn
Benko, Karen C.
Bennett, John S.
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.
Brackett, Suzanne E.
Brahm, Carrie
Braver, Meredith L.
Breden, Scott A.
Brewer, Teresa
Brimley, Michelle L.
Broderick, Patricia A.
Bruce, Amy
Bruce, Deborah C.
Buboltz, Chad T.
Buck, Nuntianta
Bullock, Jay A.
Burrage, Paul
Busch, Daniel L.
Busse-DePerez, Mary K.
Caban, Angela C.
Caldwell, Tayotis L.
Campbell, Gentry
Carver, Amy Jo

Cassis, Jennifer L.
Catchpole, Amy C.
Cergol, Cynthia
Chemlick, Mary A.
Chisholm, Gloria D.
Chukka, Mary S.
Cirillo, Ann Marie
Claas, Alan J.
Coe, HelenMarie K.
Collins, Natalie M.
Colon, Nancy
Comp, Robert
Conachen, Kerry M.
Cooks, Brenadette
Coppola, Audrey
Cordova, Jacalyn J.
Craney, Margaret M.
Cruz Thomas, Wendy
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.
Deleeuw, Lori A.
DeNomie, Delrae M.
Dewing, Elizabeth A.
DiCarlo, Joseph P.
Dillman, Peggy E.
Dolata, Dori L.
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.
Ewerdt, Jennifer L.
Favorite, Edward J.
Ferber, Rachel
Ferger, Christy L.
Filut, Jodi A.
Firle, RoseMarie
Fisher, Matthew
Fossum, Astrid
Fox, David
Friedel, Melissa
Fuentes, Leticia
Funk, Janelle L.
Gandy, Trina
Ganswindt, Scott
Garcia-Rodrigues, Maria A.
Garrett, Donna O.
Gatzow, Angela
Gebler, Kristal A.
Ghilarducci, Sally A.
Gibbs, Kimberly S.
Gielow, Michael
Godfrey, Andrea C.
Golden, Cathy
Gonzales, Gena
Gonzalez, Lisa
Green, Colleen
Green, Kimberly A.
Green, Sharon
Grihalva, Maryann
Groser, Kathleen
Groskopf, Carol A.
Gross, Jason R.
Guyant, Lori A.
Haar, Jaime L.
Hagemeyer, Dawn M.
Halfmann, Pamela A.
Harrigan, Linda L.
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.
Hollowell, Tiffaney
Hooker, Anthony
Hoppel, Carrie
Howland, Dennis W.
Hoze, Jacalyn J.
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.
Lambros, Nikki J.
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.
Maher, Lynn M.
Maistelman, Heidi A.
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.
Metz, Mary D.
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.
Nauman, Michele
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.
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.
Reimer, Kimberly
Reiter, Jane
Repath, Carrie J.
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
Rogowski, Catherine L.
Rohner, Lyn
Roman, Elyse M.
Rosas, Guadalupe
Roy-Sequeira, Mabel
Ruege, Tammy
Ruger, Susan
Ruiz, Angelo
Rydlewicz, Shannon M.
Salaty, Gerald J.
Sallis, Antonia
Schaefer, Tiffany M.
Schimel, Cory L.
Schinabeck, Jason L.
Schneider, Brian R.
Schneider, Ellen C.
Schroeder, Geralyn M.
Schuler, Margaret M.
Schulhauser, James M.
Schulz, Heather
Schwab, Kristy
Schweinert, Siegrid M.
Sebald, Miriam
Sellers, Eleanor
Seppanen, Renee A.
Sgarlata, Sarah
Shadd, Martin F.
Sharrock, Gabrielle
Shelton, Jill
Siepert, Andrew
Simons, Rebecca L.
Simpson, Sarika S.
Skeeter, Rebecca
Skwierawski, Margret
Skrobis, Andrew J.
Slattery, Brian
Slawnikowski, Jennifer M.
Slawny, Dennyse R.
Smith, Gina
Smith, Jennifer
Smith, Linda G.
Socha, Alicia A.
Sokolowski, Marie L.
Sondag, Seth
Spates, Richard
Spersrud, Kristie J.
Spidell, Michael G.
Spraggins, Sheila
Sprenger, Rebecca M.
Stange, Jill C.
Starnes, Shannon L.
Staum, Sarah
Steidtmann, Sara
Stratman, Joan E.
Streiff-Stuessy, Carrie
Stuller, Leah J.
Sturn, Susan
Sturycz, Donna D.
Suggs, Diamond
Szucs, Debra A.
Tally, Monique
Taniguchi, Wanda
Tate, Debbie
Termaat, Jason
Thomas, Melvin J.

Thomas, Tiffany
Thompson, Stacy
Toffler, Kami M.
Torres-Galan, Magda
Totsky, AnnMary
Trachliev, Julie A.
Travelute, Theresa
Tucker, Sharon
Turrentine Jr., Ellis
Vannoy, Katherine
Vargas, Linda M.
Veenendaal, Brian
Vincent, Jennifer J.
Vincent, Scott R.
Vitale, Steven R.
Vosberg, Cindy A.
Waclawski, Christine
Waldner, Christel
Walfoort, Jill D.
Walker, Jennifer R.
Wall, Michael K.
Wallack, Jeffrey
Wallner, Julie A.
Walsh, Zeeland Y.
Warn, Jodi
Washington, Thalia
Watkins, Nicole
Waugh, Nicole
Wavrunek, Linda M.
Welch, Tracy
Wells, Ebbie L.
Welsh, Susan
Werner, Megan K.
White, Debra
Widiker, Tracy
Widmann, Linda M.
Williams, Almaree M.
Williams, Caroline
Williams, Deanitta
Williams, Paula J.
Williams, Ruby I.
Williams, Yolanda
Williams-France, Patricia
Winding, Patricia
Wolf, Douglas M.
Wolf, MaryRose M.
Wong-Woessner, Nancy
Wood, Christiane L.
Woods, Demetria
Worthy, Lushone D.
Xiong, Sheng
Yang, Nhia
Yarn, Tecy
Yates, Junius Q.
Young, Dashal
Zabala, Aracelio
Zandrews, Tierra
Zarnowski, Mary
Zeise, Keith W.
Zeman, Lisa M.
Ziech, Lynda J.
Zuehlke, Karla E.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Abundis, Amalia
Anderson, Martha E.
Austrup, Karen R.
Bayens, Amanda L.
Beckmann, Robert P.
Bell, Rebecca J.
Bergholz, Jennifer L.
Boelkow, Donna K.
Brown, Shelley S.
Burks, Mary J.
Capelle, Angela M.
Cardoza, Lauri A.
Crocker, Susan E.
Dalessio-Lenczner, Lisa M.
DelValle, Maria D.
Dorau, Carol A.
Downing, Tanya N.
Drost, Lisa K.
Duncan, Mary K.
Dunn, Kimberly J.
Ekstein, Jennie M.
Ewing, Kendalyn
Fahl, Sarah L.
Fredricks, Paul C.
Fritz, Jane M.
Gaatz, Michael D.
Garlieb, Malisa G.
Gauger, Elizabeth G.
Gauss, Lena
Graettinger, Ricki Jo
Grinker, Jenny R.
Grutzmacher, Gayle A.
Gutchewsky, Lynn J.
Haeuser, Cindy M.
Halsey, Jeffrey J.
Handley-Beck, Cheryll A.
Hardesty, Scott C.
Harris, Rozalia P.
Heffelfinger, Sharon L.
Hendricks, Gregory A.
Hochstein, Sally C.
Ivy, Reginald D.
Janasiak, Cheryle A.
Johnson, Delores
Jung, Mark J.
Kamenick, Theresa A.
Kassees, Kay E.
Katsekes, Rosanna G.
Kellner, Matthew J.
Killips, Kristen M.
Klemp, Carrie A.
Koek, Heather J.
Kolo, Sara L.
Krieger, Karen L.
Lama, Elizabeth A.
Larsen, Alana K.
LeFevre, Heather M.
Lipek, Sarah E.
Lorbeck, Jennifer M.
Luthy Jr., Thomas G.
Maass, Andrea J.
McMenemy, Diana R.
McWilliams, Cassandra D.
Minash, Dedee B.
Moga, Jacquelyn
Moore, Colleen H.
Ninham, JoAnn E.
Nowlen, Nancianne T.
Oppong, Kwaku
Otey, Kimberly E.
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.
Stampley, Carolyn R.
Starck, Susan M.
Steinberg, Kerry L.
Stewart, Alysia A.
Strancke, Anthony J.
Szper, Margaret M.
Taheri, Laura
Tamm, Robin L.
Thom, Laura A.

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.
West, Cynthia J.
Wiedenhoeft, Laura J.
Wiest, Kelli M.
Winter, Lisa M.
Wortham, Victoria E.
Zaner, Heidi L.
Zuniga, Joseph L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Abelew, Briton
Adamczak, Julie
Adkins, Jennifer A.
Agostinelli, Isabella
Alba, Andres J.
Alexander Jr., Norman J.
Ali-Masai, Tahirih
Amrani, Terry S.
Anderson, Andrea L
Anderson, Nelly P.
Andrews, Terrance P.
Andrezejewski, Jeffery
Anton, Naomi
Apitz, Jessica J.
Arensdorf, Sonya L.
Aviles, Iris M.
Azam, Nasreen F.
Bannier, Susan Z.
Barnes, Dawn M.
Bast, Renee E.
Basting, Jennifer A.
Becker, Candace A.
Bedessem, Kathy
Bedford, Pandora D.
Behrens, Tina
Bell, Marvin M.
Belter, Christine A.
Bemis, Rosemarie
Benson, Shamell S.
Benz, Kim A.
Biba, Bonita E.
Bishop, April M.
Bitter, Joseph
Blacks, Bettye C.
Blackwell, Mingyon L.
Boblenz, Sarah C.
Boeding, Lindy M.
Bolen, Jennifer R.
Boswell, Matthew
Bourrage, Reginald
Braovac, Carolann
Braun, Tina M.
Bredeson, Melanie R.
Briggs-Allen, Tunicha L.
Brimmer, Julie J.
Brock, Kimberly
Brombeck, Michael J.
Brower, Pauline M.
Brown, Janyesha C.
Brown, William C.
Browne, Alan P.
Brubaker, Andrew
Bruesewitz, Kathleen T.
Brunette-Smith, Barbara
Bruton, James P.
Buckholt, Paul
Bukosky, Melony A.
Bukosky, Richard J.
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
Cocos, Toni
Coffaro, Catherine A.
Coleman, Gregory
Cole-Stewart, Delorse M.
Collier, Julie
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
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.
Gehrke, Brenda D.
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.
Hernandez, Roselia
Herrera, Miriam
Herring, Nebritt L.
Hibben, Phyllis K.
Hill, Maren I.
Hochschild, Timothy M.
Hodkiewicz, Denise L.
Hojnacki, Lori
Holzhauer, Rebecca A.
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.
Hernandez, Roselia
Herrera, Miriam
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, Erin L.
Johnson, Jeffery W.
Johnson, 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
Kemp, Debra
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, Barry G.
Koch, Kerry L.
Koutsky, Dawn J.
Kozlowski, Kimberly A.
Kranich, Kurt
Kranstover, Mary C.
Krecak, Dana
Krochalk, Maggie
Kropp, Janice J.
Krzeczkowski, Teresa M.
Kulas, Carrie J.
Kulikowski, Lisa
Kupka, Natasha L.
Kurtz, Beth-Marie L.
Kvidera, Karen R.
Kwiatkowski, Kristi
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.
Luznar, Gayle
Lynch, Katherine
Lynner, Mechelle M.
Mabon, Katrese
Mackay, Mary
Madigan, Cathy L.
Malone, Crystal
Manian, Elizabeth
Manikham, Inthava
Martin, Carletta M.
Martin, Sandra J.
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.
McLaughlin, Amy K.
McMahon, Erin E.
Mejia, Ronald
Melk, Timothy
Melton, Kurt M.
Meo, Kristen A.
Meyer, Chad A.
Michels, Jessica
Miller, Lisa
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, 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
Petri, Kathleen
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
Plichta, Paulanne J.
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.
Rinehart, Robin
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
Sather, Denise
Scaglione, Corrine
Scarano, Maribeth
Schaefer, Kathleen
Schaefer, Sharon B.
Schmeling, Robert C.
Schmidt, Karen
Schmidt, Thomas T.
Schneider, Penelope
Schroeder, Cathleen L.
Schroeder, Christopher J.
Schuettpelz, Jan A.
Schultz, Amy
Schwarzenberger, Eric A.
Schwenke, Denise
Scott, Regina
Scrutchions, Patricia
Sears, Maureen
Shadis, Eden
Shaw, Hortense
Shay, Patrick
Sheasley, Donna L.
Sheridan, Julie M.
Sido, Yasmine
Silvers, Aaron E.
Simos, Gina M.
Simpson, Robin K.
Singstock, Alicia
Skarie, Kristi
Skipper, Selestine
Skurulsky, Rebecca J.
Smith, Cynthia
Smith, Damaris
Smith, Derek S.
Smith, Jutiki A.
Smith, Randall
Smith, Roger A.
Smith, Steven L.
Smith, Tiffany N.
Sokolowski, Jeff G.
Solsrud, Rebecca L.
Soucie, Magda
Stagg, Lois C.
Stanley, David
Steele, Lonnie
Steger, Jennifer K.
Steib, Diane
Steinhoff, Samuel J.
Stephens, Roxanne D.
Stepherson, Relious E.
Stock, Mary K.
Stocke, Kim
Stott, Kim A.
Strahan, Peggy
Sullivan, Eric
Swartz, Charles V.
Syme, Douglas W.
Tarkowski, Jerome

Terry, Jennifer
Thiede, Carese
Thomas, Mary
Thompson, Tina R.
Tienor, Kristina S.
Timmerman, Amy L.
Tiritilli, Claudia A.
Tormey-Scott, Maria
Traylor, Sylvia S.
Trilling, Lori A.
Trottier, Chris R.
Tucker-Stewart, Kendra
Tulley, Dagmar
Twinde, Angela R.
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.
Waltersdorf, Jill M.
Weber, Jacob
Weeks, Cynthia M.
Wehausen, Jodi
Wery, Susan
Wesolowski, Kelley
Wheelock, Amy
White, Amy
White, Cherigale
Wilde, Renee
Wilkinson, DeVona Y.
Williams, Elizabeth A.
Williams, Eva
Williams, Evelyn L
Williams, Jerry L.
Williams, Russ E.
Wilson, Cynthia C.
Wilson, Laural B.
Wilson, Tirshatha
Wilson, Tisha M.
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
Zenk, Anthony

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Alvarez, Leonardo A.
Badura, Beth Ann
Barber, Yolanda D.
Beekman, Demetri A.
Bevilacqua, Craig A.
Blackburn, James K.
Bosi, Lee Ann
Briggs, Pauline A.
Brooks, Erika S.
Calloway, Lois M.
Childs, Katherine D.
Cirillo, Michael J.
Coffin, Paul R.
Colon, Iris M.
Dames, Robert B.
Dargin, Stephanie M.
Donohue, Timothy M.
Ederesinghe, Esther
Ehlinger, Scott M.
Ehren, Jeffrey
Eibl, Nora E.
Ellis, Larry
Fare, Amy E.
Farris, Larry D.
Franco, Gloria
Frank, Holly L.
Fruendt, Melissa A.
Galien, Jason A.
Gaynor, William J.
Genke, Todd M.
Gilbert, Shirley A.
Gill, Claydia N.
Glazewski, Kimberly A.
Glowacki, Leon P.
Golden, Jennifer R.
Gordon, Constance
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.
Hubbard, Natalie D.
Hyden, John B.
Idzikowski, Lisa A.
James, Michelle R.
Jelenchick, Paul L.
Jenkins, Michelle A.
Johnson, Monica L.
Jones, Debra M.
Jones, Keona
Jorvig, Daniel A.
Kartz, Daniel A.
Kass, Maddalena A.
Kehl, Heather R.
Kittredge, Eugene T.
Klug, James M.
Kostuck Jr., Richard A.
Kuula, Jeffrey W.
Larson, Laura L.
Lea, Angela M.
Little, Daphne D.
Lopez, Mariadelina
Lyday, Bryan M.
Mallegni, Todd J.
McFarland, Maureen M.
McGinnity, Susie M.
McTrusty, Lynda R.
Medrano, Dale S.
Menocal, Julian G.
Michalak, Diane J.
Michel, John D.
Miles, Martha S.
Millan, Alma
Mudgett, Diane M.
Neal, Michelle A.
Neis, Janet M.
Neuenschwander, Jennifer B.
Newell, Suzzette M.
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.
Robinson, Charles H.

Robrahn, Jennifer K.
Rodriguez, Luis
Rodriguez, Pascual A.
Rodriguez-Reed, Lisette
Ross, Janice L.
Ruditys, Nancy B.
Rupcich, Maria S.
Schubert, Elizabeth
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, Dana K.
Toruno, Marina C.
Tremarello, Jodi L.
Vang, Choua Cha
Vila, Julie A.
Vuchichevich, Ann M.
Wagner, David G.
Wagoner, Rachel L.
Weiss, Kathy E.
Wildt, Jennifer L.
Wilson, Jennifer C.
Wodajo, Kifle Y.
Womack, Belinda Y.
Woznick, Tammy M.
Xiong, Daniel N.
Zarob, Kristen A.
Zeise, Mary B.
Zinke, Deborah J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Aardappel, Paul D.
Aaron, Laurie A.
Abston, Rosanne
Adair, Tonya
Adelmeyer, Patricia A.
Afolayan, Precious O.
Ahmed, Amira
Allen, Jill V.
Alvarez, Bertha
Ambrus, Arthur B.
Anderson, James P.
Angell, Mary M.
Arneson, Denise A.
Ash, Kendra Y.
Atandare, Dara
Awe, Sam
Bacon, Marlys E.
Bailey, Monique Y.
Banasik, Bryan J.
Barnes, Tina M.
Bensemann, Koreen L.
Bentley, Tynisha T.
Benton, Barbara A.
Berg, Risa M.
Berkompas, Dustine L.
Betancourt, Linda-Lee
Biba, Michael L.
Biersterveld, Laura M.
Birschbach, Karla A.
Bloom, Martha A.
Bohn, Mary Jane
Bond, Victoria A.
Bosold, Heather A.
Bourne, Valerie S.
Boyd, Sherry L.
Branch, Lesa M.
Braxton, Cherie
Bretzel, Kimberli A.
Bringa, Katie A.
Britt, Eugenia H.
Brown, Monique D.
Brown, Sherlyn
Bruce-Konuah, Gail D.
Brunette, Cynthia L.
Buchanan, Velicia D.
Bukowski, Heidi A.
Bulger, Frances M.
Buraczynski, Jeanne M.
Burrus, Maria A.
Burton, Andra S.
Buth, Alisa C.
Bykowski, Renee C.
Byrdsong, Kellar A.
Carey, Melissa J.
Carter, JoAnne D.
Charles, Salomie T.
Cheatham, Tosca C.
Chiappetti, Edith E.
Chiconas, Lisa D.
Christoph, Brady G.
Cleator, Merle M.
Clements, Timothy S.
Cleveland, Trila
Clodjeaux, Catherine A.
Coker, Christopher A.
Collins, Audrey
Colon, Patricia B.
Corcoran, Bryan S.
Cortez, Yolanda
Crook, Lisa A.
Crothers, Patrick J.
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.
Driscoll, Deidre A.
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, Ann Marie L.
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, Ann Marie
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.
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.
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.
Nemoir, Jennifer P.
Nicholas, Tabia N.
Nichols, Linda J.
Nicholson, Lavance E.
Novak, Toni L.
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.
Parks, Halligan M.
Parrett, Monifa B.
Passage, Carrie A.
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.

Plieseis, Nicole B.
Plummer, Abigail B.
Poepping, Catherine A.
Poeschl-Sobczak, Lisa M.
Prell, Kimberly A.
Pups, Stephanie J.
Quinn, Claudette
Ramirez-Acevedo, Maria
Raml, Jody L.
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.
Riesen, Suzanne M.
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.
Sande, Elizabeth W.
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
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
Tobin, Jillian L.
Tolefree, Tiffeny L.
Trautman, Alys E.
Veglia, Francesca A.
Verette, Jennifer L.
Vernor, Larry J.
Vivas, Vivian M.
Wagner, Carl J.
Wagner, Jeffry F.
Wagner, Patrick W.
Wagner, Shelly A.
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.
Wu, Esther L.
Xiong, Pang
Yusuf, Mian M.
Zeiger, Patience J.
Zielinski, Joel
Zimmerman, Debra R.
Zych, Amy L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Allen, Shunda L.
Alt, Edward M.
Anschuetz, Sally L.
Asch, Laurie A.
Baldwin, Bridgette A.
Barton, Keith A.
Berger, Joel M.
Berry, Christopher P.
Bersch, Matthew R.
Bersch, Michael L.
Bond Jr., Milton C.
Brennan, Kari G.
Britt, Eugenia H.
Browning, Melissa J.
Buford, Tonya A.
Byrd, Clavon
Chapman, Sandra L.
Chappelle, Lee Anne P.
Crosetto, Ann L.
Cruz, Justin B.
Cruz-Farin, Aida R.
Daniels, Dennis E.
Delancenserie, Patrick H.
Drake, Rick S.
Duncan, Jimmy L.
Ellis, Tamera L.
Fadness, Sarah L.
Flegel, Theresa L.
Gahan, Suzanne M.
Geis, Cynthia A.
Gillespie, Andre L.
Green, Doris A.
Grimm, Maureen M.
Gruber, Jennifer A.
Hannah, Chyann T.
Hanson, Barbara A.
Hardy, Diane M.
Hartnett, Daniel J.
Hohenfeldt, Denise G.
Hollowell, Ahmed D.
Ivy, Jeannece M.
Johnson, Rebecca K.
Johnson, Rodney
Kieckhaefer, Joel J.
Koch, Charles A.
Kormanik, Karen A.
Kuehn, Keleen M.
LaCocque, Patricia A.

Luckett, LaSonja R.
Ludwig, Deborah A.
Maly, Laura M.
Maney, Stephanie R.
Mason, Kenneth J.
Maxwell, Melissa A.
Mays, Nicole L.
McClain, Marie S.
McCurdy, Marqurite Y.
McLean, Nancy J.
Miota, Michael P.
Mooney Jr., Wesley J.
Morgan, Robbin P.
Pape, Phillip J.
Paul, Joseph D.
Pauli, Lee J.
Paulson, Tracy E.
Peck, Rick G.
Perry, Annette
Post, Rosanne
Reich, Dara H.
Richardson, Gloria J.
Rohde, Lisa A.
Sand, Ilene E.
Shaw, Camille A.
Shea, Amy L.
Straszewski, Lucille M.
Thiele, Maria-Christina
Thomas Bickman, Lovie J.
Vazquez, Henry
Villarreal, Randall C.
Weatherspoon, Darryl L.
White, Chrystal U.
Whitehead, Betty R.
Williams Jr., Floyd E.
Williams, Kathleen
Wrubbel, Karen M.
Xiong, Cheu K.
Zizzo, Sebastian J.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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

PRINCIPALS
(Completing Two Semesters)

Jeffrey W. Krupar
Marybeth Sandvig
Elisabeth Words

PRINCIPALS
(Completing Three 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

PRINCIPALS
(Completing Four Semesters)

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

PRINCIPALS
(Completing Five Semesters)

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

PRINCIPALS
(Completing Six Semesters)

Adell Fair
Ramelann Kalagian
Robert R. Meyer
Ronald E. Price
Deborah A. Thompson

ASSISTANT PRINCIPALS
(Completing One Semester)

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

ASSISTANT PRINCIPALS
(Completing Two Semesters)

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

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Barry R. Applewhite
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
Diane L. White
Donald E. Wojczulis

ASSISTANT PRINCIPALS
(Completing Four Semesters)

Thomas E. Matthews
Maria Sanchez

ASSISTANT PRINCIPALS
(Completing Five 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
Darrell L. Williams

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Alvin K. Baldwin
Billy R. Fisher
Milton L. Collins
Mary L. Lamping
Gardenia Farris

SUPPORT STAFF
(Completing One Semester)

Dare M. Boling
Karen B. Gromowski

(Completing Two Semesters)

James J. Bloom
Erica M. Jasna
Antonia Rodriguez Lopez

(Completing Three Semesters)

None

(Completing Four Semesters)

JoAnn C. Buhr
Offie L. Hobbs

(Completing Five Semesters)

Stacy A. Herbst	Kevin L. Reed

(Completing Six Semesters)

Cecelia A. Edmond	Robert J. Gavronski	Monica A. Kaskey
Sandra K. Procopio	Virginia G. Stamper	Russell W. Thomas

Report on Probationary Personnel Not Recommended for Reappointment

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 being provided to the Board for informational purposes only:

Name	Present Position
Mary Mitchell	Assistant Principal

Approval of Leaves of Absence

	Present Assignment	Effective From
Maternity Leave, to June 12, 2000:		
Kristan Hren	Riverside	November 23, 1999
Jeanette Jelinek	Palmer	November 18, 1999
Shari Michael	Washington	January 5, 2000
Personal Leave, to January, 2001:		
Cynthia Galvan	Fritsche	January 24, 2000

Report on Resignations

Name	Position	Effective Date
Joanell A. Barth	Teacher	11/01/99
Rosemarie A. Bemis	Teacher	11/24/99
John E. Bruggink	Teacher	02/01/00
Tara LeeBurrow-Pomrening	Teacher	08/23/99
Jennifer L. Cassis	Teacher	12/21/99
Ann T. Cunningham	Principal	11/24/99
Margaret J. Dippel	Teacher	01/21/00
Harvey A. Dubman	Teacher	06/12/00
Janet K. Dunn	Teacher	06/12/00
Carolyn Flaherty	Teacher	06/12/00

Michael A. Fox	Teacher	06/14/99
Sandra M. Friedel	Teacher	11/03/99
Bruce A. Harr	Teacher	01/21/00
Cleo Haslem	Teacher	11/25/99
Donna Malone Klug	Teacher	11/03/99
Rhonda Larkin	Teacher	08/23/99
Gail F. Lee	Teacher	01/21/00
Gayle P. Luznar	Teacher	12/10/99
Jerome A. Martin	Social Worker	01/07/00
Toni L. Novak	Teacher	11/29/99
Ruth W. Owens	Teacher	01/21/00
Velma D. Payne	Teacher	06/16/00
Maureen T. Peifer	Teacher	06/14/99
Kimberly A. Piette	Teacher	06/11/99
Gloria M. Schultz	Teacher	11/05/99
Aaron E. Silvers	Teacher	12/03/99
Angela K. Stephens	Teacher	06/14/99
William R. Strack	Teacher	06/12/00
Rita M. Tassin	Teacher	06/14/99
Sara A. Zaidins	Teacher	01/28/00

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). A communication from the Milwaukee Building and Construction Trades Council listing the new wage rates and their effective dates is attached to the minutes of your Committee's meeting.

Affirmative Action Report

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

Committee recommendations

Your Committee recommends that the Board:

1. Approve the classified personnel transactions, teacher appointments, and leaves of absence as listed above.
2. Reappoint the probationary teachers, teacher-librarians, principals, assistant principals and members of the support staff as listed abovc, contingent upon proper Wisconsin certification.
3. Authorize the Administration to pay the prevailing wage rates detailed in the above-mentioned communication in contracts with contractors and subcontractors.
4. Authorize increases for MPS construction craftsmen as of the date indicated on the above-mentioned communication.

* * * * *

(Item 3) Action on Resolution 9900R-014 by Director Werra to Establish a Partnership with the Milwaukee Police Department to Provide for the Assignment of Seven Police Officers as Community Liaison Officers to Collaborate with the MPS School Safety Division and to Amend the MPS Budget to Provide Funding

Background

At its September 29, 1999, meeting, the Board referred the following Resolution 9900-014 by Director Werra to the Finance/Personnel Committee.

WHEREAS, In 1995, 14.6% of students ages 12 through 19 reported being victimized at school (Chandler, Chapman, Rand & Taylor, 1998); and

WHEREAS, 1,084 school-age children were killed with firearms in 1996 (Federal Bureau of Investigation, 1997); and

WHEREAS, Nationally, one in five inner-city high school students has been shot at, stabbed, or otherwise injured with a weapon at, or in transit to or from, school in the past few years (Sheley, McGee & Wright, 1995); and

WHEREAS, 13.1% of violent crimes and almost 18% of simple assaults in 1994 occurred inside school buildings or on school property (Bureau of Justice Statistics, 1997); and

WHEREAS, Like 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, During the 1997-98 school year, the MPS School Safety Division responded to 540 serious safety incidents in MPS high schools; and

WHEREAS, Of the serious safety incidents dealt with in MPS high schools during the 1997-98 school year, 157 (or 29%) were assault-related, and 41 (or 7.6%) were related to weapons; and

WHEREAS, During the period from January 1 through September 23, 1998, the City of Milwaukee listed 805 reported offenses occurring on school premises, while, during that same time period in 1999, there were 1095 reported offenses occurring on school premises, a rise of 36%; and

WHEREAS, The Milwaukee Police Department (MPD) and the MPS School Safety Division have both had to expend increased resources in addressing public safety issues; and

WHEREAS, The Milwaukee Police Department and the Milwaukee Public Schools are committed to working together to remain proactive in crime prevention; and

WHEREAS, MPS and the MPD have formed a partnership to coordinate efforts of MPD officers and MPS Division of School Safety Division staff; and

WHEREAS, The Federal Bureau of Investigation has advised, based on research, that officers should be in school — highly visible and in uniform — as often as possible in order to establish trust needed for effective crime prediction and prevention programs; and

WHEREAS, The MPD has agreed, at the discretion of the Chief of Police, to provide police services to MPS sites and to designate seven police officers as Community Liaison Officers to collaborate with MPS School Safety Division staff members to address crime and safety concerns in and around MPS schools; and

WHEREAS, The MPD has also offered to provide training to MPS School Safety Division staff members as determined and/or requested by the Superintendent and approved by the MPD's Chief of Police; and

WHEREAS, MPS School Safety Division staff members would benefit from the assistance and training provided by these Community Liaison Officers; and

WHEREAS, The MPD has requested that MPS aid in financing these efforts by paying $18.68 per hour toward the wages of these officers while they are working with MPS schools with MPS School Safety Division staff; and

WHEREAS, The financial impact of this agreement for seven officers at $18.68 per hour, for 40 hours per week, for 40 weeks would be $209,216 annually; and

WHEREAS, To implement this program beginning on October 15, 1999, the financial impact on the FY2000 budget would be $167,373; now, therefore, be it

WHEREAS, To implement this program beginning on January 15, 2000, the financial impact on the FY2000 budget would be $104,608; now, therefore, be it

RESOLVED, That the Administration be directed to sign a Memorandum of Understanding with the Milwaukee Police Department to provide for this partnership, including the provision of seven liaison officers; and be it

FURTHER RESOLVED, That MPS provide funds to offset training costs incurred regarding this program; and be it

FURTHER RESOLVED, That the FY2000 budget be amended by adding a sum sufficient to cover the terms of this MOU to the MPS School Safety Division; and be it

FURTHER RESOLVED, That this be an annual fund allocation based on a yearly analysis of program success; and be it

FURTHER RESOLVED, That the program success measures be identified and agreed upon prior to the dissemination of funds.

Administration's Analysis

1. In May 1999, the Milwaukee Public Schools launched a new safe schools initiative in cooperation with the Milwaukee Police Department, the Milwaukee Fire Department, and the Milwaukee County Sheriff's office. School Board Director Donald Werra was instrumental in the development of this initiative, which forges greater cooperation between Milwaukee Public Schools and the Milwaukee Police Department.

2. A number of actions have been instituted as a part of the safe schools initiative, including the following:

- MPS and Milwaukee Police Department officials meet regularly for strategy planning and coordination of safety efforts.
- A command officer position was established in the Milwaukee Police Department to coordinate department school safety activities.
- The Milwaukee Police Department established community liaison officers in each of the seven police districts. These officers, formerly called crime prevention officers, have an expanded role to partner with the community on all issues of safety and security. The community liaison officers are working with our schools, as well as with neighborhood and community organizations.
- Improvements were made in the coordination of safety issues between MPS and the Milwaukee Police Department. This included a review and update of all MPS school crisis plans, floor plans, and evacuation procedures.
- A school drill was conducted during non-school hours with the Milwaukee Police Department's Tactical Enforcement Unit to increase preparedness in case of a school crisis.
- The MPS school safety staff evaluated the need for, and the effectiveness of, MPS's use of spot metal detector checks in our schools.

3. At the beginning of each school year, training sessions are scheduled for school safety assistants. A training session was held prior to the start of this school year, and another one is scheduled for January 2000. The director of safety and the safety supervisors will be serving as instructors for the training.

4. A new director of school safety was appointed by the Board in October 1999. Under this new leadership, the district's five-year strategic safety and security plan is being reviewed. The plan is being

updated to reflect the district's current and future safety and security needs in collaboration with the Milwaukee Police Department. A comprehensive plan is being developed, and recommendations will be incorporated in the district's budget planning process for FY 2001.

5. The Administration recommends that the proposal to establish seven police liaison officers be evaluated and considered as a part of the development of the updated comprehensive safety and security plan for the district.

Strategic Plan Compatibility Statement

6. Goal 1, Student Achievement, Objective 1.7, calls for the development and implementation of a comprehensive safe schools plan to ensure a safe and orderly academic environment conducive to learning.

Statute, Board Policy or Rules Statement

7. No change in Board policy is required.

Fiscal Impact Statement

8. The proposal for the establishment of seven police liaison officers is estimated to cost approximately $280,000 annually. This is based on an estimated annual salary of $40,000 for each officer. This amount does not include the cost of any fringe benefits. Funds to support these positions are not included in the FY 2000 budget.

Implementation and Assessment Plan

9. Consideration of this proposal will be included as a part of the development of an updated comprehensive school safety and security plan, with recommendations to be developed as a part of the FY 2001 budget process.

The Superintendent recommended that the Committee place this item on file, with the understanding that the Administration will be developing an updated comprehensive school safety and security plan, with funding recommendations to be submitted as a part of the FY 2001 budget.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to present to the Committee a comprehensive school safety and security plan, including an analysis of the resolution, by March 2000.

* * * * *

(Item 4) Action on a Recommendation to Authorize the Administration to Enter into a Three-Year Banking Services Contract

Background

1. On December 31, 1999, the district's three-year banking services contract with Firstar will expire. On November 15, 1999, the Administration issued a Request For Proposal (RFP) for banking services for the three-year period beginning January 1, 2000, and ending December 31, 2002.

2. The RFP includes the monthly service fees associated with the district's master checking account and two disbursement accounts — one for payroll, and one for accounts payable. The disbursement accounts work as follows: Prior to issuing payroll checks to employees, MPS requests the City to transfer the amount of the payroll from the City's checking account to the district's master account. As payroll checks are presented to the bank for payment, the bank transfers funds to cover these checks from the district's master account to the district's payroll account.

3. This same process is also followed when the district issues accounts-payable checks to vendors with whom the district does business. In this case, the bank transfers funds from the district's master account to the district's accounts payable account.

4. Because only the amount of the checks presented for payment is transferred to the disbursement accounts, this process results in the disbursement accounts always having a zero balance. Funding for checks issued, but not presented to the bank for payment, remains in the district's master account.

5. The district's banking services RFP requested respondents to provide annual cost estimates for all three district accounts. In addition, the RFP requested respondents to state the interest rate that would be used by the bank to calculate the district's interest earnings on any outstanding balances. Respondents were given the option of offering MPS a money market NOW account or an overnight repurchase agreement.

Administration's Analysis

6. The Administration received three responses to the banking services RFP. The respondents were Firstar Bank, Bank One Wisconsin, and Norwest Bank Wisconsin.

7. A matrix was developed for the purpose of evaluating the responses. An evaluation team was established consisting of the assistant director of finance, the district banking relations manager, and the district cash manager. Each RFP response was graded on the following seven evaluation criteria: responsiveness, qualifications, experience, cost, earnings, references, and HUB participation. The respondent with the highest overall score won the bidding.

9. Norwest Bank was the respondent with the highest score. Accordingly, the Administration is recommending that Norwest Bank be awarded a three-year banking services contract beginning January 1, 2000, and ending December 31, 2002.

Strategic Plan Compatibility Statement

10. The recommendation is consistent with the practice of fiscal responsibility and making informed decisions concerning the allocation of district resources.

Statute, MPS Policy, or Board Rule Implication Statement

11. The recommendation is consistent with Board Administrative Policy 3.0, Fiscal Management.

Fiscal Impact Statement

12. The annual banking service fees for the district's master account and two disbursement accounts are expected to be approximately $48,200 in each of the three calendar years 2000, 2001, and 2002. Total contract price would be $144,600. Annual interest earnings on the district's outstanding balances are projected to be approximately $800,000 at current interest rate levels.

Implementation and Assessment Plan

13. The banking service contract will take effect January 1, 2000. Bank charges and interest earnings will be monitored monthly to ensure actual amounts are consistent with amounts stated in the banking service contract.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a three-year banking services contract with Norwest Bank Wisconsin at a projected cost of $48,200 and projected annual interest earnings of $800,000.

* * * * *

(Item 5) Action on Communication 9900C-004 from the City-Wide Language Immersion council Regarding Equitable Funding for and Decreased African-American Enrollment in, MPS Language Immersion Schools

Background

At its September 29, 1999, meeting, the Board referred Communication 9900C-004 from the City-Wide Language Immersion Council, regarding equitable funding for, and decreased African-American

enrollment in, MPS language immersion schools, to the Finance/Personnel Committee. The City-wide Language Immersion Council requested a hearing in front of the Milwaukee Board of School Directors on two issues:

- The perceived shortfall between the per-pupil allocation provided to language immersion schools and the MPS average
- The decline in the percentages of students of African-American decent who are attending language-immersion schools.

In addition to the letter formally requesting a hearing, the Council attached a memo from Director Gardner (March 2, 1999). In this memo, Director Gardner points to an apparent difference between immersion programs and the MPS average budget on a per-pupil basis.

Administration's Analysis

Perceived Shortfall in Per-Pupil Funding

1. An evaluation of per-pupil allocations to language immersion programs has been done in response to the Council's request. Using budget data from the adopted 1999-2000 budget and enrollment information from the January 1999 budget allocation process, a comparison was made between the four immersion programs and their contemporary schools. The older enrollment data were used for two reasons: (1) it was the information utilized to calculate the initial per-pupil allocation, and (2) at the time of the analysis, updated enrollment numbers by school was not easily available.

2. This analysis focuses only on "Board-controlled" funds. Other funding sources such as Title I are not included in the budget totals.

3. This funding-level analysis looked at spending per pupil at different levels of aggregation. These levels are defined below:

- "*General" Total*: This includes the amount of money distributed by the actual per-pupil formula as well as the fixed-cost adjustment (formerly referred to as "small school adjustment"), specialty funding, and transition funding. Transition funding can be either negative or positive and is used to ensure that no school's budget either increases or decreases by more than 1% per year.
- *"Regular" Total*: This amount includes the "General" Total as well as: the Head Start adjustment (negative); English as a Second Language funding; miscellaneous adjustments; and the "Regular September Adjustment" for special needs children.
- *"Board-Controlled Total" Total*: This includes the "General" Total as well as: "special services" funding (the main source of funds for educating at-risk and special needs children); building operations funding; telephone bill allocations; aid associated with lease commitments; funds for desegregation programs which previously were funded through a categorical grant; and the Oct. 27th adjustment (which was due to a drop in enrollment).

4. The rankings of the immersion programs at each level of aggregation are provided below (along with their dollar amount differences from the elementary school average). For reference purposes, there are 103 elementary schools and 22 middle schools within MPS.

- French Immersion
  - — 21st in General Total ($55 > Elementary School Average)
  - — 26th in Regular Total ($64 > Elementary School Average)
  - — 100th in Board-Controlled Total ($709 < Elementary School Average)

- German Immersion
  - — 87th in General Total ($101<Elementary School Average)
  - — 70th in Regular Total ($92 < Elementary School Average)
  - — 87th in Board-Controlled Total ($367 < Elementary School Average)
- Spanish Immersion
  - — 90th in General Total ($102 < Elementary School Average)
  - — 71st in Regular Total ($93 < Elementary School Average)
  - — 102nd in Board-Controlled Total ($758 < Elementary School Average)
- Milwaukee School of Languages
  - — 13th in General Total ($40 < Middle School Average)
  - — 13th in Regular Total ($83 < Middle School Average)
  - — 13th in Board-Controlled Total ($187 < Middle School Average)

5. As the rankings above show, elementary school immersion programs tend to lag behind their contemporaries in per-pupil funding.

6. Milwaukee School of Languages is within two places of the median middle school at all levels of aggregation.

7. The funding lag at the elementary level is due mainly to the fact that these schools tend to educate fewer special needs children. As a result, the district provides schools with additional resources to deal with these additional costs. It is important to note that approximately 20% ($48 million) of all Board funds

which go to elementary schools are associated with the education of children with special needs. Since immersion schools educate relatively few of these children, their per-pupil funding levels are significantly affected.

8. Another factor that affects the relative ranking of elementary immersion programs is the specialty school allocations. In the 1999-00 budget, only French Immersion received specialty funding ($30,467). This lack of specialty funding is especially important at the “General Total” level of aggregation and was one of the main reasons why French Immersion appeared to be receiving far more resources than the other elementary immersion schools at that level of funding.

9. Milwaukee School of Languages' per-pupil allocation is helped by the fact that the school receives both a specialty allocation ($146,238) and transitional funding ($24,023).

10. The Administration recommends that the Board not allocate any additional resources to the language immersion programs at this time. The Administration is presently working on a new allocation formula for the 2000-01 budget. At that time, the Board can thoroughly review the way in which Board-controlled resources are allocated and determine whether or not the immersion programs need additional resources.

Decline in African American Enrollment in Language Immersion Schools

11. The decline in the African-American enrollment in elementary language immersion schools and the Milwaukee School of Languages can be attributed to:

- The decline in the number of African-American students applying for the schools
- The implementation of the district’s initiative to accept as many first-choice applicants as possible.

12. During the district's three-choice school selection process, available seats are allocated for African-American and non-African-American students. The number of available seats is determined by the school. The Division of Student Services oversees the allocation of available seats to promote the maximum level of student diversity.

With the initiative to accommodate as many first choices as possible, after all first-choice African-American students have been accepted, remaining seats are reallocated to accept as many first-choice non-African American students as possible.

Prior to the 1998-99 school selection process, seats that were initially allocated to African-American students were left unfilled until all efforts to recruit African-American students were exhausted. This usually occurred at the end of the spring enrollment period. At that time, remaining available seats were filled by non-African-American students who were on the school's wait list.

13. The chart below provides the percent of African-American students who applied and were enrolled at the entry grade level (K4 for the elementary immersion schools, and grade 6 for the Milwaukee School of Languages).

	% African American Students Enrolled at the Entry Level					
	1994-95	**1995-96**	**1996-97**	**1997-98**	**1998-99**	**1999-2000**
Milw. French Immersion (K4)	34%	42%	40%	30%	28%	26%
Milw. German Immersion (K4)	43%	41%	33%	38%	35%	27%
Milw. Spanish Immersion (K4)	43%	53%	49%	34%	33%	22%
Milw. School of Lang. (Gr 6)	na	na	55%	48%	49%	50%

14. During the past six years, the number of African-American students who requested language immersion schools as their first choice has declined. In addition, historically the mobility out of language immersion schools has been greater for African-American students than non-African-American students. It is difficult to enroll new students in grades 2 and above since language proficiency is a requirement for enrollment.

15. To increase the enrollment of African-American students in the elementary language immersion schools and the Milwaukee School of Languages, the schools should expand their efforts to inform the African-American community of their language programs. The informational activities could include:

- Participation in early childhood informational sessions;
- Advertising in African-American community newspapers;
- Visits to African-American congregations to present the potential benefits of a language program;
- Development of newsletters that promote the school and the language program;
- Creation of parent groups to promote interest in the language schools;
- Development of wrap-around programs at the K4 level to meet the child-care needs of parents.

Strategic Plan Compatibility Statement

16. The recommendation supports the MPS Strategic Plan, Goal 2, MPS — Milwaukee's First Choice of Schools, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

17. The school funding allocation formulas were approved by the Board as a part of the FY2000 budget.

Implementation/Assessment Plan

18. Modifications to the funding formula are being developed and will be submitted to the Board as a part of the FY2001 budget recommendations.

Fiscal Impact Statement

19. The 1999-2000 budget has already been established, so an allocation of additional resources to language immersion programs would have to be obtained either out of the budgets of other schools or out of reductions in central services or the contingent fund.

The Superintendent recommend that the Committee place the communication on file, with the understanding that the Administration will be submitting recommendations for a revised school funding formula for the FY2001 budget.

Committee Recommendation

Your Committee recommends that the Administration communicate with the City-wide Language Immersion Council regarding the funding equity and declining African-American enrollment issues, with the understanding that the Administration will be submitting recommendations for a revised school funding formula for the FY01 budget.

* * * * *

(Item 6) 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)	Henryette Fisher	Director Division of Small Community Schools	Schedule IIIE, Range 13A $80,355
5(r)	Edith Bivens	Principal Wheatley Elementary School	Schedule III, Range 14Z $61,553
2(r)	Offie Hobbs	Assistant Principal Madison High School	Schedule III, Range 12Y $72,468
5(r)	Joel Andraski	Compliance Officer Division of Small Community Schools	Schedule III, Range 10A $76,703
5(r)	Thomas Bolton	Compensation Specialist Department of Human Resources	Schedule III, Range 10A $64,343

* * * * *

Separate consideration having been requested of Items 3 and 5, on the motion of Director Braun, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Dannecker—1.

With respect to Item 3, a resolution to establish a partnership with the Milwaukee Police Department, Director Braun moved to adopt the report.

Director Werra moved to substitute the following: "that the administration proceed with the plan in the resolution and have the officers hired for the remainder of the year as a pilot program, with funding to come from the contingent fund."

The motion to substitute failed of adoption:

Ayes—Directors Gardner, Hardin and Werra—3.

Noes—Directors Braun, Dannecker, Johnson, O'Neil, Spence and President Thompson—6.

The question being on Director Braun's motion to adopt the report, the motion prevailed, the vote being as follows:

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

Noes—Director Werra—1.

With respect to Item 5, a communication from the City-Wide Language Immersion Council, Director Gardner moved to adopt the report, with the words "no later than March 1" inserted after the words "the administration communicate with the City-Wide Language Immersion Council regarding the funding equity and the declining African American enrollment issues."

The motion prevailed, the vote being as follows:

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

Noes—Director Spence—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 21 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 November 22, 23, 24, 29, and 30, 1999, and December 1, 2, 3, 6, 7, 8, 9, 10, 13, 15, and 21, 1999.

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.

Director Gardner advised the Board that he had a conflict of interest with respect to one applicant for a charter school, Homeboyz Interactive, and would not be participating in future Board or Committee deliberations on this matter.

The Board adjourned at 7:45 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 12, 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 (6:42 PM), O'Neil, Spence (6:42 PM), Werra, and President Thompson—9.

Absent—None.

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

January 7, 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, January 12, 2000, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) receiving, considering and taking action on the report of the Finance/Personnel Committee (formulated on January 5, 2000) with respect to a budget and a contract for the provision of management services for the Neighborhood Schools Initiative and (2) considering and taking action on arrangements for the provision of staff assistance for the Neighborhood Schools Initiative.

Pursuant to the provisions of Wisconsin Statutes 19.85 (1) (c) and (e), the Board may retire to executive session to consider employment data of a person or persons who may be employed to provide assistance for the Neighborhood Schools Initiative and to negotiate the terms of a contract to provide management services for the Neighborhood Schools Initiative. The Board may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

REPORT OF THE FINANCE/PERSONNEL COMMITTEE

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel submits the following report:

Action on a Recommendation to Authorize the Administration to Enter into a Contract for Project Management and Approve a Contingent Fund Transfer for the Neighborhood Schools Plan

Administration's Analysis

1. As part of the 1999 biennial budget, the Wisconsin Legislature adopted legislation that enables the Milwaukee Public Schools to borrow up to $170 million for the purpose of expanding the number of

neighborhood school seats in the district and reduce the number of MPS students that are involuntarily bused within the school district. This legislation is commonly known as the Neighborhood Schools Initiative.

By May 2000, the Board of School Directors must submit a report on the Neighborhood Schools Plan to the Joint Committee on Finance and the Senate and Assembly Education Committees. The report must include the following:

- A strategy for achieving the reduction in involuntary busing as set forth in the act;
- A facility plan specifying the neighborhood schools that are needed, the locations of specialty schools, and the estimated cost of the plan;
- Other means by which the pupil capacity of neighborhood schools will be expanded, which could include remodeling and use of nontraditional facilities;
- Specific plans for establishing neighborhood schools and replicating or relocating specialty schools in order to increase the number of pupils attending neighborhood schools. A description of alternative settings which are in compliance that will be used for educating pupils.

2. To assist in the development of the Neighborhood Schools Plan, the Administration issued a Request for Proposal (RFP-286) for project management services. In addition to project management services, the RFP requested services in the areas of client surveys, focus groups, demographic analysis, facility planning and public information campaigns. The RFP was released November 29, 1999. Proposals were mailed to over forty (40) vendors, and the RFP was advertised in both city and community newspapers.

3. The Administration established an Evaluation Committee to review the proposals. Four vendors submitted a proposal by the December 21, 1999, due date. The committee recommended the Hurtado Consulting, LLC, proposal at a cost of $350,000. The Administration is requesting authorization to enter into a contract with Hurtado Consulting, LLC, at a cost not to exceed $350,000.

4. The Administration has prepared the following budget for the project:

Management Consultants	$	350,000
Outside Legal Fees	$	10,000
Printing	$	10,000
Building Fees/Expenses	$	5,000
Advertising	$	10,000
Hospitality	$	5,000
Miscellaneous	$	10,000
Total	$	400,000

Funds for the Neighborhood Schools Plan were not included in the FY2000 budget; therefore, the Administration is requesting a Contingent Fund transfer in the amount of $400,000 to cover the costs to develop the plan.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan Goal 2, MPS — Milwaukee's First Choice in Schools, Objective 2.3, to increase the number of children choosing neighborhood schools as their first choice.

The Neighborhood Schools Plan has been identified as one of the major initiatives of the Board and the Administration.

Statute, Board Policy or Rule Statement

6. The recommendation is consistent with Administrative Policy 3.04, Fund Transfer Authority, which requires a two-thirds vote to approve a Contingent Fund transfer.

Fiscal Impact Statement

7. The Administration is requesting a transfer of $400,000 from the Contingent Fund to fund the development of the Neighborhood Schools Plan. The Contingent Fund will have a balance of $1,304,217.

Implementation and Assessment Plan

8. Status reports will be presented monthly at the Strategic Planning and Budget Committee meetings. The final plan is scheduled to be presented to the Board of School Directors at its April 2000 meeting.

Committee Recommendation

That the Board authorize:

1. The Administration to enter into a contract with Hurtado Consulting, LLC, at a cost not to exceed $350,000; and

2. A Contingent Fund transfer in the amount of $400,000 to cover the costs to develop the Neighborhood Schools Plan.

* * * * *

Director Spence moved that the Board retire to executive session, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (c) and (e), to consider employment data of a person or persons who may be employed to provide assistance for the Neighborhood Schools Initiative and to negotiate the terms of a contract to provide management services for the Neighborhood Schools Initiative.

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 6:43 PM.

The Board reconvened in open session at 7:50 PM.

Director Hardin moved that the Board refer the contract back to Committee for a period of two weeks and direct the purchasing department to reissue the RFP to firms within the targeted areas of the Neighborhood Schools Initiative.

The motion failed of adoption, the vote being as follows:

Ayes—Directors Hardin and O'Neil—2.

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

Director Gardner moved that:

1. The Superintendent is the project manager to develop the Neighborhood Schools Plan.
2. The Board President is authorized to assign the Director, Office of Board Governance/Board Clerk to provide management assistance to the Superintendent for the development of the Neighborhood Schools Plan until June 1, 2000.
3. The Superintendent is authorized to enter into one or more contract(s) with Hurtado Consulting, LLC, and, at the Superintendent's discretion and contingent on legal counsel and approval, other respondents to the RFP, for a total not to exceed $350,000.
4. The Superintendent is authorized to engage Hurtado Consulting, LLC, as a prime contractor for other contractors to Hurtado Consulting, LLC; or to engage contractors directly.
5. A Contingent Fund transfer is authorized in the amount of $400,000 to cover the costs to develop the Neighborhood Schools Plan.
6. The Superintendent is authorized to reallocate Neighborhood Schools funding from consultant fees to directly incurred MPS costs, if necessary in his judgment, to best achieve the development of the Neighborhood Schools Plan.

Division of the question was ordered.

The question being on approval of point #1, it was approved 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 approval of point #2, it was approved on the following vote:

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

Noes—Director Hardin—1.

Director Hardin moved to substitute the following for point #3:

That the contract be divided into two parts, with Hurtado Consulting, LLC, doing the south side and an African-American firm within the target area doing the north side.

The motion to substitute failed of adoption on the following vote:

Ayes—Director Hardin and O'Neil—2.

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

The question being on approval of point #3, it was approved 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 approval of point #4, it was approved 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 approval of point #5, it was approved on the following vote:

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

Noes—Directors Hardin and O'Neil—2.

By concensus, point #6 was amended as follows:

6. The Superintendent is authorized to reallocate Neighborhood Schools funding from consultant fees authorized in #3 above, to directly incurred MPS costs, if necessary in his judgment, to best achieve the development of the Neighborhood Schools Plan.

The question being on approval of point #6 as amended, it was approved on the following vote:

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

Noes—Directors Hardin and O'Neil—2.

The Board adjourned at 8:12 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 25, 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, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

President Thompson requested that a moment of silence be observed for the passing of the following MPS students and staff during the prior month: Andrew M. Petersen, a 14-year-old 8th-grader at John Muir Middle School, who was killed in an auto accident in Minnesota on January 3rd; Frankie Jenkins, a 14-year-old 8th-grader at Audubon Middle School, who died from a gunshot wound on January 3rd; and Ms. Nancy Moore, an MPS administrator and former teacher, who died on January 14th.

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 the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Oscar J. Spivey-Dodd
Twelfth-Grade Student
Madison University High School

Oscar Spivey-Dodd was awarded two first-place honors in the 1999 community-wide Dr. Martin Luther King, Jr., Youth Achievement Contest. The youth achievement award, considered one of Milwaukee's most prestigious honors, recognizes the initiative and moral character of outstanding youth. Oscar was awarded first place in both the scholastic and leadership categories of the contest.

As a highly motivated student, Oscar has achieved a cumulative grade-point average of 3.9, ranking him third in his class. Any goal or task he chooses to accomplish, he pursues with expediency and diligence. He captures the essence of a motivated, energetic, intelligent, and well poised student.

While maintaining this impressive GPA, Oscar has served his school and fellow students by participating on numerous committees, including the Beta Club, Inroads Program, Yearbook Committee, and Senior Trip Committee, and by serving as a Senior Board Member. He also represented the school district at the UW-LaCrosse Teacher World and Ripon College's Business World conferences. He spearheaded the implementation of the Renaissance Program at Madison and was selected as the honorary student to star in the Teacher World Video. He freely gives of himself to help others academically through tutoring and supports his fellow students through various other programs. His peers have great respect and admiration for him.

Mr. Edward Kovochich, principal of Madison High School, describes Oscar as the most unselfish person he has ever met. He states that "Oscar is warm-hearted, dynamic, and extremely hardworking, has very strong values and an ambitious vision about how he would like to help his school and community." It is obvious that Oscar is destined to make many significant contributions to making this world a better place.

The Milwaukee Board of School Directors and the entire school community recognize Oscar Spivey-Dodd 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:

Students

Roseanne Clark and Ryan Dance, seniors at Milwaukee High School of the Arts, have been selected as finalists in the Arts Recognition and Talent Search, a nation-wide competition sponsored by the National Foundation for Advancement in the Arts for high school seniors in nine different artistic categories. Roseanne and Ryan, who both entered the competition in the Spoken/Musical theatre category, are two of only 20 theatre contestants invited to Miami for Arts Week 2000 — a week of live auditions, interviews, master classes, and a series of enrichment and interdisciplinary activities. The Miami interview/auditions will determine the final award-level status for each contestant. In addition, a select group of Arts Awardees will be nominated to the White House Commission on Presidential Scholars for further consideration as Presidential Scholars in the Arts.

Several MHSA staff members have dedicated their time in coaching and rehearsing these young artists. They include David Valdes, Terry Pier, and Raymond Roberts.

Jim Mooney, a piano and composition student from Milwaukee High School of the Arts, was selected from music students around the state to be one of twelve to perform at the Governor's Mansion on December 14th. Jim has recently shared his talents at several other events, including the state convention of the Wisconsin Federation of Music Clubs, where he was awarded a $300 scholarship, and the anniversary celebration of Milwaukee's Ronald McDonald House.

Marquita Prowell, a ninth-grade student at Marshall High School, submitted the winning entry in the Milwaukee Brewers' 1999 Holiday Card Design Contest. In addition to having her artwork chosen to express the holiday message of the Milwaukee Brewers, Marquita received a Brewers' VIP game package for her family and a box of the 1999 Milwaukee Brewers holiday greeting cards. The following students were named finalist in the contest:

Rocky Esparza, Rufus King High School
Khong Lee, Marshall High School
Robert Meyers, Marshall High School
Wesley Nelson, Marshall High School

Four students and three teachers from South Division High School have been invited to present a class project before the National Association for Bilingual Education in San Antonio, Texas, in February. The South Division proposal, entitled *Developing Language and Literacy Across the Curriculum: A Secondary Integrated Unit for English, Social Studies and Technology*, was one of more than 600 received by the Association. Less than 180 proposals were accepted for the conference to be attended by more than 7,000 teachers, principals, and school superintendents from throughout the United States, as well as representatives from Spain and Mexico. The students and teachers selected for this honor are:

Students	Teachers
Rubi Briceno	Kevin Kuschel
Maria Madrigal	Linda Peters
Florentina Ortiz	Ana Ramirez
Damaris Perez	

Thousands of Milwaukee Public Schools' students participated in various competitions in the City of Milwaukee's 1999-2000 Dr. Martin Luther King Jr. Contest. The winners were honored at the annual Dr. Martin Luther King Jr. Birthday Celebration on Sunday, January 16, 2000, at the Marcus Center for the Performing Arts. Five MPS students — Darius Kennedy Dixon and Aqshems Nichols, both from Martin Luther King Jr. School; Keziah Robinson, Milwaukee High School of the Arts; Dan Thomas, Pulaski High School; and April Walker, Hartford Avenue University School — recited their winning speeches to an audience of several hundred.

The following MPS students were named winners in the competitions:

Academic Scholarship Awards

Kaitlin Gavin, Milwaukee School of Languages
Yontel Molee Handford, Vincent High School
Rebeca Martinez, Milwaukee School of Languages
Kathleen Merkle, Bay View High School
Jihan Mohamed, Washington High School
Suprat Saely, South Division High School
Heather Shelton, Milwaukee School of Languages
Victor Williamson, Rufus King High School

Leadership Scholarship Awards

LaFredrick Burns, Washington High School
Shamara Monique Jones, Grand Avenue High School
Jacquelyn Kelly, Madison High School
Melissa Sanders, Washington High School
Leng Vang, Juneau High School

Youth Achievement Awards

Leadership	Anjail Floyd-Pruitt, Rufus King High School Oscar Spivey-Dodd, Madison University High School Maddie Shaw, Fritsche Middle School Tippecanoe Student Council
Humanitarian	Shavelle Payne, Trowbridge School
Peacemaker	William Reeves, Wisconsin Conservatory of Lifelong Learning Cedric Savage, Garfield School Elizabeth Wooldridge, Wisconsin Conservatory of Lifelong Learning
Scholastic	Alyson Figueroa, Wisconsin Conservatory of Lifelong Learning Jasmine Kendrick, Wisconsin Conservatory of Lifelong Learning Oscar Spivey-Dodd, Madison University High School

Art Contest Winners

First Place	Eileen Fluty, Manitoba School Alicia Gail, Sarah Scott Middle School Trowbridge Kindergarten Class
Second Place	Gwenetta Anderson, Hopkins Street School Robyn Lockett, Sherman School Shera Stephens, Wisconsin Conservatory of Lifelong Learning
Third Place	Shardae Burns, Sarah Scott Middle School Canience Haynes, Benjamin Franklin School Dulce Pulido Rodriguez, Franklin Pierce School
Honorable Mention	Ernest Norman, Clarke Street School

Writing Contest Winners

First Place	K-1 Group Project, Elm Creative Arts Matthew Bozora, Elm Creative Arts Mariessa Dobrick, Milwaukee School of Languages Paris Hood, Manitoba School Angela Marchant, Rufus King High School Nathaniel Rocha, Elm Creative Arts
Second Place	David Chanthaphaengxay, Stuart School Maria Haines, Andrew Douglas Academy Karli Hurlebaus, Roosevelt Middle School Monica Martinez, Hamilton High School Natasha Mays, Milwaukee High School of the Arts Ericca Tillman, Kluge School
Third Place	Deon Copeland, Washington High School Jolanda Foster, Milwaukee High School of the Arts Monique Holmes, Hawthorne School Candace Rivers, Trowbridge School Shavelle Valentine, Manitoba School

Speech Contest Winners

First Place	Darius Kennedy Dixon, Martin Luther King Elementary Aqshems Nichols, Martin Luther King Elementary Keziah Robinson, Milwaukee High School of the Arts Dan Thomas, Pulaski High School April Walker, Hartford Avenue University School
Second Place	Kenyada Renee Baker, Sarah Scott Middle School Fang Fie Duan, Riley School Christle Jones, Elm Creative Arts Frances Morgan, Juneau High School
Third Place	Joshua Burkes, Milwaukee Education Center Timika Isabell, Madison High School Amarava Sims Jones, Juneau High School Candace Rivers, Trowbridge School Artie Turner, Lloyd Street School

Leigh Akin, Elm Creative Arts School, performed as one of the "no-neck monsters" in the Milwaukee Repertory Theatre's production of *Cat on a Hot Tin Roof* November 9th through the 20th.

Danielle Ackerman, Elm Creative Arts School, and her mother, Mary Ackerman, were in the chorus of the Falls Patio Players production of *Christmas Carol*, an original musical, performed in December.

Schools

Washington High School is one of 12 pilot sites selected for a new Academy of Information Technology, a program to prepare high school students for careers in information technology fields. The program will provide a curriculum with opportunities to partner with community colleges, universities, and businesses. The program is being launched by the National Academy Foundation in conjunction with the Center for Occupational Research and Development. The Academy of Information Technology program was first unveiled by President Clinton in July 1999. Led by Lucent Technologies, the Academy is supported by a roster of blue-chip corporations including Computer Associates, United Technologies Corporation, and AT&T. Local Corporate sponsors will include Northwestern Mutual Life, Harley-Davidson, Ameritech, and M&I Data Services. Washington High School was selected for demonstrating leadership and flexibility; a commitment to career education; an ability to secure mentors, internships, and teacher training from local business partners; and a baseline of technological capabilities that will be enhanced through NAF program grants.

Victory Elementary and Wisconsin Conservatory of Lifelong Learning are two of 31 Wisconsin schools or districts to receive a $500 Wisconsin Partnership Schools Seed Grant from the Department of Public Instruction to promote family and community participation in children's learning. Schools receiving the grants agree to form action teams of parents, teachers, school administrators, and community members to create and carry out partnership goals and activities. Grants are funded by the federal Goals 2000 initiative.

Elm Creative Arts School fourth-grade students designed and painted twelve 9' to 10-1/2' high wearable puppets and eight 4' x 4-1/2' portrait banners. The puppets are scheduled to travel to various exhibitions and summer parades, retiring at Elm in 2001. The puppets' debut was at the Pfister during the Children's Hospital Gala. An exhibition is scheduled in February at the Children's Hospital. The project was sponsored by Children's Hospital, Beginning Dreams Forever, and Elm Creative Arts School's PTA.

Students from the following 14 MPS schools helped local businesses, artists, seamstresses, and numerous volunteers and neighborhood groups in the creation of Milwaukee's Community Millennium Art Project:

Grandview Alternative High School
Metro High School
Riverside University High School
South Division High School
Audubon Middle School
Grand Avenue Middle School
Milwaukee School of Languages
Roosevelt School of the Arts
Bryant Elementary
Elm Creative Arts School
Parkview Elementary
Phillip Elementary
Pierce Elementary

Created in 1998 as a transforming sculpture, the entire project has been exhibited twice: Phase I, titled *Journey*, at the Midwest Express Center grand opening in July 1998, and Phase II, *Time*, at the ASAE convention in San Diego, California, in August 1999. Components of the sculpture have been exhibited at

the Betty Brinn Children's Museum, at the Children's Hospital Gala, and at Elm Creative Arts School. The project. commissioned by the Greater Milwaukee Convention and Visitors Bureau and the Wisconsin Center District, was sponsored by Franke Fund of the Milwaukee Foundation, Julilly Kohler, and Pivar Foundations.

Two teams from Fritsche Middle School and a team from Morse Middle School took top honors in the Debate State Tournament of Champions held in Appleton on December 11th. Other MPS teams competing were from Burdick, Burroughs, Grand Avenue, and Robinson in the middle school division, and Bay View, Juneau and Rufus King in the high school division. The winning middle school team members are:

First Place Fritsche Middle School (Team #1)
Kelsey Kazik
Derek Merriam
Jacob Shaw
Maddie Shaw

Third Place Fritsche Middle School (Team #2)
Michael Gau
Brandon Jones
Viranda Pfannenstiel

Fourth Place Morse Middle School
Sam Daly
Peris Flagg
Adam Reinke
Magan Wojcisechowski

Hawley Road School was one of the schools included in *Hope for Urban Education*, a U.S. Department of Education study of nine high-performing, high-poverty urban elementary schools. Teams of researchers conducted two-day visits at the schools to interview staff and parents, observe in classrooms, and review school documents. The report concluded that many urban elementary schools serving poor communities can achieve high levels of student achievement and that the schools can achieve this success through different means.

Hamilton High School students were rewarded at a recognition ceremony on January 7th at the school for putting in nearly 600 hours of volunteer service during the 56th Holiday Folk Fair. During the November fair, students participated in all areas of the festival. Students who volunteered are members of various clubs and organizations, including Junior ROTC, Hands Across the Curriculum, Asian Club, National Honor Society, and Student Council. The 65 students and eight Hamilton staff members were presented with pins and certificates by Deputy Superintendent Willie Jude and Alexander P. Durtka, Jr., president of the International Institute of Wisconsin.

Staff

Jeanne Kahn, the harp teacher at Elm Creative Arts School, was in the orchestra for the run of "Side Show" during the month of November. The show, which had standing ovations every night, was put on by the Bay View Players.

Shirley McCarty, principal at the French Immersion School, was featured in a January 12th *Milwaukee Journal Sentinel* article entitled "Career Snapshot: School Principal." The "Career Snapshot" is a regular feature on an occupation told through the experiences of someone working in the field.

Richard Marx, school social worker, has been selected as the recipient of the 1999 School Social Worker of the Year Award by the Wisconsin School Social Workers Association. Mr. Marx, employed by the district since 1975, was chosen for his outstanding achievements and innovative approaches to school social work practices. The award recognizes his leadership abilities in the areas of school/community

collaboration and family support services as well as his enduring advocacy for children, families, and schools. He was honored at the annual conference in September and at the Midwest School Social Work Conference in October.

Lisa Mosier, a kindergarten teacher at Frances Starms Early Childhood Center, was awarded the 1999 Bill Ellis Teacher Preparation award by the National Center for Learning Disabilities. The Bill Ellis Teacher Preparation Award is presented yearly to a general education teacher committed to helping all students, including those with learning disabilities, to learn successfully.

Others

A photo of the 1999 MPS Division of Community Recreation *Summer Cool Cats Music Camp* was selected to represent the month of October in the Year 2000 "Parks and Recreation, The Benefits are Endless" calendar. Twelve community recreational programs from throughout the county were selected to be highlighted in the calendar. The calendar is distributed to school districts, community groups, and citizens.

The Forest County Potawatomi Nation presented a check for $100,000 to MPS and city officials at a special ceremony held at Clarke Street School. The donation will go toward the Todd Wehr Metcalfe Park Community Center.

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APPROVAL OF MINUTES

The minutes of the regular Board meeting of December 21, 1999, were approved as printed.

* * * * *

COMMUNICATION FROM THE SUPERINTENDENT

(Item A) Transmittal of the 1998-99 District Accountability Report

TO THE BOARD OF SCHOOL DIRECTORS:

Re: Transmittal of the 1998-99 District Accountability Report

The Milwaukee Public Schools' 1998-99 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 1998-99 Accountability Report, which provides student achievement and other information by school; and 3) a reference document entitled, Multi-Year and Disrict Data Summary, which details comparable statistics over four years.

The report shows notable achievement was made in the performance of fourth-, eighth-, and tenth-grade students in the Wisconsin Student Assessment System (WSAS) tests in reading, math, science, and social studies. Improvement was made in each subject area at each grade level, and in some areas, improvement doubled or tripled. Also, for the third consecutive year, the high school dropout rate declined.

On the WSAS tests for fourth-graders, scores improved in all four academic subject areas from 1997-98.

- In reading, scores increased from 45% of students scoring proficient or better in 1997-98 to 57% in 1998-99.
- Math scores improved from 23% of students scoring proficient or better in 1997-98 to 49% in 1998-99.
- Science scores increased from 27% to 66%.
- Scores in social studies rose from 29% to 66%.

Eighth-graders also improved in all subject areas on the WSAS tests.

- In reading, scores increased from 31% of eighth-graders scoring proficient or above in 1997-98 to 46% in 1998-99.
- In math, scores improved from 10% to 13%.
- Science scores rose from 19% to 29%.
- Scores in social studies increased from 37% to 56%.

Tenth graders made gains on the WSAS tests as well.

- In reading, scores increased from 34% of tenth-graders scoring proficient or above in 1997-98 to 43% in 1998-99.
- In math, scores improved from 9% to 13%.
- Science scores rose 14% to 20%.
- Scores in social studies increased from 36% to 51%.

The high school dropout rate declined for the third straight year, going from 13.9% in 1996-97 to 12.5% in 1997-98 and 11.9% in 1998-99. High school grade-point average has increased to 1.93, up from 1.70 in 1997-98.

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 state reading test. Eighteen MPS schools with these demographic conditions met or exceeded the 90% achievement level at least once over the last two years. One of the district's challenges is to replicate effective practices in schools struggling to improve.

The district made significant improvements in a number of areas. However, a number of challenges remain. For example, scores in math and science for grades eight and ten on the WSAS tests are still below state averages and School Board goals. Scores on the Wisconsin Third Grade Reading test dipped slightly, from 85% proficient in 1997-98 to 82% in 1998-99. Other challenges include maintaining the upward trend of the last few years in student achievement on the state tests, continuing to see the high school dropout rate decline, and finding ways to replicate effective teaching practices to more schools so improvements can be realized among more schools.

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

Following a brief presentation by the Superintendent, the report was referred to the Innovation/School Reform Committee.

The Board recessed from 7:21 to 7:42 PM.

* * * * *

REPORTS OF STANDING COMMITTEES

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 Charter School Proposals from Seeds of Health, Homeboyz Interactive, Inc., and Wisconsin Career Academy

Background

In accordance with MPS Administrative Policy 9.12, Charter Schools, the Office of Board Governance has received the following charter school proposals. The Charter School Review Panel has received recommendations from the Superintendent's Charter School Review Team and has heard presentations from each of these groups.

1. Seeds of Health — A charter school proposal has been submitted for Veritas High School: The Search for Meaning and Character. This non-profit organization has submitted its proposal for a non-instrumentality high school program targeting at-risk children. The program is designed to help children build character to face life's complexities and dilemmas. It will be based on the themes of connections, values, character, and meaning.

The MPS Charter School Review Panel recommends approval of the proposal concept submitted by Seeds of Health.

2. Homeboyz Interactive, Inc. — A charter school proposal has been submitted for the Milwaukee Leadership Training Center (MLTC). This non-profit organization has 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 are otherwise identified as at-risk. They are planning to open with an enrollment of 65 students in grades 9 through 12. They plan 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.

The MPS Charter School Review Panel recommends approval of the proposal concept submitted by Homeboyz Interactive, Inc.

3. Wisconsin Career Academy — A charter school proposal has been submitted for the Wisconsin Career Academy(WCA). This non-profit organization has submitted its proposal for a non-instrumentality school. They are planning to open with an enrollment of 200 students in grades 6 through 9. Their plan is to add one grade, approximately 50 students, per year, until they have a maximum of 350 students in grades 6 through 12. The immediate goal of WCA is 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 will focus on core knowledge and essential skills, with an emphasis on math, science, and technology.

The MPS Charter School Review Panel recommends approval of the proposal concept submitted by Wisconsin Career Academy.

Committee Recommendation

Your Committee recommends that the Board approve the proposal concepts submitted by Seeds of Health; Homeboyz Interactive, Inc.; and Wisconsin Career Academy.

* * * * *

(Item 2) Progress Report on the Work of the Special Education Study Committee

Your Committee has received the following report from the Administration:

Administration's Report

1. In July of 1999, Board President Thompson constituted a Board Advisory Committee to make recommendations directly to the Board concerning the organization and funding of special education services for students with disabilities. The committee membership list is included in the attachments to the minutes of your Committee's meeting.

2. The committee has met five times, with another meeting scheduled for January 13, 2000. The committee will bring its recommendations to the Board in a final report in April 2000.

3. The committee has explored and discussed the requirements of the Individuals with Disabilities Education Act and the Act's implementation as expressed in State rules and regulations and in MPS procedures. These procedures have been reviewed in a report prepared by Dr. Jain and Dr. Nazareth of the University of Wisconsin-Milwaukee's School of Business.

4. The committee has also endorsed the restructuring and reorganization plan of the Division of Special Services, which was made necessary by reduction in the 1999-2000 budget. This plan will be submitted to the Finance/Personnel Committee at its February 2000 meeting. The committee will offer recommendations to the Board on the following aspects of special education organization and funding:

- pre-referral, referral, assessment and placement,
- redesign of student enrollment projections, student/teacher ratios, and formula,
- funding formula which is tied directly to general education funding,
- service delivery,
- functions of the Division of Special Services.

* * * * *

Separate consideration having been requested of Item 1, on the motion of Director Braun, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 1, Charter school proposals, Director Dannecker moved to approve the Committee report.

Division of the question was ordered.

The question being on approval of the proposal concept from the Seeds of Health, it was approved, the vote being as follows:

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

Noes—Director Hardin—1.

Director Gardner recused himself from voting on the proposal from Homeboyz International, Inc. and left the meeting.

The question being on approval of the proposal concept from the Homeboyz Interactive, Inc., it was approved, the vote being as follows:

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

Noes—Director Hardin—1.

Abstaining from voting—Director Gardner—1.

Director Gardner returned to the meeting.

The question being on approval of the proposal concept from the Wisconsin Career Academy, it was approved, the vote being as follows:

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

Noes—Director Hardin—1.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

REPORT #1

(Item 1) Action on Recommendations Regarding the Development of a Neighborhood Schools Plan: Goals, Guiding Principles, Definitions, Scope, and Timeline

Administration's Analysis

1. As part of the 1999 biennial budget, the Wisconsin Legislature adopted legislation that enables the Milwaukee Public Schools to borrow up to $170 million for the purpose of expanding the number of

neighborhood school seats in the district and reduce the number of MPS students that are involuntarily bused within the school district. This legislation is commonly known as the Neighborhood Schools Initiative.

By May 2000, the MPS Board of School Directors must submit a report on the Neighborhood Schools Plan to the Joint Committee on Finance and the Senate and Assembly Education Committees. The report must include the following:

- A strategy for achieving the reduction in involuntary busing as set forth in the act;
- A facility plan specifying the neighborhood schools that are needed, the locations of specialty schools, and the estimated cost of the plan;
- Other means by which the pupil capacity of neighborhood schools will be expanded, which could include remodeling and use of nontraditional facilities;
- Specific plans for establishing neighborhood schools and replicating or relocating specialty schools in order to increase the number of pupils attending neighborhood schools, including descriptions of alternative settings which are in compliance that will be used for educating pupils.

2. The Administration has been working since November 1999 on the Neighborhood Schools Plan. Below is a brief summary of activities accomplished and in progress.

- Presented background data and information at the November 17, 1999, Strategic Planning and Budget hearing;
- Presented background data and information to members of the Wisconsin Legislature on December 8 and December 10, 1999;
- Presented background data and information to school principals and held a number of informational sessions for individual school communities;
- Prepared and released a Request for Proposal (RFP) for management consultant services in the preparation of the Neighborhood Schools Plan;
- Recommended authorization to enter into a contract for management consultant services;
- Prepared draft of survey questions and topics to be reviewed by focus groups. The Administration will collaborate with management consultant on final survey questions and focus group topics.
- Scheduled a number of community information meetings. A master calendar was prepared, and additional sessions will be scheduled. The calendar, updated as of January 20, 2000, is attached to the minutes of your Committee's meeting.
- Prepared initial timeline and activity chart for the December 22, 1999, work session.

3. In order to maintain the timeline, the Administration is requesting Board approval on the following items:

- A goal statement for the Neighborhood Schools Plan;
- The plan’s guiding principles/objectives;
- A working definition of a neighborhood school;
- The plan’s scope;
- The timeline

Goal Statement

> The goal of the Neighborhood Schools Plan is to “Provide high-quality educational program options for every grade-K-through-8 student in neighborhood schools.”

Guiding Principles/Objectives

The guiding principles/objectives directing the Neighborhood Schools Plan are to:

- Provide high-quality educational opportunities for all students;
- Develop neighborhood schools to promote a sense of community;
- Give parents choices and educational options;
- Provide services where students live;
- Preserve existing diversity;
- Maintain successful specialty and neighborhood schools;
- Direct resources towards education, not transportation.

Definition of a Neighborhood School

The working definition of a neighborhood school is "An MPS school with an attendance area that serves the students who live there, and where 70% of the students can walk to school."

Neighborhood Schools Plan's Scope

The plan will expand capacity and program offerings in the 15-20 most overcrowded areas. Those areas are:

Elementary Schools

Auer	Carleton	Clarke	Doerfler
F. Douglass	Grant	Hi-Mount	Mitchell
Sherman	35th Street	27th Street	Westside

Middle Schools

A. Douglas	Edison	Kosciuszko	Malcolm X
Steuben	Walker		

The educational program will be determined by the community in each of these areas.

Timeline

A timeline and schedule of activities is listed below. This timeline may be updated as the project moves forward.

Key Date	Activity
1/12/2000	Strategic Planning and Budget Meeting *Approval of consultant*
1/19/2000	Begin community information sessions
1/24/2000	Begin focus groups
2/16/2000	Strategic Planning and Budget Meeting (tentative) *Administration presents initial proposal/working draft*
2/29/2000	Complete focus groups

3/08/2000	Complete evaluation of community input
3/15/2000	Strategic Planning and Budget Meeting (tentative) *Administration presents updated working draft of the plan*
4/7/2000	Final draft of plan completed
4/10-4/14/2000	School Board hearings on plan
4/19/2000	Strategic Planning and Budget Meeting (tentative)
5/3/2000	Final Board approval

Strategic Plan Compatibility Statement

4. The Neighborhood Schools Plan has been identified as one of the major initiatives of the School Board and the Administration.

Statute, Board Policy or Rule Statement

5. Any necessary policy or rule modifications will be submitted to the Board for approval as part of the plan.

Fiscal Impact Statement

6. The Administration will be presenting fiscal impact analysis as part of the plan.

Implementation and Assessment Plan

7. Status reports will be presented monthly at the Strategic Planning and Budget Committee meetings. The final plan is scheduled to be presented to the Board at a special meeting on May 3, 2000.

Committee Recommendation

Your Committee recommends that the Board approve the following items:

Goal Statement

The goal of the Neighborhood Schools Plan is to "Provide high-quality educational program options for every grade-K-through-8 student in neighborhood schools."

Guiding Principles/Objectives

The MPS Neighborhood Schools Plan complements other Board initiatives, including:

- Reducing class size, especially in grades 1-3, consistent with SAGE and other programs;
- Maintaining and replicating successful specialty and neighborhood schools; and
- Creating powerful partnerships among leaders, parents, teachers and neighbors at all MPS schools.

The guiding principles/objectives directing the Neighborhood Schools Plan are to:

- Provide high-quality educational opportunities for all students;
- Develop neighborhood schools to promote a sense of community;
- Give parents choices and educational options;
- Provide services where students live;

- Preserve and promote diversity;
- Direct resources towards education, not transportation.

Definition of a Neighborhood School

The working definition of a neighborhood school is "An MPS school with an attendance area and that serves the students who live there, and where 70% of the students can walk to school."

Neighborhood Schools Plan's Scope

The plan will expand capacity and program offerings in the 15-20 most overcrowded areas. Those areas are:

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F. Douglass	Grant	Hi-Mount	Mitchell
Sherman	35th Street	27th Street	Westside

Middle Schools

A. Douglas	Edison	Kosciuszko	Malcolm X
Steuben	Walker		

The educational program will be determined by the community in each of these areas.

Timeline

A timeline and schedule of activities is listed below. This timeline may be updated as the project moves forward.

Key Date	Activity
1/12/2000	Strategic Planning and Budget Meeting *Approval of consultant*
1/19/2000	Begin community information sessions
1/24/2000	Begin focus groups
2/16/2000	Strategic Planning and Budget Meeting (tentative) *Administration presents initial proposal/working draft*
2/29/2000	Complete focus groups
3/08/2000	Complete evaluation of community input
3/15/2000	Strategic Planning and Budget Meeting (tentative) *Administration presents updated working draft of the plan*
3/16-3/30/2000	Second community information sessions to review proposed plans
4/7/2000	Final draft of plan completed
4/10-4/14/2000	School Board hearings on plan
4/19/2000	Strategic Planning and Budget Meeting (tentative)
5/3/2000	Final Board approval

* * * * *

REPORT #2

(Item 1) Approval of Fiscal Year 2001 Budget Calendar

Background

Milwaukee Public Schools has been in an ongoing process since FY93 to decentralize a greater potion of the district's budget to schools. The following represents the progress of budget decentralization

Year	Area Decentralized
FY93	• Regular (non-special services) instructional & school administrative salaries, services, & materials
FY94	• Special Services Classroom Salaries & Supplies — Middle & K-8 schools
FY96	• Special services classroom salaries & supplies — high & elementary schools • Most psychologist, social worker, & speech pathologist salaries • Building operation salaries & supplies & leases • Telephones
FY97	• English-as-a-Second-Language Salaries & Supplies
FY98	• Employee benefits for decentralized staff • Purchasing & warehousing buyback • EEN diagnostic/support services
FY99	• Educational maintenance • More psychologists & social workers

The Finance Department recently sponsored a retreat at which the primary topic was how to best decentralize all "board-controlled" funds. Invitations were extended to all Board members, representative principals, and members of the Superintendent's cabinet. The following attended the retreat at various times:

- *School Representatives:* Dr. Dan Donder (Lincoln Center Middle School of the Arts), Dr. Rogers Onick (Morse Middle School for the Gifted and Talented), Mr. William Andrekopoulos (Fritsche Middle School), Ms. Mary Beth Minkley (Congress Elementary), and Ms. Lori Komas (Hi-Mount Elementary)
- *Board Members:* Director Joe Dannecker, Director John Gardner, and Director Bruce Thompson
- *Administration*: Mr. Larry Lenox (Department of School and Community Services) and Finance Department staff

At this retreat, discussions focused on how best to construct an intra-district financing system which would distribute funds to schools in the most efficient and equitable manner possible. The consensus reached by the group was to recommend distributing funds on a per-pupil basis, with the amount that follows each student to be dependent upon the characteristics (weights) of that particular student. The weighting system discussion and recommendation will be reflected later in a separate report.

The budget calendar is reflective of the steps necessary to roll out the intra-district financing system to distribute funds to schools.

Administration's Analysis

1. The Finance Department, school representatives, the Board, and the Strategic Planning and Budget Committee have held work sessions and meetings on issues to be considered in the Fiscal Year 2001 (FY01) budget.

2. A budget calendar is to be annually adopted by the Board per Board policy BG 2.05. A budget calendar for FY01 has not yet been formally adopted. This item recommends a change to the policy with a revised calendar for FY01. 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.

FY01 Budget Calendar-Target Dates

Activity	Board and Superintendent	Schools	Departments
Receive Calendar	1/20/00		
Adopt Calendar	1/25/00		
Preliminary Instructions & Begin Training Sessions		2/1/00*	2/1/00*
Receive Revenue Estimates & Allocations	2/24/00		
Approve Allocations & Distribute Approved Allocations	2/29/00	3/1/00	
Receive Proposals for Initial Policy Changes Needed to Implement System	3/8/00	3/8/00	3/8/00
Schools Review Central Services Budgets	3/8-9/00*	3/8-9/00*	3/8-9/00*
Proposed Budget Document Released	4/17/00	4/17/00	4/17/00
Strategic Planning & Budget Committee's Review & Amendment of Proposed Budget	4/18-5/5/00		
Strategic Planning & Budget Committee Recommends Budget to Board	5/8/00		
Proposed Budget/Public Hearing Notice Published in Newspapers	5/16/00	5/16/00	5/16/00
Statutory Public Hearing on Strategic Planning & Budget Committee's Recommended Budget	5/23/00	5/23/00	5/23/00
Budget Adoption	5/30/00	5/30/00	5/30/00
Board Transmits Tax Levy to Common Council	Aug 2000		
Board Finalizes FY01 Budget- Transmits Any Changes in Tax Levy to Common Council	Sept-Oct 2000		

**Target dates*

.3. By following the above calendar, the Board has six weeks to review the proposed budget, the schools and departments have eight weeks to develop their budgets, and Finance has three weeks to put together the budget. A detailed budget calendar that incorporates steps necessary to rollout the intra-district financing system to distribute funds to schools is shown in the attachment.

Statute, Board Policy or Rules Statement

4. This item is in accordance with State Statute 119.16(8) and Board policy BG 2.05, which states, “A Board calendar with all work displayed on a time table will be developed annually."

Fiscal Impact Statement

5. There is no fiscal impact from the adoption of the budget calendar.

Implementation and Assessment Plan

6. The budget calendar outlines the plan of action for the FY01 budget.

Committee Recommendation

Your Committee recommends approval of the following calendar, with the understanding that the Chair may adjust Committee dates if necessary and that the Board is free to change dates as needed.

FY01 Budget Calendar-Target Dates

Activity	Board and Superintendent	Schools	Departments
Receive Calendar	1/20/00		
Adopt Calendar	1/25/00		
Preliminary Instructions & Begin Training Sessions		2/01/00*	2/01/00*
School/Departmental review of budgets		2/01-4/10/00	2/01-3/21/00
Summary budget documents		3/21/00	3/21/00
Schools complete staffing needs/budget forms		4/10/00	
Receive Revenue Estimates & Allocations	2/24/00		
Approve Allocations & Distribute Approved Allocations	2/29/00	3/01/00	
Receive Proposals for Initial Policy Changes Needed to Implement System	3/08/00	3/08/00	3/08/00
Schools Review Central Services Budgets	3/08-09/00*	3/08-09/00*	3/08-09/00*
Proposed Budget Document Released	4/17/00	4/17/00	4/17/00
Strategic Planning & Budget Committee’s Review & Amendment of Proposed Budget	4/18-5/05/00		

Activity	Board and Superintendent	Schools	Departments
Strategic Planning & Budget Committee Recommends Budget to Board	5/08/00		
Proposed Budget/Public Hearing Notice Published in Newspapers	5/16/00	5/16/00	5/16/00
Statutory Public Hearing on Strategic Planning & Budget Committee's Recommended Budget	5/23/00	5/23/00	5/23/00
Budget Adoption	5/30/00	5/30/00	5/30/00
Board Transmits Tax Levy to Common Council	Aug 2000		
Board Finalizes FY01 Budget- Transmits Any Changes in Tax Levy to Common Council	Sept-Oct 2000		

**Target dates*

* * * * *

On the motion of Director Braun, the reports were 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 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

The following is a report detailing the emergency award of contract due to extenuating circumstances relating to deterioration of a sewer line which could result in the potential loss of property and life safety. This contract was issued on December 7, 1999:

Grand Avenue Middle School

Prime Contractor
Edward E. Gillen Company
218 East Becher Street
Milwaukee, WI 53207

Sole Bidder, Base Bid of $51,700.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	0%	0%	75	16	6	Corporation	0

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. This contract was executed in December.

Prime Contractor
Neil Matthes, P.E.
Duck Creek Engineering, Inc.
N4909 Duck Creek Road
Helenville, WI 53127

Total contract of $30,000.00

The following recommendation is made based on proposals received on Tuesday, December 28, 1999:

ENERGY AND ENERGY SERVICES

Prime Contractor
WPS
700 North Adams Street
Green Bay, WI 54301

For natural gas transportation, balancing, and management services for MPS (based on last year's usage), for a projected contract of $567,787.25

Total construction contract dollars awarded $51,700.00
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 21.00
% Women employees within company 9.00

Authorization to Make Purchases

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

SS-525 36 Apple Laptop Computers (Replicable Schools for Lloyd Street)

Recommend authorization to purchase 36 Apple Macintosh iBook laptop computers, 3 printers, and a tape drive for backup, totaling an estimated $56,900. These will be used in the Replicable Schools Project.

Fiscal information: $56,906 was set aside for this purchase when our Technology Department onlined purchased requisition #s 107298, 107299, and 107300.

Informational Item:

SS-528 Authorization to enter into a contract with AE Business Solutions, Inc., to upgrade district's transportation software

The Administration is requesting authorization to enter into a contract with AE Business Solutions, Inc., to upgrade the transportation management software. Current applications are mainframe-based. The upgrade will be client-server/WEB-based and will directly interface with the district's Student Management System and Data Warehouse projects. Cost of the contract is not to exceed $120,000.

Fiscal Information: This contract will be funded from the Pupil Transportation budget: 1-10-4-850-600-341-256761

SS-529 Authorization to increase the contract with Omni Resources, Inc., to complete the Student Management System Project.

At its October 28, 1998, meeting, the Board authorized a contract for $125,000 with Omni Resources, Inc., for computer programming services associated with the Student Management System. The Administration is requesting authorization to increase the contract to $220,000. The contract will end June 2000.

Fiscal Information: This contract will be funded from the Strategic Technology Plan budget.

Report of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of November 30, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$774,122,606	$11,937,194	$786,059,800	$6,104,565	$79,820,172	$706,239,628	10%
Categorically Aided	63,402,232	41,564,543	104,966,775	11,267,108	22,715,670	82,251,105	22%
School Nutrition	26,840,000	159,160	26,999,160	3,745,927	5,122,399	21,876,761	19%
Construction	22,823,121	34,312,199	57,135,320	0	845,287	56,290,033	1%
Extension	7,326,868	81,412	7,408,280	5,933	849,824	6,558,456	11%
Total All Funds	894,514,827	88,054,508	982,569,335	21,123,533	109,353,352	873,215,983	11%

B. Statement of Expenditures as of November 30, 1999:

	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	$11,858,432	$785,982,038	$62,649,732	$299,273,528	$486,708,510	38%
Categorically Aided	63,402,232	41,625,325	105,027,557	8,504,834	34,294,048	70,733,509	33%
School Nutrition	26,840,000	159,206	26,999,206	2,964,037	9,564,391	17,434,815	35%
Construction	22,823,121	34,312,196	57,135,317	1,978,688	46,581,182	10,554,135	82%
Extension	7,326,868	81,413	7,408,281	431,775	2,769,947	4,638,334	37%
Total All Funds	894,515,827	88,036,572	982,552,399	76,529,066	392,483,096	590,069,303	40%

(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.

C. Statement of Revenues as of December 31, 1999:

	Adopted Budget	Approved Transfers (1)	Revised Budget (2)	Cur. Month. Revenues	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$774,122,606	$11,937,132	$786,059,738	$139,858,767	$219,678,939	$566,380,799	28%
Categorically Aided	63,402,232	46,528,659	109,930,891	6,640,619	29,176,289	80,754,602	27%
School Nutrition	26,840,000	159,206	26,999,206	2,930,336	8,052,707	18,946,499	30%
Construction	22,823,121	34,312,199	57,135,320	14,131	859,418	56,275,902	2%
Extension	7,326,868	81,412	7,408,280	-782	849,042	6,559,238	11%
Total All Funds	894,514,827	93,018,608	987,533,435	149,263,071	258,616,395	728,917,040	26%

D. Statement of Expenditures as of December 31, 1999:

	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	$11,858,432	$785,982,038	$67,791,691	$364,642,684	$421,339,354	46%
Categorically Aided	63,402,232	46,589,425	109,991,657	7,165,566	42,601,977	67,389,680	39%
School Nutrition	26,840,000	159,206	26,999,206	2,184,827	11,734,595	15,264,611	43%
Construction	22,823,121	34,312,196	57,135,317	7,175,920	51,463,520	5,671,797	90%
Extension	7,326,868	81,413	7,408,281	403,636	3,211,540	4,196,741	43%
Total All Funds	894,515,827	93,000,672	987,516,499	84,721,640	473,654,316	513,862,183	48%

(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.

The monthly reports on expenditures have been attached to the minutes of your Committee's meeting of January 18, 2000.

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Alcott	Target	$471	Take Charge of Education
Auer Avenue	B&B Enterprises	$800	A+ Learning System
Clarke	Master Lock	$5,350	Student book bags (535)
Clarke	Bob Eisner	$700	RIF Program
Clarke	Ernst Young Foundation	$500	Student supplies
Clarke	Manpower	$2,500	Refurbished computers (25)
Goodrich	Northwestern Mutual Life	$500	Attendance awards
Grantosa	Sam's Hope	$1,980	"Snuggle Up & Read" Program
Hamilton	Target	$361	Classroom supplies
Holmes	Equal Employment Opportunity Commission	$6,500	Computers
Holmes	UW-M Partnership Program	$1,350	Concert tickets
Honey Creek	PTA	$500	Library media center
Honey Creek	Anonymous	$750	Computer, printer, modem

School	Donor	Value	Gift or Purpose
Meir	Hugh Denison	$100	Needy students
Miwaukee French Immersion	Ellis Family	$500	Macintosh Classic computer
MPS - Recreation	Georgian Gicloco	$2,000	Computer and printer
MPS - Recreation - Special Olympics	Strauss Veal	$200	Baseball Uniforms
MPS - Recreation - Special Olympics	Moriarty Hat and Sweater Shop	$1,000	Winter hats
MPS-Technology Department	Microsoft Corporation	$10,000	Catalyst Grant winner
Ninety-fifth Street	Anonymous	$200	Play "Fisherman and His Wife"
Ninety-fifth Street	Quad/Graphics	$300	Student incentives
Pulaski	Dodge City of Milwaukee	$630	Tool scholarship
Pulaski	Braeger Chevrolet	$630	Tool scholarship
Pulaski	Braeger Chrysler	$630	Tool scholarship
Pulaski	Foster Pontiac	$630	Tool scholarship
Pulaski	Badger Boiled Ham	$80	Athletics
Pulaski	Omega Family Restaurant	$40	Athletics
Pulaski	Auto Doc	$100	Athletics
Pulaski	Remax Classic Homes	$20	Athletics
Pulaski	Chet & Leona's Florist	$65	Athletics
Pulaski	Frontier Motors	$50	Athletics
Sherman	Pentecost Evangelical Lutheran Church	$542	Student supplies
Sixty-fifth Street	Mark & Kaye Pethe	$100	Supplies for students
Story	Harley Davidson	$450	Partnership Program — Power Wheels
Story	Harley Davidson	$450	Clothing for students
Vincent	Jeremy Hadley	$480	ANR Specialty Program
Vincent	Laura Rothman	$100	TV,VCR
Vincent	Laura Rothman	$75	Parent Center play area
Washington	Lenas MB Investments	$500	Jones Scholarship
Washington	Tower Automotive	$500	Used computers
Whittier	M&I Bank	$50	Gifts for children
Whittier	PTO	$1,300	Classroom supplies
Zablocki	Mr. & Mrs. W. Gephardt	$50	Needy children

Committee Recommendations

Your Committee recommends that the Board:

1. Authorize the award of 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.

* * * * *

(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	
Irene Burmeister Marshall	School Secretary I $17,358.67/yr.	11-29-99
Nancy Capelle Milwaukee Education Center	School Secretary I $17,358.67/yr.	12-08-99
Jacqueline Caradine Starms Early Childhood Center	School Secretary I $15,430.00/yr.	12-22-99
Peggy Ealy Congress – South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	12-07-99
Jodi Ellis School Nutrition	School Secretary I $20,929.74/yr.	12-27-99
LeeVera Gentry North Division	School Secretary I $17,358.67/yr.	01-10-00
Karl Guhl Fac. and Maintenance Serv.	Carpenter $22.67/hr.($45,340.00/yr.)	11-29-99
Diana Hill Insurance & Risk Management	Account Clerk II $27,061.58/yr.	01-03-00
LaSonja Jenkins Garden Homes	School Secretary I $17,358.67/yr.	11-29-99
Amy Lavender C & I	School Secretary I $20,929.74/yr.	12-10-99
James McCullough Fac. & Main. Services	Painter $22.04/hr.($44,080.00/yr.)	12-13-99
Jeanette Schulz Steuben	School Secretary I $17,358.67/yr.	12-01-99
Joseph Van Dillen Fac. & Main. Services	Painter $22.04/hr.($44,080.00/yr.)	11-29-99
	PROMOTIONS	
Alicia Barajas School Nutrition	Food Service Manager Trainee $9.31/hr.($12,447.47/yr.)	12-15-99
Stephen Bowen Hamilton	Building Service Helper II $23,926.76/yr.	12-27-99
Harold Carson Hamilton	Boiler Attendant Trainee $25,063.48/yr.	12-13-99
Lucy Christensen Leadership Services	Department Administrative Assistant $36,018.58/yr.	12-06-99
Suzanne Engelbart Human Resources	Compensation Assistant II $34,973.90/yr.	01-10-00
Elmo Grant South Division	Boiler Attendant Trainee $25,063.48/yr.	12-13-99

Maria Gutierrez Student Services	Student Assignment/Data Base Asst. $30,262.70/yr.	11-29-99
Patricia C. Lewis Finance	Account Clerk I $29,198.00/yr.	01-10-00
Joy Rouse School Nutrition	Food Service Manager Trainee $9.99/hr.($13,356.63/yr.)	12-10-99
Lori Tadysak School Nutrition	Food Service Manager Trainee $9.31/hr.($12,447.47/yr.)	12-15-99

CHANGES IN STATUS

Renee Gregory Keefe	School Secretary I $17,358.67/yr.	12-01-99
Kathleen Jadolon Human Resources	Human Resource Assistant $29,549.00/yr.	01-03-00
LaTonya Parker Marshall	Handicapped Children's Assistant $13,050.82/yr.	12-01-99
Henrietta Robinson-Avant Gaenslen	School Secretary I $17,358.67/yr.	12-16-99

Approval of Certificated Appointments — Teachers

Code	Teachers - Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
r	Raymond E. Curry III Elementary Education License	B	$27,333	0	11/11/99
r	Todd L. Feiter Art	B	$27,333	0	11/22/99
r	Sarah C. Hull Elementary Education License	B	$27,981	1	12/13/99
r	Clare D. Kaminski Exceptional Education (Autistic)	B	$27,333	0	11/24/99
r	Norma Rico Math/BF Science	B	$27,333	0	12/08/99

CODE
(r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 12, 2000:		
Margaret Garbisch	Garland	December 8, 1999
Carlos Gonzalez	27th Street	December 3, 1999
Linda LeValley Loose	Lowell	November 18, 1999
Mary Lee Miller	Neeskara	December 6, 1999
William Rawles	Washington	November 18, 1999

Maternity Leave, to June 12, 2000:

Lisa LaFond	Congress	March 2, 2000
Maria Ramirez Acevedo	Forest Home	February 10, 2000

Personal Leave, to January 2001:

Laurel Bryant	Manitoba	January 5, 2000
Valerie Knox	Westside Academy I	January 18, 2000
Erin Krause	Fratney	January 7, 2000
Susan Palmieri	Milw School of Languages	January 5, 2000

Sabbatical Leave, to January 2001:

Ellen Deall	Victory	January 24, 2000

Report on Resignations

Name	Position	Effective Date
Lynn M. Butenhoff	Teacher	02/02/00
Beverly D. Crutchfield	Teacher	01/21/00
Michelle Dorn	Teacher	01/04/00
Susan M. Falk	Teacher	01/21/00
Rosetta O. Foote	Asst Principal	01/03/00
Dennis R. Miller	Teacher	06/12/00
Eric J. Peli	Supervisor	01/28/00
Rose M. Perkins	Teacher	06/12/00
Lea M. Picciolo	Teacher	01/21/00
Eula M. Wright	Teacher	06/12/00

Affirmative Action Report

5. The Affirmative Action Report for the month of December is attached to the minutes of your Committee's meeting of January 18, 2000. This is an informational report, and no action is required.

Committee Recommendations

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

* * * * *

(Item 3) Report and Action Regarding Directory Data Options (Follow-up to Communication 9899C-004 from the US Navy Officer Recruiting Station Regarding the Release of Senior High School Student Names and Addresses

Background

1. In December 1998, the Board received a communication (9899C-004) from the United States Navy Officer Recruiting Station requesting that MPS release to the United States Navy the names and addresses of high school seniors. The letter was referred to the Finance/Personnel Committee, which heard the testimony of the Navy's representative at the Committee's March 1999 meeting. At the March 1999 Board meeting, the Board referred the matter back to the Finance/Personnel Committee, requesting that the Administration contact other Wisconsin school districts to ascertain how they respond to requests from military recruiters for student information.

2. The Administration surveyed 22 suburban districts and contacted the school districts of Madison, Kenosha, and Green Bay to determine how other districts respond to requests from military recruiters for student information. Seven districts responded.

- Five school districts reported that student names and addresses are not part of their directory data; therefore, student names and addresses are not released.
- Two school districts reported that student names and addresses are part of their directory data, and the military has access to this information.

Both groups of respondents indicated that military recruiters have access to students during the lunch period and periodically during the school year. The recruiters have space available to them in school career centers.

3. The inclusion of student names and addresses in the directory data would allow the military access to this information. The Administration consulted with the City Attorney's Office regarding possible outcomes of including student names and addresses as part of the district's directory data. According to the City Attorney's Office, the district would be obligated to release the information to other organizations or individuals, regardless of their causes or philosophies.

4. At its September 1999 Board meeting, the Administration provided a report regarding the directory data survey of other school districts. After discussion, the Board requested that the Administration submit for consideration possible options for changes to the district's directory data policy to make MPS high school students competitive with students in suburban, independent, and religious schools in terms of releasing student information to outside entities. The options were to include the release of student names, addresses, and telephone numbers to outside entities, and, in addition, test scores and grade-point averages to institutions of higher education. At that time, the Board also requested a letter from the City Attorney providing a legal review of all the options.

Administration's analysis

5. The Administration and the City Attorney's Office collaborated to develop the options presented below regarding the release of non-directory data information to interested individuals and organizations. The City Attorney's opinion regarding each option is included in the attachments.

The options address two separate issues raised by the Board at its September 1999 meeting.

THE RELEASE OF STUDENT NAMES, ADDRESSES, AND TELEPHONE NUMBERS TO OUTSIDE ENTITIES, INCLUDING THE MILITARY.

The release of this information involves the type of student record known as *directory data.* Wisconsin State Statutes sec. 118.125(2)(j)1 allows each school district to determine what student directory data information will be a part of that district's directory data. Directory data may include:

- pupil name
- pupil address
- telephone number
- weight and height of member of an athletic team
- photographs
- the name of the school most recently previously attended
- date and place of birth
- major field of study
- participation in officially recognized activities and sports
- dates of attendance
- degrees and awards received

Under the pupil records law, a school district may designate all, none, or any combination of the categories of information listed above as directory data. Once the Board decides what, if any, information will be designated as directory data, the district must notify parents/guardians of the categories of

information designated as directory data. The district must also inform parents/guardians that they have 14 days to inform the school that all or any part of the directory data may not be released without the parents'/guardians' prior consent. The district must then allow 14 days for the parent/guardian to respond.

Once the Board has provided the proper notice and allowed the required time to pass, the records designated as directory data are no longer considered confidential pupil records, except to the extent that particular parents/guardians informed the school that they wish those records kept confidential. The information not designated as directory data must remain confidential.

Option A: **Amend Board Administrative Policy 8.42(11)(d), Release of Directory Data, to include the name and address of pupils as directory data.**

Board Administrative Policy 8.42(11)(d) currently allows the district to release the following student information as directory data, unless the parent/guardian has notified the district that the information should be kept confidential:

- student's name
- participation in officially recognized activities and sports
- weight and height of a member of an athletic team
- degrees and awards received
- name of the school most recently previously attended by the student

This option would allow the disclosure of students' names and addresses to the public, including the military, unless the parent/guardian specifically notifies the district that the information should not be released. This option would not allow the release of students' test scores or grade-point averages to any individual or organization.

The inclusion of students' names and addresses as part of the district's directory data will require district staff to release students' names and addresses to any individual or organization upon request. The requesting individual or organization would not be required to provide identification or disclose the reasons for requesting the information. The district would charge the requesting organization for the cost of producing the directory data information.

The City Attorney's Office would assist the Administration and the Board in amending Board Policy 8.42(11)(d) to include the student's name and address as part of the district's directory data.

Option B: **Obtain written consent from parent/guardian for the release of name and address of pupil to organizations who submit a request.**

The *Handbook on Student Rights and Responsibilities* would include a parent/guardian consent form authorizing the district to release the student's name and address to the organization(s) indicated on the form. If signed by the parent/guardian and returned to the school, the form would be valid for one school year. School staff would be responsible for collecting, recording, and maintaining the parental consent forms. The organization requesting the release of students' names and addresses would work directly with the individual school.

This option would add to the workload of school staff. If this option were selected, the Department of Technology would be consulted regarding centralization of the process for recording and responding to requests via the Student Management System.

Option C: **Maintain the district's current policy regarding directory data.**

Current MPS policy designates specific student information as directory data. In accordance with the policy, the student's name and address are not part of the district's directory data. The current policy reflects the Board's desire to provide parents and students with the assurance of confidentiality and safety. The Board-adopted release of directory data policy limits the items designated as directory data to those that

would not disclose the identity, home, or school location of the student. The current policy allows the district staff to withhold certain identifiable information from requesters unless there is a parental/guardian written consent or an acceptable legal document that authorizes the release.

THE RELEASE OF STUDENT TEST SCORES AND GRADE-POINT AVERAGES TO INSTITUTIONS OF HIGHER LEARNING.

Options D and E below discuss the release of test scores and grade-point averages to institutions of higher learning. Test scores and grade-point averages cannot be considered directory data under the law: Individual test scores fall within the statutory definition of "behavioral records," while individual grade-point averages fall within the statutory definition of "progress records."

Both behavioral records and progress records are entitled to confidentiality under the pupil records law, with limited exceptions; therefore, the written consent of the parent/guardian is needed to release student grade-point average and standardized text scores to organizations or institutions of higher education.

Option D: Mailing to parent/guardian of students at selected grade levels requesting written consent for the district to release student records, such as test scores and grade-point averages, to specific organizations who request the information.

The requesting organization would specify the grade levels to receive the mailing. The Administration would send the request for written consent to release records and would receive the parental response. Depending upon the data and the volume of responses, the local school might be asked to respond directly to the requesting organization based upon parental authorization. The cost of producing the mailing would be absorbed by the requesting organization.

Option E: Obtain written consent from the parents/guardians of junior and senior students to release grade-point average and standardized test scores to organizations/institutions of higher education.

A parental/guardian consent form allowing the district to release students' grade-point average and standardized test scores to specific organizations/institutions of higher education would be included in the *Handbook on Student Rights and Responsibilities.* Parents/guardians desiring to authorize the district to release the information would sign and return the consent form to the student's school of attendance. The authorization form would be valid for one calendar year.

Once parent/guardian authorization is received, the student's school of attendance would be responsible for responding to requests from organizations/institutions of higher education for grade-point averages and standardized test scores.

The Administration contacted Whitefish Bay School District, Wauwatosa School District, Shorewood School District, and Homestead High School to determine whether these schools released grade-point averages and test scores to institutions of higher education. All four of these school districts require written parental consent in order to release such information. Written parental consent is given as part of the higher education application process, or written parental consent is obtained at the beginning of the school year.

For options B, D and E, the City Attorney's Office would assist the Administration in drafting the parental/guardian consent form.

6. After reviewing the options, the Administration recommends that the Board maintain its current directory data items and not elect to implement any of the options presented for the following reasons:

- For student safety and confidential reasons, the student name and address should remain confidential and not be made a part of the district's directory data.
- The student, parent/guardian, or an appropriate legal authorization, should continue to be the means by which the student name and address are released to a third party.

- The inclusion of student name and address as directory data would require that district personnel provide the information to any individual or organization that requests it, regardless of the individual's or organization's intent or philosophy.
- On numerous occasions when parents have been contacted by the Administration to release their addresses or phone numbers to a requester, the responses have been no. The reason many times expressed by the parent is for safety of the child or parent.
- After the information is provided to the requester, the district and parent no longer have control over the information and how it will be used or shared. MPS student names and addresses could be included on inappropriate mailing lists.

Currently, the MPS policy, which has been in effect since 1978, provides the City of Milwaukee community the expectation that their children's names and addresses will remain confidential and not be released without written permission. Should the Board consider including the student name and address as part of the directory data, the Administration recommends that public hearings be held prior to adding the names and addresses as directory data items.

Strategic Plan Compatibility Statement

7. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

8. The recommendation is consistent with Wisconsin State Statute 118.125, Pupil Records; Family Educational Rights and Privacy Act (FERPA); and the MPS Administrative Policy 8.42, Student Records. Should the Board adopt an option listed above, an amendment to Administrative Policy 8.42, Student Records, would be necessary.

Fiscal Impact Statement

9. Option B and E will require additional pages in the *Handbook on Student Rights and Responsibilities.* The additional pages will increase the cost of the publication.

Implementation of the options provided in the report will require individual schools to devote staff and fiscal resources to implement. Currently, there is no centralized data base to collect, record, retrieve, or sort the various data requests and the responses that parents may elect to list on the proposed release form(s). To implement the options, the individual schools will have to devote time and staff to:

- develop site databases or filing systems to record the parent/guardian responses;
- obtain the consent forms signed by the parents/guardians;
- respond to inquires from requesters regarding the parent/guardian authorization to release information.

With the creation of a centralized database, individual schools would continue to be involved in data entry and data maintenance since the parent/guardian authorization is valid for only one year.

Implementation and Assessment Plan

10. If the Board directs the Administration to implement any of the options, it is recommended that public hearings be held to obtain public input. In addition, if the Board directs the Administration to implement any of the options for release of additional information, that the change in policy commence after an automated process is developed and operational — otherwise schools will need to collect, sort, and retrieve information manually, which will put an added burden on the schools.

Committee Recommendation

Your Committee recommends that the Board maintain the current Administrative Policy 8.42, Student Records, as it pertains to directory data information:

8.42 (11)(d), Release of Directory Data

The Milwaukee Public Schools will release the following personally identifiable information contained in a student's education record as "Directory data" unless specifically directed not to by the student's parent, legal guardian, or guardian ad litem:

- *student's name*
- *participation in officially recognized activities and sports*
- *weight and height of a members of an athletic teams*
- *degrees and awards received*
- *name of the school most recently previously attended by the student"*

* * * * *

(Item 4) Receipt of the Fiscal Year-end 1999 Audit Reports: General Purpose Financial Statements, Early Retirement Supplement and Benefit Improvement Plan and Supplemental Early Retirement Plan for Teachers; 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 March 26, 1997, the Milwaukee Board of School Directors authorized the Office of Board Governance to retain the services of Deloitte & Touche to perform audit services for the years ending June 30, 1997, 1998, and 1999.

2. The contractor has completed its audit of the following records for the year ending June 30, 1999:

   a. General purpose financial statements

   b. Schedules of federal and state assistance

   c. Financial statements of the defined benefit pension plan

A. RECEIPT OF THE FY99 GENERAL PURPOSE FINANCIAL STATEMENTS, EARLY RETIREMENT SUPPLEMENT AND BENEFITS IMPROVEMENT PLAN, AND SUPPLEMENTAL EARLY RETIREMENT PLAN FOR TEACHERS

1. State Statute 120.14 requires school boards to provide for the audit of school district accounts and certification of the audit.

2. 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.

B. RECEIPT OF THE FY99 FEDERAL AND STATE SINGLE AUDIT REPORT

1. 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.

2. 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.

3. The report includes on page 34 the Superintendent's response to the single audit finding. This response has been reviewed by Deloitte & Touche and the Board audit staff to determine if the action plan identified in the response will resolve the noted observation. Implementation of the action plan contained in the Superintendent's response should result in the resolution of the audit observation.

C. RECEIPT OF THE FY99 COMMENTARY REPORT AND ACTION ON DISTRICT ADMINSTRATION'S RESPONSE TO THE COMMENTS

1. During the annual audit, Deloitte & Touche 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.

2. The district has submitted responses to the Deloitte & Touche Commentary Report's observations and recommendations. The responses, which are included in the Commentary Report, were reviewed by Deloitte & Touche and the Board audit staff 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 observations and recommendations. Implementation, however, will require a focused effort by the schools to ensure compliance with fixed asset and payroll procedures.

D. RECEIPT OF THE SUMMARY REPORT ON THE STATUS OF FY98 COMMENTARY REPORT RECOMMENDATIONS

1. 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.

2. On January 10, 2000, the Chief Auditor received a report dated September 10, 1999, from Deloitte & Touche entitled, "Status of Year Ended June 30, 1998 Commentary Report Recommendations." A summary report, which shows the status of each prior-year recommendation, is attached. The entire 21 page report listing the FY98 observations, recommendations, and management responses, as well as the FY99 MPS update and the Deloitte & Touch report on progress for each recommendation, is available upon request.

3. The prior year's Commentary Report contained 18 recommendations. Deloitte & Touche reported that management has adequately addressed seven of the recommendations. Of the remaining 11 recommendations, ten were carried forward to the current year's Commentary Report, and one was not repeated by Deloitte & Touche, since the costs to implement the changes exceeded the benefits that would accrue to the district.

4. The Deloitte & Touche audit reports and commentary letters have been transmitted to the Board under separate cover.

5. Representatives of Deloitte & Touche are present to answer any questions from Board members and/or to provide the Committee with an overview.

Committee Recommendations

1. That the Board receive the following Deloitte & Touche fiscal year-end 1999 audit reports: General Purpose Financial Statements Audit Report, Early Retirement Supplement and Benefit Improvement Plan, Supplemental Early Retirement Plan for Teachers, and Federal and State Single Audit Report.

2. That the Board (a) receive the Deloitte & Touche Commentary Report For the Year Ended June 30, 1999, and (b) accept district administration's response to the Deloitte & Touche Commentary Report.

3. That the Board receive the Summary Report on the Status of the Year Ended June 30, 1998, Commentary Report Recommendations.

* * * * *

(Item 5) Action on a Recommendation to Enter into a Contract with Divine Day Care Services to Provide Educational Services

Administration's Analysis

1. Since 1988, the Milwaukee Public Schools has had the authority under Sec. 119.72, Wisconsin State Statutes, 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 are 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 22, 1999, the MPS Board of School Directors approved contracted with four childcare providers as follows:

Day Care Center	1999-2000	Amount
Carter Child Development Center	80	$276,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Center	36	124,200
Southeastern Youth & Family, Inc.	20	69,000
Total	196	$676,200

6. In accordance with contract provisions, the agreement with Southeastern Youth & Family, Inc., was terminated because Southeastern was unable to fulfill the enrollment requirements of the contract. No funds were disbursed to Southeastern Youth & Family, Inc.

7. The Administration is recommending that the Board authorize a one-hundred-twenty-three-day contract with Divine Day Care Services for 20 seats, for a total cost of $47,150. With the Board’s approval of the contract, Divine Day Care Services will provide a wrap-around all day four-year-old Early Childhood Program beginning the week of January 24, 2000, and ending after the 2000 summer school session.

Strategic Plan Compatibility Statement

8. The State Funded Kindergarten Day Care Program 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

9. Board policy requires that all outside contracts for day care agencies be approved by the Board of School Directors.

10. Wisconsin State Statute 119.72 authorizes Milwaukee Public Schools to contract with day care centers.

Fiscal Impact Statement

11. The cost for contracting with Divine Day Care Services to provide twenty early childhood seats for the 1999-2000 school year and 2000 summer school session is $47,150.

At no time shall Divine Day Care Services receive payments for seats that are not filled by eligible Milwaukee resident students. Funds to support the program are provided by the state under Wisconsin Statute 119.72, Early Childhood Education: contracts with day care centers.

1-13-4-251-610-311-113000 .....Contracted Services
1-13-4-251-610-021-113000 .....Teacher Kindergarten Salary
1-13-4-251-600-299-500000 .....Employee Benefits

Implementation and Assessment Plan Statement

12. 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, Divine Day Care Services programs will be evaluated by Milwaukee Public Schools 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 Administration to enter into a contract with Divine Day Care Services to provide twenty (20) early childhood seats for the 1999-2000 school year and 2000 summer school session at a cost of $47,150, contingent upon receipt of state funds and successful outcomes resulting from the formal and informal assessments conducted during the 1999-00 contract experience.

* * * * *

(Item 6) 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)	Hillary Mayes	Principal Sholes Middle School	Schedule III, Range 14Z $79,567
2(r)	Keith Posley	Principal Clarke Street Elementary School	Schedule III, Range 13Z $58,925
5(r)	William Johnson	Principal Lincoln Avenue Elementary School	Schedule III, Range 13Z $73,506
2(r)	Darrell Williams	Principal Whittier Elementary School	Schedule III, Range 12Z $56,684
5(r)	Jeffrey Krumbein	Assistant Principal Kluge Elementary School	Schedule III, Range 10Z $55,972
5(r)	Joel Koeper	Assistant Principal Milwaukee German Immersion Elementary School	Schedule III, Range 10Z $46,696
2(r)	Barry Applewhite	Curriculum Specialist — Music Division of Curriculum and Instruction	Schedule III, Range 11A $59,781

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

Separate consideration having been requested of Items 1 and 3, on the motion of Director Braun, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 1, monthly finance and facilities matters, Director Braun moved to approve the Committee report.

Director Johnson recused himself from voting on the Item and left the meeting.

The motion to approve the report was adopted on the following vote:

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

Noes—Director Hardin—1.

Abstaining from voting—Director Johnson—1.

Director Johnson returned to the meeting.

With respect to Item 3, release of directory data, Director Hardin moved to approve the Committee report.

Director Braun moved to refer the item to the Legislation, Rules and Policies Committee, along with the following resolution:

Resolved, that the administration, with the assistance of the City Attorney, be directed to prepare a policy change which would allow the name, address and phone number of juniors and seniors in the Milwaukee Public Schools to be released to the public, pending in all cases a signed release by the parent(s) of the student, such release to be renewed annually. It is understood that such a policy change could result in a change in the directory data maintained for each student.

The motion to refer 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 12 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 5, January 6, January 7, January 11, January 13, January 14, January 18, January 19, and January 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.

* * * * *

COMMUNICATIONS AND PETITIONS

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

(Item A) Communication 9900C-006 From Various MPS High School Governance Councils Requesting an Opportunity to Address the Finance/Personnel Committee Regarding Funding Inequities

Referred to the Strategic Planning and Budget Committee.

* * * * *

RESOLUTIONS

Resolution 9900R-020

By Director Hardin:

WHEREAS, The Board has authorized schools to establish admissions criteria; and

WHEREAS, The Boards has authorized schools to opt to conduct their enrollment processes prior to the district's three choice enrollment process; and

WHEREAS, Individual schools are currently responsible for advertising their own early enrollment processes; and

WHEREAS, Many students and parents are unaware that some schools conduct their own enrollment process, with the result that they are unable to choose these schools during the three choice process; and,

WHEREAS, For any enrollment process to be fair and equitable, all students must have an equal chance to apply for all programs; now, therefore, be it

RESOLVED, That information about all schools that conduct their own early enrollment processes be sent to all parents of fifth and eighth grade students in August at district expense; and be it

FURTHER RESOLVED, That this information include the schools' admissions requirements, if any, so that parents can adequately prepare for applying to these schools.

Referred to Finance/Personnel Committee.

Resolution 9900R-021

By Directors Dannecker and Gardner:

WHEREAS, MPS has historically been a member of the Association for Equity in Funding, and a financial supporter of the Association; and

WHEREAS, The Association recently sent a letter to other districts, legislators and interested parties in support of the notion that recent changes to education financing were unfair to other districts; and

WHEREAS, The Association's letter suggests that under the Choice and Charter programs, education for Milwaukee students was being financed at the expense of other districts, and this letter was conveyed on letterhead suggesting that Milwaukee Public Schools endorsed and supported claims made in letter; and

WHEREAS, Neither the Milwaukee Board of School Directors nor the MPS Administration was consulted by the Association in preparing the letter or making the claims contained therein; and

WHEREAS, Recent changes in financing for the School Choice and Charter programs referenced in the Association's letter were made largely as a move toward equity for Milwaukee taxpayers; and

WHEREAS, The letter by the Association is misleading in that it suggests taxpayers in other districts are being taxed disproportionately to pay for students in the choice and charter programs, but it does not explain the consequences imposed on other districts by any alternative, including failure to fund such programs; and

WHEREAS, The letter exploits anti-Milwaukee and anti-MPS sentiment while Milwaukee Board of School Directors seeks to build alliances that strengthen not merely MPS but public education in Wisconsin as a whole; now, therefore, be it,

RESOLVED, That MPS should terminate its membership in the Association for Equity in Funding to facilitate efforts by MPS to be clearly represented in debates about formulation of policies that govern public education finance.

Referred to the Legislation, Rules and Policies Committee.

The Board adjourned at 8:14 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 29, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 6:05 PM.

Present—Directors Braun, Dannecker, Gardner (6:10 PM), Hardin (6:10 PM), Johnson (6:10 PM), 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:

February 25, 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, February 29, 2000, in the auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on matters related to the Global City Pension Settlement, including, but not limited to: 1) approval and support of the global pension settlement, including specific authorization for the Superintendent or his designee to effectuate the settlement; 2) direction to enter into an interagency agreement with the City for MPS to recoup the disability fund contributions made by MPS for 1997 and 1998; and 3) discontinuation of the special supplementation benefit paid separately by MPS to a small cadre of MPS retirees because they will be benefiting to an equal or greater extent from increased benefits in the global settlement.

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 litigation the Board is or may become involved in with respect to the City pension matters listed above.

The Board may reconvene in open session to take action on matters considered in executive session.

SUZANNE M. LUNDIN
Board Clerk

Director Dannecker moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (g), to confer with its legal counsel concerning litigation the Board is or may become involved in with respect to the City pension matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Dannecker, O'Neil, Spence, Werra and President Thompson—6.

Noes—None.

The Board retired to executive session at 6:08 PM.

The Board reconvened in open session at 6:47 PM.

Director Braun moved that the Board adopt the following resolution:

WHEREAS, the City of Milwaukee has reached a settlement with the unions representing the Fire and Police and is nearing an agreement in principal with all remaining unions and the association representing retirees for the proposed Global Settlement of litigation involving the City of Milwaukee Employes' Retirement System ("City Pension"); and

WHEREAS, the terms of the Global Settlement have been established as follows for general city employees which include classified employees and retirees of Milwaukee Public Schools and the City is ready to seek of official approval of the global settlement from the governing bodies of all city agencies:

Merger of all current City Pension system funds including Retirement Fund, Firemen's and Policemen's Survivorship Fund, Special Disability Fund, Heart and Lung Fund into a combined fund effective January 1, 2000;

Expense of administering and operating the City Pension system including all investment and performance fees shall be paid from the combined fund effective January 1, 2000;

All outstanding judgements, debts or contributions including outstanding investment expense obligations of the City or any City agency as defined in the settlement agreement which are owed to the City Pension system shall be charged to and paid from the combined fund created by the merger;

Benefit enhancements for all active and retired MPS (i.e. general city) employees amounting to an average benefit improvement of 13.5% - 14.7%;

Release of liability for judgments, etc. and dismissal of outstanding judgments against the City and City agencies; and

WHEREAS, Milwaukee Public Schools is committed to work with the City and other City agencies to approve and facilitate the global settlement; and

WHEREAS, Milwaukee Public Schools continued to pay its contribution to the Disability Fund in 1997 and 1998 in the amount of $808,423 while discussions concerning the global settlement ensued and for which reimbursement is not provided for MPS in the global settlement; and

WHEREAS, since 1975 Milwaukee Public Schools has adopted the General City's supplementation pension benefit which is funded separately by each participating City agency and affords additional pension benefits for 19 retired MPS employees covered under the City Pension Plan the cost of which is currently $7,900 per year; and

WHEREAS, these 19 MPS retirees currently receiving the aforementioned supplementation benefits will receive the enhanced benefits afforded by the global settlement which will provide benefit enhancements equal to or greater than the General City supplementation pension benefit; and

WHEREAS, the implementation of the global settlement is subject to a number of contingencies including approval by employees and retirees and approval by the courts; now therefore, be it

RESOLVED, That the Superintendent or his designee be directed and authorized to sign the documents required to facilitate and finalize the global settlement; and be it

FURTHER RESOLVED, That contingent upon final implementation of the global settlement, the Superintendent or his designee be directed and authorized to negotiate an intergovernmental agreement between MPS and the City to obtain reimbursement of disability contributions of $808,423; and be it

FURTHER RESOLVED, That contingent upon final implementation of the global settlement, the Superintendent or his designee be directed and authorized to cease the aforementioned General City supplementation pension benefit for any or all of the 19 retirees to the extent of their benefit enhancements under the global settlement.

The resolution 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 Board adjourned at 6:50 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 29, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:51 PM.

Present—Directors Braun, Dannecker, Gardner, 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 MPS students during the previous month Dorian S. Love, a ninth-grade student at North Division High School, was shot to death on February 3. Dorian was fifteen years old. Nichelle L. Jones, a second-grader at Clement Avenue School, was beaten to death by an adult on February 13. Nichelle was only 8 years old.

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:

Ann McGinnity
Twelfth Grade
Grand Avenue High School

Ann McGinnity, a senior at Grand Avenue High School, is one of two state honorees in the fifth annual Prudential Spirit of Community Awards. This is a nationwide award program recognizing young people for outstanding acts of volunteerism. Honorees are selected based on criteria such as personal initiative, creativity, effort, impact, and personal growth. Ann will receive $1,000, an engraved silver medallion, and an all-expense-paid trip in May to Washington, D.C. In Washington, Ann will join about 100 other honorees from each of the other states, the District of Columbia, and Puerto Rico for several days of national recognition events. Ten of them will be named America's top youth volunteers for the year 2000.

Ann is being recognized for creating and coordinating the *Grand Tutoring Project*, a school-wide mentoring and tutoring program that places high school volunteers in four area elementary schools for group and one-on-one tutoring activities. After tutoring a fifth-grade pupil with mild learning disabilities, Ann realized that there were many other children in need of a coordinated tutoring and mentoring program. She successfully applied for a grant to fund her project, then presented her idea to school administrators and teachers. To date, more than 330 pupils have benefited from the *Grand Tutoring Project*, and 165 high school students and 40 staff members have volunteered their time and talents.

The *Grand Tutoring Project*, Ann McGinnity, the young people, and staff bring distinction to Milwaukee Public Schools and its students. The project is a shining example of how MPS students welcome the opportunity to serve the community as positive and valuable resources.

The Milwaukee Board of School of Directors and the entire school community recognize Ann McGinnity for her outstanding achievement, hard work, and commitment to serve the students of the Milwaukee Public Schools and the entire Milwaukee community. We wish her well when she travels to Washington, D.C., for the national recognition events. She will serve as an excellent ambassador for the entire school district.

Other Awards and Recognition

The Milwaukee Public Schools celebrated Black History Month throughout the month of February. Thousands of students, parents, and staff members experienced a variety of engaging activities to commemorate the history and experience of the African-American culture, as well as to celebrate the many outstanding contributions of famous Black Americans. The following highlights are examples of events:

Doerfler Elementary School's staff and students presented *A Millennium of Black History* to showcase the accomplishments of African Americans, past and present, who have helped shape our country's history. They shared poetry, inventors and inventions, and culture through song and dance. One of the show's highlights was a Motown musical extravaganza by first-grade pupils.

Fritsche Middle School showcased famous African Americans twice a week through the public address system. On Wednesdays, staff and students were encouraged to wear their ethnic attire to celebrate different cultures. Individual classroom units observed the month with a variety of activities, including art projects, videos, and ethnic food tasting.

Every day during morning announcements at Granville Elementary School, an upper- elementary pupil read a brief biography of a famous African American. In addition, every Friday in February, both staff and students wore African-American attire. Granville's celebration concluded with a Black History Month program on February 25th.

Green Bay Avenue Elementary School students were provided with many opportunities to learn about and celebrate Black History Month, including an African-American inventions display, a trip by grade-5 students to the Black Holocaust Museum, six weeks of in-depth study of various cultures of Africa, and a field trip to the Black History Program at the Marcus Center. To culminate its celebration, the school presented its annual Black History Month program, *Experiencing Black History Through Music*. The program featured music and costumes from different eras.

Hampton Elementary School completed its month of celebration with its annual Black History Month program — poems, songs, African dance, and choral readings were shared with staff, parents, and special guests.

Kluge Elementary School provided students, staff, family, and friends two opportunities to celebrate Black History Month by attending their annual program. The program was presented twice in February.

Lincoln Center of the Arts presented *Sankofa Through Music*. The show provided an opportunity through music for students, staff, and guests to reach back into the past and learn from the mistakes of our ancestors.

Neeskara Elementary School students performed a variety of African-American poetry, historical events, folk tales, songs, fables, original stories, and rap songs for the entire student body.

In celebration of Black History Month, the Palmer Elementary School Family Club and community partners linked the past to the future with a fashion show and potluck dinner. Various community musical groups entertained students, parents, and other guests.

At Robinson Middle School, Black History Month activities began in January with a celebration of the birthday of the school's namesake, Jackie Robinson. Special activities took place all month and included a birthday celebration on Robinson's actual birth date. During the month of February, readings were broadcast over the school's PA system each morning. Each day's reading focused on one famous African American. As a follow-up to the day's reading, many teachers taught their students about African-American history by tying it in with the proficiency requirements.

Roosevelt Middle School of the Arts celebrated Black History Month with two performances in February. A program entitled *A Celebration of African-American Culture* featured poetry readings and vocal selections by individual students and performances by the Gospel Choir, Praise Dancers, Jazz Band, African Dancers and Drummers, and the Brothers of Kwanza & Essence Step Team. Students also participated in many activities throughout the month of February, including an assembly to remember Dr. Martin Luther King, Jr., attending the Milwaukee Rep's performance of *Straighten Up and Fly Right*, and a Black History Month door decorating competition.

Rufus King High School held a variety of special activities during Black History Month, including displays throughout the school showcasing famous African-American leaders, scientists, entertainers, and inventors; special classroom presentations on Black history; and daily announcements and trivia questions. The school's Black history program, *The Colors of Music*, featured the various ethnic and racial groups represented in the school, as well as its Special Gospel Chorale.

Sixty-fifth Street Elementary School presented *It Takes Teamwork to Make the Dream Work.* The program featured dances, songs, inspirational words, poems, readings, and speeches.

Thirty-eighth Street Elementary School presented *Shades of Me*, the school's second annual Black History Month program. Talent from both the school and community was showcased. Performances included songs, poems and skits, and a dance routine by the Morse Middle School Dancers. A special highlight was the inspiration provided by storyteller Fonde Bridges.

After studying key people and events in American history generated from the African-American experience dating back 500 years, the Victory Elementary School Multicultural Dance Troupe performed in authentic costumes in a program titled *Up from Bondage into a New Millennium*. The program showcased the students' knowledge of historical events as they expressed them artistically.

Walker International Middle School presented its Black history program for students, staff, and guests in February. In addition, the school dedicated the Dr. Martin Luther King, Jr., portrait painted by Paul Davis, a safety assistant at Walker. The portrait will hang in the hallway of Walker and be enjoyed by students, staff, and visitors for many years to come.

Webster Middle School held its annual African Heritage Activity Night in February. The event featured special guests who demonstrated their work and shared knowledge and experience with parents and students. African Heritage Activity Night focused on both the visual and performing arts.

Students

Students from Juneau, Marshall, Milwaukee High School of the Arts, North Division, Lincoln Center of the Arts, Lloyd, Milwaukee German Immersion, Milwaukee Spanish Immersion, Ninety-fifth Street, and Whittier were selected to perform at Milwaukee's 154th Birthday Celebration on January 27th. Schools were selected after extensive auditions of talented groups from throughout the city. The celebration provided a wide range of performances consisting of drummers, combos, instrumental solos, gospel choirs, and vocal groups.

The poetry of 11 students from Congress Extended Year-Round School has been accepted to be published in Creative Communication, Inc.'s anthology, *A Celebration of Minnesota and Wisconsin's Young Poets*. The poems were chosen on their literacy merit, creativity, and social awareness. The students are now eligible to be considered for winning over $1,500 in prizes to be awarded to the "Top Ten Poet." Students whose poetry will be published are:

Marktuwan Bailey	Rodney Matthews
Aishia Cobb	Audreana Roberson
John Griffin	Marcellas Roby
Brandon Hirsch	Jackie Smith
Shantrice Hopson	Steven Thomas
Jessie Johnson	

Eboni Williams and Nolan Lee, students at Vincent High School, had poems selected for publication on *The Puffler* web site. Eboni's *How the World Sees Me* and Nolan's *Easy to Give, Too Precious to Take* are being read and enjoyed by people all over the world. Eboni and Nolan are now eligible for "The Pufflitzer" journalism award, a $500 scholarship.

Schools

The fifth-grade class at 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, earned as the result of a fire safety classroom and home project, was presented to the school during a program attended by Milwaukee County Assistant Fire Chief Joe Dallman, Wisconsin Alliance for Fire Safety's Dan Gengler, and Tom Hayes, Director of the *Milwaukee Journal Sentinel's* Newspapers in Education Program.

Forty-six Honey Creek Elementary School students received DARE certificates during a graduation ceremony in January. The ceremony, which included essays and songs, was attended by Mayor John Norquist and Police Chief Arthur Jones. DARE — Drug Abuse Resistance Education Program — is a 17-week drug-and-crime-prevention program offered at elementary schools. The program provides for police officers and other law enforcement officials to visit fifth-grade classrooms around the city.

Palmer Elementary School and Allen Field Elementary School were selected to receive a Ronald Reading Corner from McDonald's. Only five schools from throughout Southeastern Wisconsin received the special reading corners filled with 500 books. Students from Custer High School were selected to design and build the reading corners for all five Southeastern Wisconsin schools. The goal of McDonald's Books for Kids Program is to promote literacy and to encourage children to read for fun.

Whittier Elementary School is one of 300 winners selected from nearly 1,400 applicants nationwide to receive a 2000 Youth Garden Grant from the National Gardening Association. Whittier's gardening program will receive more than $750 worth of gardening supplies, seeds, plants, and equipment contributed by more than 20 leading companies in the lawn and garden industry. Whittier was selected for its innovative educational program, dynamic leadership, long-term sustainability, and strong community support.

Pulaski High School's wrestling team won its seventh consecutive City Conference championship. Pulaski had 10 wrestlers in the finals and produced nine individual champions, both conference records. Pulaski, ranked seventh in the state, won the first eight weight classes. At 103 pounds, senior Josh Fendrick used a 23-8 technical fall for his third consecutive title. At 125, junior O'Bryan Mungon also won his third consecutive championship with a one-minute 59-second pin. The two became the 10th and 11th wrestlers to reach that plateau in the 49-year history of city wrestling. Winning their second consecutive championship were junior Adam Dies and senior Phil Carerros.

Teams from eight MPS middle schools were selected as finalists in the Time-Warner Cable Hang Tough anti-drug video contest. The 30-second videos from the finalists will appear on various cable TV networks and commercial studios. The finalists are:

Audubon Middle School	Milwaukee Education Center	Grantosa Drive
Misha Tubic	Brian Jackson	Ronell Davis
Sean Krause	Al Shack	Terrance Mitsanis
Rebecca Borkowski	Antonio Jackson	Angela Greco
	Marc Bridges	Jushar Kittler
Carlton	**Roosevelt Middle School**	**Story**
Breonte Johnson	David Jones	Donovan Gee
Lasha Brown	Emaline Kelly	Malcolm Simmons
Carla Williams	Jaclyn Jensen	Kendale Allen
	Alek Zurawski	Anthony Jones
Fritsche Middle School	Rashid Dar	Antonio Powell
Michael Gau		Deangelo Wainwright
Joe Vella		

The University of Wisconsin-Milwaukee honored 350 minority high school seniors who have achieved a cumulative grade-point average of at least 2.5 at the 13th annual Minority Student Recognition Program. Students received certificates for their hard work and commitment necessary to demonstrate consistent academic excellence in high school.

The Vincent High School chess team was featured on the first page of the *Milwaukee Journal Sentinel* on January 24th. Under the guidance of coach Milton Bond, the chess team has emerged from nowhere to become the high school chess team to contend with. The team is undefeated this season. With two meets left before the citywide playoffs, Vincent has won every match it has entered this year except for one — a tie with Nicolet in December.

McNair School was presented with a check of $500 by the Kappa Phi chapter of Omega Psi Phi fraternity. Kappa Phi chapter has officially adopted the school for continued support through future donations and mentoring. Dr. Ronald McNair was a member of Omega Psi Phi and is the only African-American astronaut/physicist to go into space.

Art work created by Milwaukee Public Schools' students is being showcased during February at two functions:

- *Art Explosion 2000*, an art show featuring work by students grades K-12, was sponsored by the Milwaukee Teachers' Education Association. The show took place Thursday, February 24th, at the MTEA building.
- *Celebration of Art 2000*, sponsored by the UWM School of Education and the School of Education Constituent Alumni Association, is an exhibit of artwork by student artists from the metropolitan Milwaukee area and suburban schools. The display can be enjoyed throughout the month of February and March at the UWM-Enderis Hall.

Staff

Matt Naus, Victory School, received the Teacher of the Month Award from Light 97FM for the month of January. Mr. Naus, nominated by the Poznanski family, received a $200 award to use for his classroom and a recognition plaque. He also will be considered, along with eight other teachers from throughout Milwaukee County, for a trip to Florida.

James Thomas, Milwaukee Trade and Technical High School, has been distinguished among high school teachers by having a manuscript published in the *Journal of Chemical Education.* The journal is the premier monthly publication serving teachers of chemistry at all levels from elementary through graduate school. High school teachers share their teaching experiences, innovative experiments, and teaching strategies with their colleagues by submitting manuscripts for publication.

Diane Rozanski, Curriculum Design Assistant coordinator, was selected to be a presenter at the 11th Annual Classroom Technology Conference in Oshkosh. Ms. Rozanski, who is currently working in the areas of staff development and technology for the Division of Special Services, provided a presentation and demonstration of the *Curriculum Design Assistant*, a computer program Ms. Rozanski helped design over the last two years. It is a web-based tool to assist teachers in creating lesson plans.

Rosann Hollinger, a teacher at Fritsche Middle School, and Liz Freeman, a retired MPS teacher, are serving as Co-Presidents of the Wisconsin Mathematics Council. Jane Patterson, a teacher at Fritsche, serves as editor of the *Wisconsin Teacher of Mathematics* journal. The Council's journal provides teachers from all over the state a means to share successful ideas that encourage students to enjoy mathematics.

Mary Beth Minkley, principal of Congress Extended Year-Round School, has been elected to serve as the Principals' Representative on the Board of Directors of the National Year-Round Education Association. She will serve for two years. Ms. Minkley has been the principal of Congress for the last eight years. Congress has been a year-round school for the last four and one-half years.

Mary Henry, director of the Milwaukee Urban Systemic Initiative for Mathematics and Science, received the Outstanding Achievement in Education Award at the 12th annual Women of Color Recognition Dinner at the Pfister Hotel on February 4th. Ms. Henry was honored for her contributions to the Milwaukee community, and her dedication to ensuring that MPS children receive a good education and are provided every opportunity to be successful.

Chuck Hintz, assistant recreation supervisor, received the 1999 Chapters of Excellence Award from the National Youth Sports Coaches Association (NYSCA). This award is presented to chapters who perform the duties associated with the implementation of volunteer coaches' certification in an exemplary manner. There are over 2,000 chapters nationally; the MPS chapter was one of 36 honored.

Other

WYMS, 88.9 FM, received a first-place award from the Wisconsin Broadcasters Association for *Jazz: A Milwaukee History*, a docudrama special that aired last May. Co-producers for the special were Roger Dobrick, station manager, and Russell Rapczyk, audio engineer. Technical assistance was provided by Al Schemenauer. The show portrayed the history of Milwaukee's now defunct Walnut Street jazz district.

Frances Brock Starms, namesake of Starms Discovery Learning Center, Starms Early Childhood Center, and Starms Monumental Early Childhood Center, was recognized by several Milwaukee entities during Black History Month for her educational contributions to the children and city of Milwaukee.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of January 12 and 25, 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 claim:

> Notice of Claim for Damages by personal letter filed against the Milwaukee Public Schools by Ms. Patricia O'Brien, for damages allegedly sustained by her vehicle while parked at Marshall High School on November 10, 1999.
>
> Claim is being made in the estimated sum of $588.56.

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 Braun, the claim was denied, the vote being as follows:

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

Noes—None.

By unanimous consent, the Board next took up Unfinished Business, after which it returned to the Reports of the Standing Committees.

REPORTS OF STANDING COMMITTEES

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 Charter School Proposal from Transcenter for Youth, Inc. for a New Order Neighborhood School

Background

In accordance with MPS Administrative Policy 9.12, Charter Schools, the Office of Board Governance has received the following charter school proposal:

> TransCenter for Youth, Inc. — A charter school proposal has been submitted for New Order Neighborhood School (NON School). This non-profit organization has submitted a proposal for a non-instrumentality school. They are planning to open with an enrollment of 100 students in four cohorts for students aged 4-9 years. Their plan is to add students each year through the age of 18, with a cap enrollment of 200 students by the fifth year of operation.
>
> The NON School will combine basic Montessori teaching and learning principles with project-based experiential learning and will make rebuilding a specific community its curriculum. This proposal embraces the idea that education is an ongoing process that a community uses to keep itself healthy by directing the energy and learning of the young toward the good of the community.

Review Comments

1. The MPS Charter School Review Panel (CSRP) has received recommendations from the Superintendent's Charter School Review Team and has heard presentations from the proposing organization.

The CSRP recommends approval of the concept of the proposal submitted by TransCenter for Youth, Inc. The CSRP suggests revisions in the areas addressed by the comments in the attachment.

The CSRP recommends a five-year charter school contract contingent upon the successful completion of all background checks, as well as the locating of, and obtaining MPS approval of, an appropriate facility.

2. The consensus of the Charter School Review Team regarding the New Order Neighborhood School charter school proposal was to not recommend it for consideration as a charter school. While the team embraced the neighborhood concept of the proposal and agreed that the community portion was commendable, they felt the curriculum needed further development and a clearer definition.

Although one of the curricular themes is Montessori principles, the school will not be advertised as a Montessori school, nor will it seek Montessori accreditation. Team members felt this could be confusing to parents when choosing a school.

Team members thought the concept might be valuable with further development.

Committee Recommendation

Your Committee recommends approval of the concept of the proposal, contingent upon successful negotiations, background checks, MPS approval of facility, and other changes identified by the Charter Review Panel, and also TransCenter's seeking Montessori accreditation.

* * * * *

(Item 2) Report of Public Hearing and Action on a Recommendation to Authorize the Administration to Request a Waiver from the Department of Public Instruction on Special Education Rules Regarding Categorical Labels

Administration's Analysis

1. Current state special education regulations require that children found by the IEP team to be disabled and in need of special education be given a categorical designation in one of eleven areas at the end of the evaluation process. This designation is necessary for the children to receive special education services. Such categorical labels, however, are not required by federal IDEA97 law.

2. The Administration is seeking to put in place a process of assessment and intervention called the Problem-Solving Process. This process does not utilize categorical labels; instead, it follows the federal requirements of determining that a child has a disability and is in need of special education services without the necessity of labeling the child as learning-disabled, cognitively disabled, etc.

3. The Problem-Solving Process focuses on interventions within the regular education classroom and on the children's responses to those interventions. When the intensity of the problem and the level of resources necessary are beyond those which can be provided in regular education, a formal referral for determining special education eligibility is initiated. A referral will also be initiated at any time if requested by a parent. The evaluation process relies primarily on information already collected during interventions; therefore, the evaluation process should be completed in a shorter time than is traditionally required.

4. The primary intent of the Problem-Solving Process is to strengthen the link between assessing the educational needs of students and appropriate intervention strategies. Implementation of a non-categorical system of identification and services avoids the negative effects of labeling. This model also leads to a reduction in the inappropriate over-identification of minority children for special education.

5. The following chart compares the proposed Problem-Solving Process and the traditional service delivery methods. The Problem-Solving Process will be implemented on a pilot basis beginning the second semester of the 1999-2000 school year.

COMPARISON OF PROBLEM SOLVING AND TRADITIONAL SERVICE DELIVERY METHODS

	TRADITIONAL APPROACH	PROBLEM-SOLVING APPROACH
PREVENTION	Resources Determined by Central Office or Bureaucracy Resources delegated with rigid stipulations	School-Based Decisions "What resources are available to all of our students" "What resources are available to students needing interventions?" Flexible use of resources
ASSESSMENT	Placement-Oriented "Is the child entitled to services?" Norm-Referenced Tests	Teaching-Oriented "What is the specific concern" "What techniques/strategies will facilitate progress?" Comparison to Peers, using local norms.
STUDENT SELECTION	Consider whether Student "Qualifies" Services for identified special education students.	Consider Student Need "What is the child's immediate potential for change?" "How does the behavior/skill level impact academic performance and social interactions?" Support for special education and regular education students
SERVICE DELIVERY	Service Delivery Options: "Who will receive services?" "What services will be provided?" Service Provider is Responsible	Service Delivery Options: "What services are needed for whom?" "How will the services be provided?" "What is intervention/service delivery plan, and what is the progress monitoring plan?" There is Shared Responsibility
DECISION MAKING	Documentation as "Paperwork" Goal Setting and Progress Monitoring used as follow-up for the IEP. "Cure"	Documentation for Planning and Tracking Student Progress Variety of progress monitoring methods used for data based decision making. "Is the treatment working?" "Is it time to make a change?"

Modified from Heartland, Iowa AEA 11 Support Services November, 1999

6. Attached to the minutes of your Committee's meeting is a document that further summarizes the Problem-Solving Process. The Administration is in the process of selecting schools to pilot the Problem-Solving Process.

7. The Administration is recommending Board approval to seek a waiver from Wisconsin Statutes 115.76(5) and 115.782(2)(b)2a, allowing the district to remove the necessity to provide a categorical label for students who receive special education services. In accordance with State Statutes 118.38, the Board must hold a public hearing prior to submitting a waiver request.

Strategic Plan Compatibility Statement

8. This waiver request supports the MPS Strategic Plan, Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rule Statement

9. The recommendation requires a waiver from Wisconsin State Statutes 115.76(5) and 115.782(2)(b)2a in order to remove the necessity to provide a categorical label for an MPS student who receives special education services. State Statute 118.38 requires the Board to hold a public hearing prior to requesting a waiver from DPI.

Fiscal Impact Statement

10. This waiver request would have no fiscal impact. Staff development to support the implementation of the Problem Solving Process in schools will be funded through grants and federal funds.

Implementation and Assessment Plan

11. After public hearing and Board approval, the Administration will submit the waiver request to the Department of Public Instruction for consideration and approval.

Your Committee reports that public hearing was given to interested parties.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to request from the Department of Public Instruction a waiver from Wisconsin State Statutes 115.76(5) and 115.782(2)(b)2a to remove the necessity to provide a categorical label for students who receive special education.

* * * * *

(Item 3) Action on a Recommendation for the Adoption of the Grade 9, 10 and 11 Integrated Mathematics Textbook

Administration's Analysis

1. A textbook evaluation committee was formed as a result of the Board's action a year ago opening for adoption study the high school mathematics textbooks. The procedures followed by the textbook evaluation committee are attached to the minutes of your Committee's meeting. The committee has completed its study and has reported its findings and recommendations to the Superintendent.

2. The list of members of the high school mathematics textbook evaluation committee is attached to the minutes of your Committee's meeting. The evaluation committee included 17 high school teachers, eight parents, and the acting mathematics curriculum specialist. All MPS parents were sent a letter inviting them to participate in the review process. All parents who expressed an interest received notice of the first meeting. Eight parents attended the first meeting and were active throughout the review process. Appreciation is extended to all who participated for their dedication and hard work.

3. The mathematics textbooks and supplementary materials being recommended for adoption for grades 9, 10, and 11 support an integrated mathematics curriculum. This course of study, called Integrated College Prep Mathematics I, II, and III, will be offered as an alternative to the traditional sequence of high school mathematics courses. It will be well aligned with the current middle school mathematics curriculum in content and instructional approach.

4. The Integrated College Prep Mathematics courses I, II, and III are a three-year integrated curriculum. It incorporates the mathematics topics of algebra and functions, geometry and trigonometry, statistics and probability, and discrete mathematics. Discrete mathematics is a new field of mathematics that involves the study of real-world problems. Examples include planning efficient delivery systems, scheduling, and design of computer security software.

The mathematics topics are linked across units by themes that involve the analysis of data; how things change; the representation of problems in symbolic, graphic, and tabular form; and the use of geometric shapes. The curriculum develops an understanding of mathematics by modeling real-life situations. It makes connections to science, other academic subjects, the real world of business, and everyday life.

Lessons employ active learning and the use of graphic calculators. Multi-dimensional assessments include observation, questioning, listening techniques, projects, and specific assessment materials, which include traditional items and items which are scored using a *rubric*, a set of criteria used to evaluate a student's work or projects.

5. Because in an integrated mathematics curriculum topics are reorganized, students who begin the curriculum in ninth grade need to have the opportunity to continue in the curriculum for three years. Switching back to a traditional curriculum could result in some concepts being missed. It would also be difficult for some students going into traditional courses with the appropriate mathematics background.

6. The submitted textbooks were evaluated by the textbook evaluation committee in a two-step process: First, each submitted textbook, along with materials, was reviewed for the following:

- Integration of major mathematical concepts throughout a three-year curriculum
- Consistency with National Council of Teachers of Mathematics (NCTM), Wisconsin Department of Public Instruction, and Milwaukee Public Schools standards
- Embedded technology
- Student engagement in the learning process
- Use of multi-dimensional assessments
- Incorporation of probability, statistics, and discrete mathematics

Textbooks that did not meet these criteria were eliminated from further consideration.

7. The second step of the evaluation process involved a more comprehensive review of the submitted textbooks and materials. In addition to those areas listed above, the textbooks and supplementary materials were also evaluated for the following:

- Treatment of gender and ethnicity
- Approach used in developing mastery of mathematical skills and concepts
- Use of a problem-solving approach
- Inclusion and treatment of specific content areas
- Teacher friendliness and support
- Instructional approach

Copies of the instruments used to evaluate the textbooks are attached.

8. Staff development will be needed for teachers because of the new content and instructional approach that requires teachers to make significant changes in classroom practice. An eight-day course is being planned for the summer of 2000. The University of Wisconsin-Milwaukee, in collaboration with the Milwaukee Public Schools, has been awarded a grant to fund the course. Sixty-four teachers would be able to participate in this staff development. In addition to the summer course, an eight-hour workshop is being planned for the spring of 2000 on two Saturday mornings. A variety of staff development activities will continue throughout the 2000-2001 school year.

9 The recommended textbooks are currently being piloted at Bay View and Washington High Schools. All high schools and partnership schools were surveyed to determine their interest in using the integrated mathematics curriculum and texts. Almost all schools expressed an interest.

Strategic Plan Compatibility Statement

10. 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

11. The textbook evaluation procedure followed by the committee is in accordance with Board Policy 7.26, Textbook Adoption. The adoption of the integrated mathematics textbooks will help students meet the Board adopted graduation requirements.

Fiscal Impact Statement

12. The estimated cost for adoption of the grade 9-11 Integrated College Prep Mathematics textbooks and supplementary materials is $1.1 million. Funds are included in the FY 2000 budget for the textbooks. The budget code is 1-10-4-620-600-437-110000.

Implementation and Assessment Plan Statement

13. Textbooks and supplementary materials for high school mathematics will be purchased with funds that have been allocated in FY 2000. Staff development will be provided to teachers to assist them in using the integrated mathematics curriculum.

Committee Recommendations

Your Committee recommends that:

1. The Board adopt and purchase the following high school grades 9-11 Integrated College Prep Mathematics materials using funds in the FY 2000 budget:

   Contemporary Mathematics in Context, A Unified Approach — **Course 1**
   Part A — Everyday Learning Corp. – 1998

   Contemporary Mathematics in Context, A Unified Approach — **Course 1**
   Part B — Everyday Learning Corp. – 1998

   Contemporary Mathematics in Context, A Unified Approach — **Course 2**
   Part A — Everyday Learning Corp. - 1998

   Contemporary Mathematics in Context, A Unified Approach — **Course 2**
   Part B — Everyday Learning Corp. – 1998

   Contemporary Mathematics in Context, A Unified Approach — **Course 3**
   Part A — Everyday Learning Corp. — 1999

   Contemporary Mathematics in Context, A Unified Approach — **Course 3**
   Part B — Everyday Learning Corp. – 1999

2. Related supplementary teacher and select student materials be approved for use with the adopted series.

* * * * *

(Item 4) Action on a Recommendation to Adopt a Technical Amendment to Administrative Policy Regarding High School Graduation Proficiencies

Administration's Analysis

1. On March 30, 1999, the Board adopted new high school graduation requirements for the class of 2003 and thereafter. The 2003 graduation requirements were aligned with the state graduation requirements. During the last state budget cycle, the timeline for new graduation requirements in State Statute 118.30 was changed from the class of 2003 to the class of 2004.

In order to align the MPS graduation requirements with state requirements, the Administration is recommending a technical amendment to Administrative Policy 7.37, Graduation Requirements and Benchmarks by Grade Level. Proposed changes to the policy are outlined under Recommendation.

The Administration will submit further recommendations to the Board on state promotion and graduation requirements in May 2000.

Committee Recommendation

Your Committee recommends that the Board approve the following technical amendment to Administrative Policy 7.37, Graduation Requirements and Benchmarks by Grade Level:

7.37: Graduation 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	4.0
Mathematics (This includes courses at or above the level of Algebra 1.)	3.0
Science (This includes content and laboratory studies in the physical, biological, and chemical sciences.)	3.0
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 unites each)	1.0
Physical education	1.5
Health	0.5
Fine arts	1.0
TOTAL	16.0

Students in the class of ~~2003~~ 2004 and thereafter must meet learning proficiency assessment requirements in the areas of Mathematical Reasoning, Scientific Reasoning, Communication, and Social Studies.

c. 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.

d. 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.

e. 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.

f. 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.

g. 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).

h. 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.

i. 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.

j. 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.

Students graduating in the classes of 2000, 2001, ~~and~~ 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.

* * * * *

(Item 5) Action on a Recommendation to Adopt a Technical Amendment to Administrative Policy Regarding Middle Grades Proficiencies

On June 18, 1997, the Board of School Directors mandated that students who are in the eighth-grade class of 2000, and those that come after, must meet the middle-grades proficiency requirements in order to be promoted to the ninth grade. Since then numerous progress reports, Board-approved refinements, and practices have addressed the complexities of the middle-grades proficiencies. A summary of the middle-grades learning proficiencies is included in the attachments.

In order to avoid making continuous detailed changes in the middle-grades proficiency requirements, the Administration recommends that the middle-grades proficiency requirements reflect the less complex model of the high school proficiency requirements and that the following technical amendment to Administrative Policy 7.37(4), Eighth-Grade Graduation Requirements, be approved:

4. Eighth-Grade ~~Graduation~~ Promotion Requirements

~~The following eighth grade graduation requirements for mathematical reasoning, scientific reasoning, and communication are required for the eighth grade class of the year 2000:~~

Beginning in the year 2000 and thereafter, students who are promoted from eighth grade to ninth grade will be required to demonstrate proficiency in areas of communication, mathematics, science, and research. Each proficiency area will be assessed according to specific Milwaukee Public Schools guidelines.

a. Communication Proficiencies

~~The four proficiencies in Communication for Grade 8 are aligned with the high school graduation proficiency in communication. The student will:~~

- ~~Demonstrate writing skills through four different forms of writing for specific purposes. These forms include narrative, imaginative, expository, and persuasive writing. Each writing sample must receive a rating of "Proficient" or better on the MPS writing scale.~~
- ~~Develop a research paper in any content area using expository text structures effectively, a standard style format, and computer resources. The student will present and explain the paper.~~
- ~~Perform at a proficient level in reading as demonstrated on the Strategic Reader Self-analysis, Reading Assessment Instruction Guide, and a designated formal reading assessment.~~
- ~~Prepare and present a 3- to 5-minute demonstration or a persuasive speech that is videotaped for evaluation. The oral presentation must receive a rating of "Proficient" or better on the MPS oral communication scale.~~

The middle-grades proficiencies in communication are designed to ensure that students entering the ninth grade have a foundation in reading, writing, and speaking.

b. Mathematics Proficiencies

~~The Grade 8 math proficiencies are designed to ensure that students entering high school have demonstrated knowledge of first year algebra and have a solid foundation in mathematics and its application to real world problems. The math proficiencies will be demonstrated through a student portfolio that includes class projects and on-demand assessments.~~

~~The student will develop a portfolio that at the minimum has the following elements:~~

- ~~Five examples of quality work showing understanding of algebra topics covered in first-year algebra, e.g. plotting of linear and non-linear equations~~
- ~~Proficient performance on two on-demand assessments that may include~~
  - ~~The WSAS mathematics subtest (1 assessment)~~
  - ~~Problem solving tasks on the MPS Math Proficiency Exam for Middle Schools (2 assessments)~~
  - ~~Knowledge and concepts items (as a set) on the MPS Math Proficiency Exam for Middle Schools (1 assessment)~~
- ~~Participation in the design of a research investigation and independent analysis, reporting, and interpretation of results~~
- ~~A project such as scale modeling or package design that demonstrates understanding of measurement and geometric relationships~~

The middle-grades proficiencies in mathematics are designed to show that students entering ninth grade have a solid foundation in mathematics, including algebra, and its application to real-world problems.

c. Science Proficiencies

~~The science proficiencies will include the development of a portfolio, a science performance assessment, a science presentation, and a science project.~~

1. ~~**Portfolio.** Students will develop a portfolio which reflects understanding of the content-rich, hands on, inquiry based sixth through eighth grade curriculum. The portfolio will contain selections made using a set of criteria (rubric) that evidence the student's growth in knowledge and understanding of science from grades six through eight.~~

   - ~~Communication is an integral part of the process: the student will, in all stages of compiling the portfolio, articulate his/her rationale for selection and his/her understanding of science.~~

   - ~~The final portfolio is due in March of the eighth grade year.~~

2. ~~Science Performance Assessment. Students will pass the Board mandated Science Performance Assessment at the end of grade seven with a score of 3 or better (or as determined by the Division of Research and Assessment).~~

   ~~OR~~

   ~~If the student scores less than 3 on the Science Performance Assessment, he/she will meet this requirement with one of two choices:~~

   ~~(a) Essay type assessment based on a science experiment~~

   ~~(b) Interview with a panel of science people to answer specific questions on a science experiment.~~

3. ~~Science Presentation. The student will have a choice of one domain — Science, Technology and Society (STS), or School to Work (STW) — in which he/she will select a topic that shows understanding of the connections of science, technology, and society or the principles and implications of school to work tenets in terms of science and the real world. Fulfillment of the requirement involves an oral and written communication and will take one of two forms:~~

   ~~(a) Research, evaluate, prepare (write), and present (oral) a three to five minute informative or persuasive speech or a position paper on the topic selected~~

   ~~(b) Work on a community service project with a science issue interest and present an oral/written report on either the impact of or a reflection on the topic as it relates to STS or STW.~~

4. ~~Science Project. The student chooses a topic/question of interest. The subject is broad, showing the connections of the science disciplines, e.g., biological, physical, environmental. The project demonstrates science content/process understanding at a high level of sophistication and proficiency, in the appropriate use of technology (accessing information, use of technological resources and visual representations); scientific inquiry skills; use of scientific tools and equipment; and the applications of science and technology to the real world.~~

The middle-grades science proficiencies are designed to ensure that each student entering ninth grade has a foundation in science content and the scientific method and can make connections between science and the real world.

d. Research Proficiencies

Each student must complete a written research project and present the project orally.

Committee Recommendation

Your Committee recommends that the Board approve the following technical amendment to Administrative Policy 7.37(4), Eighth-Grade Graduation Requirements:

4. Eighth-Grade Promotion Requirements

Beginning in the year 2000 and thereafter, students who are promoted from eighth grade to ninth grade will be required to demonstrate proficiency in areas of communication, mathematics, science, and research. Each proficiency area will be assessed according to specific Milwaukee Public Schools guidelines.

a. Communication Proficiencies

The middle-grades proficiencies in communication are designed to ensure that students entering the ninth grade have a foundation in reading, writing, and speaking.

b. Mathematics Proficiencies

The middle-grades proficiencies in mathematics are designed to show that students entering ninth grade have a solid foundation in mathematics, including algebra, and its application to real-world problems.

c. Science Proficiencies

The middle-grades science proficiencies are designed to ensure that each student entering ninth grade has a foundation in science content and the scientific method and can make connections between science and the real world.

d. Research Proficiencies

Each student must complete a written research project and present the project orally.

* * * * *

(Item 6) Report and Possible Action on the 1998-1999 District Accountability Report

Your Committee reports having considered the following report:

Administration's Report

1. The Superintendent submitted a communication to the Board at its January 25, 2000, meeting, transmitting the Milwaukee Public Schools' 1998-99 accountability report. The Board referred the report to the Innovation/School Reform Committee for further review and hearing.

2. The Milwaukee Public Schools' 1998-99 accountability report is provided in three documents: 1) The Report to the Community, the district's annual report; 2) the 1998-99 Accountability Report, which provides student achievement and other information by school; 3) a reference document entitled Multi-Year and District Data Summary, which details comparable statistics over four years.

3. The report shows notable achievement was made in the performance of fourth-, eighth-, and tenth-grade students in the Wisconsin Student Assessment System (WSAS) tests in reading, math, science, and social studies. Improvement was made in each subject area at each grade level, doubling or tripling in some areas. Also, for the third consecutive year, the high school dropout rate declined.

4. On the WSAS tests for *fourth-graders*, scores improved in all four academic subject areas from 1997-98:

- In reading, scores increased from 45% of students scoring proficient or better in 1997-98 to 57% in 1998-99.
- Math scores improved from 23% of students scoring proficient or better in 1997-98 to 49% in 1998-99.

- Science scores increased from 27% to 66%.
- Scores in social studies rose from 29% to 66%.

5. *Eighth-graders* also improved in all subject areas on the WSAS tests:

- In reading, scores increased from 31% of eighth-graders scoring proficient or above in 1997-98 to 46% in 1998-99.
- In math, scores improved from 10% to 13%.
- Science scores rose from 19% to 29%.
- Scores in social studies increased from 37% to 56%.

6. *Tenth-graders* made gains on the WSAS tests as well:

- In reading, scores increased from 34% of tenth-graders scoring proficient or above in 1997-98 to 43% in 1998-99.
- In math, scores improved from 9% to 13%.
- Science scores rose 14% to 20%.
- Scores in social studies increased from 36% to 51%.

7. The high school dropout rate declined for the third straight year, going from 13.9% in 1996-97 to 12.5% in 1997-98 and 11.9% in 1998-99. High school grade-point average has increased to 1.93, up from 1.70 in 1997-98.

8. MPS has a number of schools with high concentrations of minority students from low-income families that perform at very high levels. These schools, coined our "90-90-90 schools," 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 state reading test. Eighteen MPS schools with these demographic conditions met or exceeded the 90% achievement level at least once over the last two years. One of the district's challenges is to replicate effective practices in schools struggling to improve.

9. The district made significant improvements in a number of areas; however, a number of challenges remain. For example, scores in math and science for grades eight and ten on the WSAS tests are still below state averages and School Board goals. Scores on the Wisconsin Third Grade Reading test dipped slightly, from 85% proficient in 1997-98 to 82% in 1998-99. Other challenges include maintaining the upward trend of the last few years in student achievement on the state tests, continuing to see the high school dropout rate decline, and finding ways to replicate effective teaching practices in more schools so improvements can be realized among more schools.

* * * * *

Separate consideration having been requested of Item 3, on the motion of Director Spence the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 3, adoption of an integrated mathematics textbook, the Committee report was adopted, the vote being as follows:

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

Noes—Director Gardner and President Thompson—2.

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 with respect to the Title I Program Performance Review — Audit #916

Background

1. At its meeting on August 26, 1998, the Board adopted an annual audit plan that included a review of the MPS Title I program.

2. The primary objectives of the Title I Program Review were (1) to identify and report program performance measures and outcomes, (2) to determine the effectiveness of the Title I local school fund allocation process and identify alternatives to the current process, and (3) to determine compliance with federal, state and local guidelines.

3. The audit team reviewed federal, state and local Title I guidelines; documented and analyzed the processes available to develop the annual Title I budget and allocate Title I funds to schools; analyzed MPS Title I budget, financial, and staff data from FY90 through FY99; surveyed other school districts; and conducted interviews with key MPS and Wisconsin Department of Public Instruction (DPI) Title I staff to complete the audit fieldwork.

4. The report contains thirteen recommendations to improve the performance, operational efficiency and compliance of the MPS Title I program.

5. The audit report, provided under separate cover, has been reviewed by district administration. District administration's response to the audit recommendations, including plans to address each recommendation, are included in the report. These plans, when implemented, will appropriately address the audit recommendations.

Committee Recommendations

Your Committee recommends that the Board:

1. Receive Audit Report #916, Title I Program Review; and

2. Direct the Administration to come back to the Board by October 1, 2000, with options for, and consequences of, decentralizing 95% of the Title I budget to the schools.

* * * * *

(Item 2) Report on Revenue Estimates, Expenditure Estimates, and Projected enrollments for the FY2001 Budget

Your Committee received the following report from the Administration:

1. The tables attached to the minutes of your Committee's meeting provide an overview of the preliminary estimates of revenues and expenditures for FY 2001 for the school operations, extension, and construction funds, as well as enrollment projections for the 2000-2001 school year.

2. Based on most recent preliminary estimates, revenues are expected to increase by $17.9 million, or 2.2%. District expenditures for FY 2001 are projected to increase by $50.2 million, or 6%. The projected expenditures were developed based on the estimated rate of inflation, enrollment projections, estimated increases in salaries and benefits, projected funding for charter schools, funding for district priorities such as summer school and technology, and other factors.

3. The estimated funding variance between anticipated revenues and expenditures is $32.2 million. The proposed budget submitted to the Board in April 2000 will be a balanced budget.

4. Enrollment projections for the 2000-2001 school year anticipate a loss of almost 900 students, the majority at the elementary school level. The attached table provides a summary by grade level.

* * * * *

(Item 3) Action on the School Allocation Formula for the FY2001 Budget

Background

1. A stated goal of the Superintendent and Board of School Directors is to empower principals, teachers, and parents through further decentralization of the district's financial resources. The hope is that principals, teachers, and governance councils working together will be able to best allocate their resources so that they can best serve the needs of the children under their care. This proposal represents a further effort by the district to transform itself into a high-performance, site-based management system where children are truly the first priority.

In planning further decentralization of funding to schools, the Administration faced several interrelated issues:

a) The extent of the dollars to be decentralized;

b) The basis on which each school's allocation was to be determined;

c) The basis and extent of decentralized funds that would be mandatory "chargebacks" or optional "buybacks" by schools.

2. In December 1999 and January 2000, the Finance staff prepared a financial model demonstrating the further decentralization of funds to schools using current and prior-year financial data. This further decentralization effort focuses on the School Operations Fund. The model distinguished between costs pertinent to schools and costs external to MPS schools (e.g., costs of private school pupil transportation and payments to charter schools).

3. Concurrently, on December 9 and 10, 1999, Finance staff, Board members, principal representatives, and members of the Superintendent's cabinet met to discuss how best to construct an allocation formula which would distribute School Operations funds to schools in the most efficient and equitable manner possible. The consensus reached was to distribute funds as much as possible on a per pupil basis using particular student characteristics (weights). The weights discussed included length of school day, grade level, special education needs, poverty, and other special program costs. The results of these discussions were reported to the Strategic Planning and Budget Committee on January 20, 2000.

4. Further focus groups were held to discuss various options to allocating Special Education funds. A nationally known consultant, Dr. Tom Parrish, helped district staff formulate three alternative allocation models on January 27, 2000. Another focus group was held on February 16, 2000 to discuss the three models. The three models discussed were:

a) Block grants based on current-year allocations;

b) A single additional weight for all special need pupils;

c) A three-tiered weight based on service level.

4. Two other areas which have been examined as to whether per-pupil allocation should be the preferred method of allocation are transportation and building operations/maintenance costs. Pupil transportation alternatives considered were:

a) Allocate block grants to, and charge, "receiving" schools based on current year allocations;

b) Allocate transportation funds to all schools on a per pupil basis; charge schools receiving bussed students;

c) Allocate transportation funds to attendance area schools based on pupils residing in each area; charge them for each pupil transported elsewhere.

The building operations/maintenance alternatives were:

a) Allocate block grants for building operations/minor maintenance based on a current-year basis;

b) Allocate on a square-footage basis;

c) Allocate on a per-pupil basis.

6. The present level and method of funding "specialty " programs has also been reviewed. The current (FY2000) school allocation formula allocates $3.6 million for "Specialty" allocations. This funding comes out of the allocation for non-specialty schools. While specialty allocations increase inequity between schools, the elimination of such allocations, combined with other possible changes in the allocation method, may create funding variances schools may find difficult to adjust to within a single year. Therefore, the creation of transition funding or temporary funding adjustment mechanism was considered.

7. During the months of December through February, each central department analyzed its services to determine which services may become buybacks and which services would be mandatory chargebacks. This analysis included:

a) Defining distinct services or sets of services;

b) Determining service-by-service costs;

c) Analyzing the need for chargeback versus buyback;

d) Establishing a pricing method by which central office departments would charge schools.

8. In early March, a panel of school/school community representatives will review and recommend modifications to these departmental proposals.

Administration's Analysis

9. Extent of dollars to be decentralized: Further decentralization will involve the School Operations Fund for FY2001. It is expected that nearly 95% of the School Operations Fund would be decentralized to schools. The only costs not decentralized would be limited to the following:

SERVICES NOT DECENTRALIZED	PROJECTED AMOUNT
Contracts with partnership schools and non-instrumentality charter schools	$28.3
Pupil transportation to private and suburban schools	13.2
Contingent Fund	2.9
Payments to suburbs for public school open enrollment	2.0
Special education services for private school students and child find activities	1.6
Community services for radio broadcasting and instrumental music instruction	0.5
Building operations/maintenance for community recreation facilities	0.3
TOTAL	$48.8

10. Basis used to determine each school's allocation: Using FY99 actual expenditures, costs to be decentralized were categorized into high, middle, K-8, elementary, and alternative school groupings. These cost groupings provided the basis for "pots" of funding which ultimately allow relative pupil weights to be calculated. The alternatives described later *distribute the same total funding* to schools and include weights based on:

- Actual expenditures;
- Grade-level differentials;
- Pupil head count rather than full-time equivalents.

Comparison of the new basis to the FY2000 basis (stated in FY2000 amounts) is found in the attached chart.

The weights established in each alternative differ because of the amount of funding distributed on a per-pupil basis rather than on a block grant basis. The alternatives are summarized below with the differences in the alternatives varying on the treatment of specialty allocations and transition funding.

a) Alternative 1: Distribute special education (less speech, psychological, social work and diagnostic costs), transportation, and building operations funding (including leases) in "block grants" proportional to past school-by-school costs. Distribute High Scope and Extended Day program funds proportional to prior year school-by-school allocations. *The remaining available funds would be allocated on a per-pupil basis. Pupils would be weighted for grade level differentials and for enrollment in Headstart, bilingual, and/or English as a Second Language programs. There would no longer be separate specialty allocations. For four years, unadjusted variances in allocations would increase by an additional 2.5% per year of school FY2000 budgets. (Over the next four years there would be adjustments for large variances in school allocations measured in FY2000 budget levels. For FY01, adjustments would be made for swings plus or minus in excess of 2.5% of school FY2000 budgets. In FY02 unadjusted variances will rise to 5%, then 7.5% and 10% in FY03 and FY04 respectively.)*

b) Alternative 2: Distribute special education (less speech, psychological, social work and diagnostic costs), transportation, and building operations funding (including leases) in "block grants" proportional to past school-by-school costs. Distribute High Scope and Extended Day program funds proportional to prior year school-by-school allocations. *Allocate funds to schools with current specialty funding. The remaining available funds would be allocated on a per-pupil basis. The allocation could be phased out over a three-year period. . For four years, unadjusted variances in allocations would increase by an additional 2.5% per year of school FY2000 budgets. (Over the next four years there would be adjustments for large variances in school allocations measured in FY2000 budget levels. For FY01, adjustments would be made for swings plus or minus in excess of 2.5% of school FY2000 budgets. In FY02 unadjusted variances will rise to 5%, then 7.5% and 10% in FY03 and FY04 respectively.)*

c) Alternative 3: Distribute special education (less speech, psychological, social work and diagnostic costs), transportation, and building operations funding (including leases) in "block grants" proportional to past school-by-school costs. Distribute High Scope and Extended Day program funds proportional to prior year school-by-school allocations. *In lieu of an allocation for existing specialty programs, $4 million would be set aside as a development fund for the start-up costs of specialty expansion and replication. The remaining available funds would be allocated on a per-pupil basis. For four years, unadjusted variances in allocations would increase by an additional 2.5% per year of school FY2000 budgets. (Over the next four years there would be adjustments for large variances in school allocations measured in FY2000 budget levels. For FY01, adjustments would be made for swings plus or minus in excess of 2.5% of school FY2000 budgets. In FY02 unadjusted variances will rise to 5%, then 7.5% and 10% in FY03 and FY04 respectively.)*

The attachment (see minute's of your Committee's meeting of February 24, 2000) on FY2001 school allocations is based on alternative 1.

11. Chargebacks and buybacks Pending a review in March by school panels, chargebacks are expected to make up approximately 25% of the funds allocated to schools. Buybacks offered to schools are expected to approximate a further 8%. These proportions may change after the March review.

Statute, Board Policy or Rules Statement

12. 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

13. There is no overall fiscal impact on the district's funds. Schools and departments will be affected in varying degrees.

Implementation and Assessment Plan

14. Upon approval of the school allocation formula by the Board, the administration will distribute available revenues accordingly and incorporate the resulting funding levels into the Superintendent's Proposed FY2001 Budget to be released on April 17, 2000.

Committee Recommendation

Your Committee recommends that the Board adopt alternative 1 to decentralize funding to schools, improve equity, and allow for a three-year transition to the new method of funding:

Alternative 1: Distribute special education (less speech, psychological, social work and diagnostic costs), transportation, and building operations funding (including leases) in "block grants" proportional to past school-by-school costs. Distribute High Scope and Extended Day program funds proportional to prior year school-by-school allocations. *The remaining available funds would be allocated on a per-pupil basis. Pupils would be weighted for grade level differentials and for enrollment in Headstart, bilingual, and/or English as a Second Language programs. There would no longer be separate specialty allocations. For four years, unadjusted variances in allocations would increase by an additional 2.5% per year of school FY2000 budgets. (Over the next four years there would be adjustments for large variances in school allocations measured in FY2000 budget levels. For FY01, adjustments would be made for swings plus or minus in excess of 2.5% of school FY2000 budgets. In FY02 unadjusted variances will rise to 5%, then 7.5% and 10% in FY03 and FY04 respectively.)*

* * * * *

Separate consideration having been requested of Items 1 and 3, on the motion of Director Spence the balance of the report was accepted, the vote being as follows:

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

Noes—None.

With respect to Item 1, the Title I audit, Director Gardner moved to approve the Committee report.

The motion prevailed, the vote being as follows:

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

Noes—Director Hardin—1.

Temporarily absent—Director O'Neil—1.

With respect to Item 3, the school allocation formula for the FY2001 budget, Director Gardner moved to approve the Committee report.

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 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

The following recommendation is made based on bids received on Tuesday, December 14, 1999:

PHYSICS LAB RENOVATION

Custer High School

Prime Contractor
Joseph Lorenz, Inc.
N73 W32438 River Road
Hartland, WI 53029

Low Bidder, Base Bid of $153,200.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	13% MBE	25	1	3	Corporation	7

The following recommendations are made based on bids received on Thursday, December 16, 1999:

ADA COMPLIANCE WORK – PHASE VII

Neeskara Elementary School

Prime Contractor
Building Innovative Designs, Inc.
P. O. Box 134
Nashotah, WI 53058

Low Bidder, Base Bid of $557,900.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	15%	18% MBE 4% WBE	20	2	3	Corporation	4

LAN TECHNOLOGY UPGRADE

Wisconsin Conservatory of Life-Long Learning

Prime Contractor
Town & Country Electric, Inc.
3720 North 124th Street, Suite P
Wauwatosa, WI 53222

Low Cumulative Bidder, Base Bid of $88,827, plus $4,312 for Mandatory Alternate Bid 1, to provide the work for modifications to the existing electrical service; plus $22,157 for Mandatory Alternate Bid 2, to provide all new work indicated in non-instructional (classroom) areas; minus $11,199 for Mandatory Alternate Bid 3, to delete all of the new CC hubs (excluding the CC cabinet); plus $2,651 for Mandatory Alternate Bid 4, to provide all electrical conduit/raceway, & telecommunications work, for a total contract of $106,748.00

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

Total construction contract dollars awarded $817,848.00
Total dollars HUB participation $153,328.80
% of MBE participation 16.02
% of WBE participation 2.73
% of M/WBE participation 0.00
% Minority employees within company 7.94
% Women employees within company 13.58

Authorization to Make Purchases

B-5255 2 Boilers (F & M Division for Pleasant View and Silver Spring)

Recommend authorization to purchase two Aerco boiler-burners totaling $90,142, less 1%–10 days, from the second-lowest bidder, Maund, Richards and Associates. Recommend to reject the low bids because they do not meet specifications. A third item, two boiler-burners for Clement Avenue School, will be rebid under revised specifications because a change in the building modification will require a change in the size of the boilers.

Items 1 and 2: Two boilers, one each at Pleasant View and Silver Spring Schools

Bidder	Bid	Terms
Heat & Power Products	$55,752.00	Net
Maund, Richards & Assoc.	$90,142.00	1 %–10 days

MPS Facilities and Maintenance Division will set aside funds from account code # 1-10-1-000-000-000-713280 before our Purchasing Division staff onlines the purchase orders.

The TAC (Technology Advisory Committee) has reviewed this project and recommends the following:

SS-522 6 Computer Labs (Title 1 for 6 Non-Public Schools)

Recommend authorization to purchase 96 Dell computers and licenses for computer-assisted instructional software systems from Jostens and from Computer Curriculum Corporation, totaling an estimated $425,175. The Jostens portion will total an estimated $217,336, and the CCC portion will total an estimated $207,839. Each school was given the opportunity to meet with both software firms before deciding which system would best meet its needs.

School	Computers	Software Licenses	School Totals
Early View Academy of Excellence	16 Dell PIII $27,322.30	Jostens $26,469.00	$53,791.30
Hickman's Academy PrepSchool	16 Dell PIII $27,322.30	Jostens $57,010.00	$84,332.30
Salam School Islamic Society of Milw.	16 Dell Optiplex G1/L+ $20,118.00	CCC $49,161.50	$69,279.50
Texas Bufkin Academy	16 Dell Optiplex G1/L+ $20,118.00	CCC $49,161.50	$69,279.50
Transitional Success Center	16 Dell Optiplex G1/L+ $20,118.00	CCC $49,161.50	$69,279.50
Word of Hope Ministries	16 Dell PIII $27,322.30	Jostens $51,890.00	$79,212.30

When they online the purchase requisitions, Title 1 will set aside funds from account code # 1-13-4-160-551-110500.

Information Item:

SS-536 Curriculum Software (Community Recreation for 13 Sites)

A purchase order totaling $ 109,700 has been issued to Voyager Expanded Learning, Inc., for 47 copies of Discovery Channel Success City Curriculum software and training. They will be used in the after-school Program at 13 sites this semester.

When the online purchase order was issued, funds were set aside from the Title 1 budget 1-13-4-119-600-411-110000.

Report of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of January 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	$11,876,366	$785,998,972	$160,583,581	$380,262,519	$405,736,453	48%
Categorically Aided	63,402,232	55,504,149	118,906,381	9,323,876	38,500,164	80,406,217	32%
School Nutrition	26,840,000	159,206	26,999,206	3,275,024	11,327,676	15,671,530	42%
Construction	22,823,121	34,312,199	57,135,320	19,599,506	20,458,923	36,676,397	36%
Extension	7,326,868	81,412	7,408,280	6,069,677	6,918,718	489,562	93%
Total All Funds	894,514,827	101,933,332	996,448,159	198,851,664	457,468,000	538,980,159	46%

B. Statement of Expenditures as of January 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	$11,858,432	$785,982,038	$75,440,897	$442,847,814	$343,134,224	56%
Categorically Aided	63,402,232	55,504,149	118,906,381	8,413,385	50,805,697	68,100,684	43%
School Nutrition	26,840,000	159,206	26,999,206	2,270,081	13,996,368	13,002,838	52%
Construction	22,823,121	34,312,196	57,135,317	3,552,779	51,236,859	5,898,458	90%
Extension	7,326,868	81,413	7,408,281	379,029	3,579,815	3,828,466	48%
Total All Funds	894,515,827	101,915,396	996,431,223	90,156,171	562,466,553	433,964,670	56%

(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.

The monthly expenditure control report is attached to the minutes of your Committee's meeting of February 22, 2000.

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
Barton	Anonymous	$3,000	Educational supplies
Bell	Target	$107	Education program
Bell	Ruth M. Hana	$300	Software for CD class
Browning	Rose Mary & Dean Muller	$507	College scholarship fund
Browning	Pieper Power Foundation	$100	Scholarship fund
Burdick	M&I Data Services	$10,000	Technology program
Burdick	Nestle USA	$2,490	Academic excellence awards

School	Donor	Value	Gift or Purpose
Clarke	Ernst & Young Foundation	$500	Student supplies
Clarke	Richard Hirschboeck	$3,500	Class incentives
Curtin	Westphal Photography	$515	General school fund
Edison	Christ the King Church	$200	School Banner
Edison	Mountcastle Corporation	$200	School Banner
Edison	Time Warner Cable	$200	School Banner
Edison	TNJ Contractors	$200	School Banner
Edison	ACME Enterprises	$200	School Banner
Garden Homes	New Hope Baptist Church	$60	Children's clothing
Garden Homes	Casa Maria House	$75	Coats, hats, mittens
Kilbourn	AMOCO	$250	Student incentives
Kosciuszko	Victoria Hamra Trust	$2,500	Staff Mentor Program
MacDowell	Reading Is Fundamental, Inc.	$500	RIF Program
McNair	Omega PSI PHI Fraternity	$350	Math & science field trips
McNair	Omega PSI PHI Fraternity	$150	Math & science field trips
Milw Spanish Imm	Mr. & Mrs. Gheller	$1,000	Computer, printer
Milw Spanish Imm	Target	$342	Education program
Milw Spanish Imm	Wis. Community Foundation	$100	Artist presentation
Milw Spanish Imm	Pick 'N Save	$121	Education program
Milw Spanish Imm	Quad Graphics	$200	Education program
Milwaukee Tech	Gary Major	$3,600	1988 Dodge Caravan
MPS	Sandra Kays	$50	Science Centers
MPS	Jeanette MacMurdo	$325	Science Centers
MPS	Kristen Gurtner	$25	Science Centers
Office of the Superintendent	Greater Educational Opportunities	$500	MPS Neighborhood School Plan
Starms DLC	Planning Council for Health & Human Services	$1,500	Parent network meetings
Urban Waldorf	South Side Hispanic Ministry	$100	Gospel choir
WCLL	PTO	$150	Scholarship fund

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.

* * * * *

(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	
Janine Albiniak Special Services – MIS	School Secretary I $21,816.08/yr.	01-10-00
Kimberly Grant School Nutrition	School Secretary I $20,929.74/yr.	01-10-00
Felissia Jackson Guidance & Career Education	School Secretary I $20,929.74/yr.	01-10-00
Daniel Kremer Building Operations	Building Laborer $19.35/hr.($38,700.00/yr.)	01-03-00
	PROMOTIONS	
Daniel Fullington Dover	School Engineer II $38,579.32/yr.	01-10-00
Keren Gonzalez Kosciuszko	School Secretary II $29,198.00/yr.	01-17-00
Debbie Haack Audubon Middle School	School Bookkeeper $29,400.22/yr.	02-07-00
Thomas Obst Auer	School Engineer II $40,007.76/yr.	01-24-00
Roland Paez Warehouse & Distribution Services	Material Handler I $30,857.32/yr.	02-07-00
Baron Paige Building Operations	School Engineer I $34,197.28/yr.	01-24-00
	CHANGES IN STATUS	
Erma Carr Hampton	Handicapped Children's Assistant $13,050.82/yr.	01-10-00
Annette Fayne Research & Assessment	School Secretary I $26,246.48/yr.	01-31-00
Debra Johnson Marshall	Handicapped Children's Assistant $13,050.82/yr.	01-10-00
Doris May Bay View	Handicapped Children's Assistant $13,050.82/yr.	01-10-00
Katherine Robinson Browning	Handicapped Children's Assistant $13,050.82/yr.	02-04-00

Approval of Certificated Appointments — Teachers

Code	Teachers - Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
r	Kathleen M. Andrews Music	C	$30,780	0	12/13/99
nr	Jeffrey D. Bertrandt Upper Elementary	B	$27,333	0	1/24/00

r	Irene R. Borenstein L.D.	B	$27,333	0	1/24/00
r	Jacquede A. Chambers Upper Elementary	B	$27,333	0	1/24/00
r	Margaret M. Cinto Biology/Chemistry/BF Science/Physics	B	$27,333	0	1/24/00
r	LaKendra D. Cole Elementary Education	B	$27,333	0	1/24/00
r	Nilda L. Cordero Elementary Education	B	$27,333	0	1/24/00
r	Grant J. Gehweiler Upper Elementary	B	$27,981	1	1/24/00
nr,a	Consuelo Grass Bilingual Guidance Counselor	C	$31,511	1	1/24/00
nr	Clint J. Grochowski Spanish	B	$27,333	0	1/24/00
nr,a	Lisa M. Haar Elementary Education	BB	$28,660	1	1/24/00
r	Lindsay J. Hall Elementary Education	B	$27,333	0	1/31/00
r	Kathleen M. Hazen Upper Elementary	B	$27,333	0	12/8/99
r	Amy L. Hendricks Elementary Education	B	$27,333	0	12/1/99
r,a	Sondra L. James E.D.	B	$27,333	0	1/10/00
nr	Jill I. Jennik EC:EEN	B	$27,333	0	1/24/00
r	Laura K. Kasper Speech Pathologist	B	$27,333	0	1/20/00
nr	Patricia L. Kolb EC/K-3	B	$27,333	0	1/24/00
r	Danielle E. Leech Grade 3	B	$27,333	0	1/24/00
nr	Angelic M. Mane Elementary Education	B	$27,333	0	1/5/00
nr	David A. Menard Grade 6	B	$27,333	0	1/25/00
r	Dawn E. Soto Visually Impaired	C	$31,511	1	1/5/00
r	Kongsone Thoummavong Bilingual Elementary Education	B	$27,333	0	1/24/00
r	Minnie A. Todd Counselor	B	$31,861	4	1/24/00
r	Brian M. Verdin Upper Elementary	B	$27,981	1	1/24/00
r	Roy C. Watson Upper Elementary	B	$27,333	0	1/24/00

r	Jennifer E. Wilkins Upper Elementary	B	$27,333	0	8/24/99
nr	Jason M. Wojcinski Physical Education	B	$27,333	0	1/24/00
nr	Thomas E. Wozniak Mathematics	B	$27,333	0	1/24/00

(a) Reappointment without 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 12, 2000:		
Kevin Czmowski	Pulaski	February 3, 2000
Margaret Garbisch	Garland	January 24, 2000
Lou Gatford	Robinson	November 1, 1999
Richard Gillick	Whitman	April 29, 2000
Lawrence Jackson	Muir	October 5, 1999
Doreen McDermott	Custer	December 17, 1999
Sharon Radke	Lincoln Avenue	February 25, 2000
Peter Wenzel	LaFollette	February 17, 2000
Illness Leave, to June 16, 2000:		
Mary Bowie	Steuben	September 22, 1999
Maternity Leave, to June 12, 2000:		
Lisa Lechner	Douglass	March 31, 2000
Elizabeth Sande	Franklin	March 29, 2000
Mary Beth Selbach	Burroughs	February 2, 2000
Personal Leave, to June 12, 2000:		
Darlyn Harmon	Gaenslen	January 5, 2000
Kathy Jones Rosa	Milwaukee Tech	January 24, 2000
Angelina Malone	Carleton	January 5, 2000
Susan Palmieri	Milwaukee School of Languages	January 5, 2000
Glynis Payne Walker	Milwaukee School of Languages	January 24, 2000
Extension of Illness Leave, to June 12, 2000:		
Maceo Allen	Leave	January 24, 2000
Linda LeValley Loose	Leave	January 24, 2000
Extension of Maternity Leave, to June 12, 2000:		
Nancy Perinovic	Leave	January 24, 2000
Lisa Sarenac	Leave	January 24, 2000
Extension of Personal Leave, to June 12, 2000:		
Pamela Robins	Leave	January 24, 2000
Kathryn Winston	Leave	January 24, 2000
CURTAILMENT OF LEAVE:		
Amy Domagalski	Rescinded her personal leave that was granted from November 1, 1999, through June 12, 2000.	
David Dulmes	Rescinded her personal leave that was granted from August 1999, through June, 2000.	

Marlene Planasch	Rescinded her personal leave that was granted from August 24, 1999, through June 12, 2000.
Linda Schultz	Rescinded her personal leave that was granted from August 24, 1999, through June 12, 2000.

Report on Resignations

Name	Position	Effective Date
Maria E. Arias	Teacher	01-28-00
Suzanne A. Banerian	Teacher	06-12-00
John Belton	Teacher	01-26-00
Anthony G. Canada	Assist. Prin.	01-21-00
Judith H. Cleverly	Supervisor	02-04-00
Frank P. Dasek	Teacher	04-04-00
Mary C. Duval	Teacher	01-21-00
Rachelle Enk	Teacher	12-16-99
David Fox	Teacher	02-01-00
Donna O. Garrett	Teacher	01-20-00
Richard H. Harter	Teacher	05-19-00
Jeanette M. Jelinek	Teacher	11-29-99
Mary J. Jiles	Teacher	06-12-00
Valerie Knox	Teacher	01-21-00
Christy M. Kudy	Teacher	12-27-99
Joyce A. Lesniewski	Teacher	06-12-00
Forrest L. Lindblom	Teacher	06-12-00
Carol J. McCord	Teacher	03-03-00
Amy K. McLaughlin	Teacher	01-10-00
Mary S. Mitchell	Assist. Prin.	01-07-00
Silverstine Neal	Teacher	01-21-00
Carrie A. Passage	Teacher	01-21-00
James R. Pfeiffer	Teacher	03-08-00
Margaret A. Pinkow	Teacher	06-12-00
Deidre Riley	Teacher	12-22-99
Charles H. Robinson Jr.	Teacher	02-18-00
Lynn M. Sargent	Teacher	06-12-00
Sandra L. Shaw	Teacher	06-12-00
Damaris Smith	Teacher	01-21-00
Margaret V. Todd	Teacher	06-12-00
Bernice Wiggins	Teacher	06-12-00
Douglas M. Wolf	Teacher	01-31-00
Marian H. Yoder	Teacher	06-12-00

Affirmative Action Report

The Affirmative Action Report for the month of January 2000 is attached to the minutes of your Committee's meeing of February 22, 2000. 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.

* * * * *

(Item 3) Action on a Recommendation to Authorize the Award a Contract for the Annual Audit of Financial Statements and Accounts

Analysis

1. Pursuant to Section 2.06(3) of the Board Rules, all of the Board's books and accounts shall be audited annually by a certified public accountant.

2. Request for Proposal 275, for an audit of the financial records and accounts covering fiscal years (FY) 2000, 2001, and 2002 and audits of membership counts for FY 2001, 2002, and 2003, was issued to 16 certified public accounting firms and eight historically underutilized business outreach agencies. Five of the 16 public accounting firms were minority firms.

3. Proposals were received from three firms: KPMG LLP, Deloitte and Touche LLP and Virchow, Krause & Company LLP. The three responses were evaluated by a committee comprising the chief auditor, the director of insurance and risk management, the assistant director of finance, and the staff auditor in charge of managing the year-end audit. Each proposal was evaluated for five criteria: (1) the comprehensiveness of the work plan, (2) the vendor's qualifications and expertise, (3) the vendor's experience, (4) the project fee, and (5) the historically underutilized business participation. Additionally, the evaluation committee conducted interviews with the proposed project managers from two of the firms, KPMG LLP and Deloitte and Touche LLP.

4. The proposal from KPMG LLP was ranked the highest due to the comprehensiveness of the project plan and the vendor's qualifications. The proposal includes a 20% historically underutilized business participation commitment.

Committee Recommendation

Your Committee recommends that a contract be awarded to KPMG LLP for the audit of the financial records and accounts for FY 2000, 2001 and 2002 and the audit of the membership counts for FY 2001, 2002 and 2003, for an amount not to exceed $483,730.

* * * * *

(Item 4) Action on Recommendations to Establish Positions in the Division of Special Services

Administration's Analysis

1. In November 1999, the Board approved amendments to the 1999-2000 budget which eliminated eleven (11) positions from the Division of Special Services. Among the positions eliminated were those of special education regional administrators. This action had the immediate effect of dissolving the parallel special education "shadow administration" and aligning the delivery of all educational services under the authority of the school principal and ultimately the Department of Leadership.

2. The Division is undergoing a redesign with input from the Special Education Committee appointed by the Board. As a part of the redesign of the Division, the Administration is recommending at this time the elimination of four supervisory positions and the creation of three coordinator positions and one liaison position. The Administration is requesting approval of the following new positions:

- Coordinator, Office of Compliance and Monitoring
- Coordinator, Office of Technical and Legal Resources
- Coordinator, Offices of Instructional Services and Staff Development
- Liaison, Special Education and Leadership Services

Upon the Board's approval of the establishment of the new positions, the Compensation Advisory Committee will conduct a review of the positions to determine the salary level. At this time, the coordinator positions are proposed to be at salary schedule 3, range 12A. The liaison position is projected to be at salary schedule 3, between range 10A and 12A. Job descriptions for the positions are attached to the minutes of your Committee's meeting.

3. The redesign of the Division of Special Services focuses its primary responsibility and function on support for the implementation of, and compliance with, the Individuals with Educational Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act.

4. The redesigned Division provides the expertise and staff needed for support, service coordination, and required compliance monitoring to over 15,000 students with disabilities.

5. Compliance and coordination functions are more important than ever as students with disabilities are now receiving services in many settings: traditional MPS schools, charter schools (instrumentality and non-instrumentality), Chapter 220, open enrollment, partnership/small community schools, and Child Caring Institutions.

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 Board established a special committee on Special Services to conduct a review and redesign of the division. The recommendation supports this process.

Fiscal Impact Statement

8. The following table summarizes the fiscal impact of elimination and addition of these positions. The salary and fringe benefits for the positions will be paid for with federal IDEA flow-through funds (account number 1-24-4-310-600-001-223300).

ADDITIONS		Estimated Budget Impact	
Positions		Mar-June 2000	July-June 2001
Coordinator, Technical & Legal Resources	1.0	$24,954	$74,861
Coordinator, Compliance & Monitoring	1.0	$24,954	$74,861
Coordinator, Staff Development Instructional Support	1.0	$24,954	$74,861
Liaison, Leadership/Special Services	1.0	$22,660	$67,981
Total Salaries Total Benefits Total Additions	4.0	$97,522 $35,986 $133,508	$292,564 $107,956 $400,520

ELIMINATIONS		Estimated Budget Impact	
Positions		Mar-June 2000	July-June 2001
Special Education Supervisor	4.0	$82,712	$248,136
Total Salaries Total Benefits Total Eliminations	4.0	$82,712 $30,520 $113,232	$248,136 $91,562 $339,698

Total Additional Cost	$20,276	$60,822

Committee Recommendation

Your Committee recommends that the Board authorize position authority for the following positions in the Division of Special Services:

- Coordinator, Office of Compliance and Monitoring
- Coordinator, Office of Technical and Legal Resources
- Coordinator, Offices of Instructional Services and Staff Development
- Liaison, Special Education and Leadership Services

* * * * *

(Item 5) Annual Approval of Salary Schedules

Statute, Board Policy or Rule 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 following specific proposals are submitted by the Superintendent with the recommendation that they be adopted for the 1999-2000 budget year. Included are the salary schedules affected by the agreements with the employee organizations previously acted upon by the Board and other per-hour, *per diem*, and per-session schedules for part-time personnel not included in bargaining agreements. The complete salary schedule for 1999-2000 is being provided under separate cover.

3. The following agreements expired June 30, 1999: Schedule 05 (School Psychologists), Schedule B (Food Service Assistants, Handicapped Children's Assistants), and Schedule 04 (Substitute Teachers).

4. The following agreements expired December 31, 1999: Schedule 4 (Educational Assistants): School Accountants/Bookkeepers.

Committee Recommendations

Your Committee recommends that:

1. That the following salary schedules be reaffirmed (previously approved by the Board):

   A. Salary Schedules for Certificated, Administrative, and Supportive Personnel

      a. Schedules 1, 1B, 1E, 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; and Substitute Teachers; 1999-2000 rates will be submitted for approval upon settlement.

      e. Schedule 5 — School Psychologists. Negotiations are in process with the School Psychologists. 1999-2000 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; 1999-2000 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 1999-2000 as amended; that all salary schedules, excepting those for prevailing wage rates, in effect for 1998-1999, and which have not been amended, be, and they hereby are, readopted for 1999-2000, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1999-2000 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1998-1999 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1999-2000.

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(Item 6) Update on Implementation of the North Division Task Force Plan

Your Committee received the following report from the Administration:

Background

1. On July 30, 1997, the Board of School Directors adopted Resolution 9798R-023 introduced by Director Charlene Hardin to approve the creation of a Revitalization Task Force to improve achievement at North Division High School. The subsequent Task Force Plan called for:

- technological advances to be infused in all aspects of learning;
- an advanced rigorous academic curriculum;
- full-service, student-centered support systems;

- school safety and image enhancement; and
- extracurricular offerings in the form of extensive student/adult/community involvement initiatives to improve student achievement.

2. On March 25, 1998, the Board of School Directors accepted the North Division Revitalization Task Force Report, which included a four-year phase-in of the recommendations, to begin in FY99. Director Hardin reintroduced the original Resolution 9798R-023 as Resolution 9899R-017 on May 27, 1998, to ensure follow up of the implementation of the task force plan.

3. On August 26, 1998, Director Hardin introduced Resolution 9899R-066 ,proposing a funding plan to support Phase I of the North Division Task Force Plan. On November 24, 1998, the Board approved a funding plan for Phase I and directed the Administration to provide a progress report, including the school's accountability measures. The progress report follows.

Administration's Report

4. Phase I implementation included:

   a. The Technology Coordinator position was filled, and technology staff development was provided, inclusive of classes to obtain Internet accounts.

   b. Several programs were instituted in conjunction with the Project Lighthouse component:

      - G.E.D. Program for adults
      - Computer Lab for students and adults
      - Welding Program for adults
      - Tutoring Program for students
      - Alternative Education Program serving the at-risk population

   c. An Activity Director (part-time) was selected to increase the number of extra-curricular activities provided for all students.

   d. The school social worker's priorities were assessed and refocused to more directly focus on school attendance.

   e. Parent/Student/Teacher Compact Agreements were drawn up to ensure that parents were more involved in the process of education as monitors of homework assignments, encouragers of academic achievement, reinforcers of school rules, and service mentors.

   f. The new security system was completed.

   g. Special support systems for ninth-grade students were established in the form of freshmen seminar classes focusing on the basic study skills essential for success in school, time management, inter-personal skills, information retrieval, technological competence, and communication.

5. Phase II implementation to date has comprised the following:

   a. Using Title 1 funding, North updated two of its computer labs (219 and 239) and installed additional computers in a third-floor lab (307). Rooms 219 (targeting English), 239 (targeting reading), and 307 (targeting mathematics and science) will be used for the Title I Program. Classes will be scheduled for the CCC (Computer Curriculum Corporation) Success Maker courses and the Carnegie Learning Cognitive Algebra Tutor Program, a curriculum program selected by the U.S. Department of Education as exemplary. Classes are scheduled for the entire term and/or semester as required by the agreement with Title I. Room 247 is being used as a school-wide lab with more scheduling flexibility for extended technology projects.

   b. The Video Conference Center Distance Learning Lab in room 243 will be operational by March 2000.

c. Additional technological staff development was conducted in the following areas:

- designing lessons for and utilizing Computer Design Assistant,
- Hyperstudio animation and Power Point,
- creating web pages, and
- computer automaticity and systematic review drills.

d. Six North staff members were presenters at The Governor's Wisconsin Educational Technology Conference in October 1999, heading such sessions as "Computer Classes for Parents," "Virtual Field Trips and Noteworthy Cyber Connections," and "Using Technology to Accelerate Learning in Algebra."

e. North's reading program has been revamped to further increase grade-point averages, improve Wisconsin Student Assessment Scores, and raise the percentage of students who score well on the district's grade-12 English and mathematics proficiencies. Strategies include cross-curriculum instruction, organized note taking, studying and test-taking strategies, high-level comprehension skills, and improved organizational thinking and research skills. This program was featured in the metro news or state news sections of the Milwaukee Journal Sentinel on January 19, 1999.

f. Project Lighthouse is the school's umbrella mechanism under which extensive cultural, recreational and educational activities are provided to students, parents, and the community. It expanded its former program offerings to include The Community Learning Center. The Phase I Lighthouse components were continued. Work for Wisconsin Incorporated, in conjunction with the North Division Welding Program, developed a basic skills entry-level certification program for adults in the community. One of the welding classes consisted entirely of W-2 recipients and managed to have all the equipment furnished without using any district funds. A new machining class was offered to adults for the first time. The Cyber Extension Evening School continues its second year of operation, offering North's high percentage of at-risk population an alternative to the traditional day school program.

g. North Division Virtual University Initiatives include:

- The Automotive Technology Education Program
- The Community Learning Center
- The S.M.I.L.E.S. Initiative (An application was submitted to the Helen Bader Foundation for a grant to cover this program.)
- Technology Program
- Air Force JROTC
- The Student Advisory Council
- Medical Specialty Magnet Program
- MBOLO Music Program (An application was submitted to the Helen Bader Foundation for a grant to cover this program)
- The Youth Empowerment Project
- The Jobs for Wisconsin's Graduates Program

A summary of North Division High School's Virtual University initiatives is attached.

6. Review of Accountability Measures

The following is an overview of North Division's results from the 1998-99 school year. The district's accountability report showed several improvements in the Tier I district measures for North Division High School.

- On the WSAS grade-ten reading test, the percent of students who scored proficient or above increased by 10 percentage points from the previous year.
- The percent of students who scored proficient or above on the MPS science assessment increased by 19 percentage points.
- Scores on the MPS mathematics proficiency exam for grade 12 increased by 3 percentage points.
- The percent of students who scored proficient or above on the MPS writing proficiency exam for grade 12 fell from 94% in 1997-98 to 91% in 1998-99.
- The school's grade-point average for students with 90% or greater attendance rose from 2.01 to 2.32, slightly below the district's average of 2.47.

The following is a progress report on North's **Tier 2 local school measures**:

- The percentage of graduating seniors rose by 4 percentage points.
- The percent of students who dropped out of school decreased by 4 percentage points.
- The percentage of students participating in academic extra-curricular activities increased by 3 percentage points. These activities include forensics, chess, math, drama, space, technology, sports, or other activities approved by the school that encourage the intellectual, psychological, or physical wellbeing of students.
- The percent of students who scored proficient or above on an MPS technology rubric increased by 5 percentage points. This includes knowledge of the Internet, word processing, electronic data search skills, and other related computer skills.

It is noteworthy that North Division made improvements in almost every accountability measure; however, scores in a number of areas remain below district and statewide averages. The challenge for the school and the entire district is to ensure that more of North Division's students improve their achievement levels and experience success in school and beyond. Under the leadership of school staff and with the support of parents and the community, the educational plan for North Division is focused on addressing the challenges and building on the progress made this past year.

* * * * *

(Item 7) Report on the Issuance of Qualified Zone Academy Bonds for the Financing of the MPS Share of the Lynde and Harry Bradley Technology and Trade School

Your Committee received the following report from the Administration:

Administration's Report

1. The Milwaukee Board of School Directors has entered into an Intergovernmental Agreement with the City of Milwaukee, the Milwaukee Area Technical College, and the University of Wisconsin-Milwaukee to create a commission to develop and operate the Lynde and Harry Bradley Trade and Technical School. The new school is to be funded through a combination of public and private funds.

2. One of the funding options being considered by the district with respect to MPS's share of the Lynde and Harry Bradley Trade and Technical School project is Qualified Zone Academy Bonds (QZAB). These bonds are a source of funding for public schools that was created by the Taxpayer Relief Act of 1997. The QZAB program is administered by the IRS, which establishes QZAB allocations for each state. States, in turn, allocate funding to local school districts.

3. QZAB funding is provided by financial institutions directly to school districts. School districts must repay 100% of the amount borrowed. The IRS pays the interest payments in the form of tax credits directly to the financial institution.

4. The term of the bond is determined by the current interest rate. The term is set so that the school district's obligation to repay in present value terms is 50% of the borrowed amount. For example, if MPS

borrowed $8,000,000 at an interest rate of 7.2%, the term of the loan would be 10 years. That is, the present value of a $800,000 payment each year for 10 years discounted at 7.2% equals $4,000,000, which is 50% of the borrowed amount. It is important to note that, although the present value of the debt payments would be $4,000,000, the school district actually repays $8,000,000.

5. It is projected that MPS will be eligible for approximately $8,000,000 in QZAB funding for the Bradley Trade and Technical School project. The funding may be used for equipment or remodeling costs.

6. The district has requested and received a waiver for the funding application deadline, extending it to November 1, 2000. When the loan application is authorized, district staff will work to ensure that the repayment terms are as advantageous to the district as possible.

* * * * *

(Item 8) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

2(r)	Frances Newby Randle	Assistant Principal Custer High School	Schedule III, Range 12Y $58,343.00
4(r)	Jose Pequeno	Assistant Principal Pulaski High School	Schedule III, Range 12Y $51,476.00
2(r)	Vonnie Orr	Assistant Principal Vincent High School	Schedule III, Range 12Y $67,131.00
2(r)	Gregory Ogunbowale	Assistant Principal Washington High School	Schedule III, Range 12Y $51,476.00
5(r)	Timothy Kavanagh	Assistant Principal Bell Middle School	Schedule III, Range 11Z $48,290.00
5(r)	Sandra Schroeder	Assistant Principal Bell Middle School	Schedule III, Range 11Z $55,972.00
5(r)	Daniel Murray	Assistant Principal Lincoln Middle School	Schedule III, Range 11Z $57,614.00
5(r)	Debra Ortiz	Assistant Principal Milwaukee Education Center	Schedule III, Range 11Z $63,232.00
2(r)	Darlene Liston	Assistant Principal Sarah Scott Middle School	Schedule III, Range11Z $69,684.11
5(r)	Kathleen Giebel Puck	Assistant Principal Steuben Middle School	Schedule III, Range 11Z $57,806.00
2(nr)	Pamela Bell	Assistant Principal Forest Home Avenue School	Schedule III, Range 10Z $54,825.00
2(r)	Janel Howard	Assistant Principal Humboldt Park School	Schedule III, Range 10Z $45,992.00
5(r)	Christine Kadow	Assistant Principal Manitoba School	Schedule III, Range 10Z $65,725.00
5(nr)	Linda Altmayer	Assistant Principal Palmer School	Schedule III, Range 10Z $66,119.00
2(r)	James Lindsey	Assistant Principal Pierce School	Schedule III, Range 10Z $53,815.00

2(r)	Mark Carter	Assistant Principal Starms Discovery School	Schedule III, Range 11Z $49,813.00
5(r)	Lynne Sobczak	Board Information Officer Office of Board Governance	Schedule III, Range 10A $76,828.00
5(nr)	Kelly Richman	Supervisor, Elementary Guidance and Career Education, Div. of Curriculum & Instruction	Schedule III, Range 8A $54,496.00
5(r)	Sandra Procopio	Supervising Dietitian Div of School Nutrition Svcs	Schedule III, Range 8A $62,854.00
5(r)	Lynn Ruhl	Budget Analyst Division of Special Services	Schedule III, Range 7A $60,000.00

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

* * * * *

Separate consideration having been requested of Item 4, on the motion of Director Spence the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 4, establishment of positions in the Division of Special Services, Director Braun moved to approve the Committee report.

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 19 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 27, January 31, February 1, February 3, February 4, February 8, February 9, February 10, February 15, February 17, February 18, February 23, February 25, and February 28, 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.

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UNFINISHED BUSINESS

The Board received the following report from Mr. Jack MacDonough, Chair of the Lynde and Harry Bradley Technology and Trade School Commission:

(Item A) Report of the Lynde and Harry Bradley Technology and Trade School Commission to the Milwaukee Board of School Directors

At its meeting on November 30, 1999, the Board requested a report from the Commission regarding the following.

- The status of funds available for the project;
- Additional fundraising efforts that the Commission plans to undertake;
- A status report from each of the committees established by the Commission;
- A formal announcement as to the site selected for the new facility;
- Identification of, and timeline for, additional agreements which may be required;
- A timeline for the completion of the tasks identified in the agreement, including, but not necessarily limited to:
  - — Development of written performance standards;
  - — The establishment of a procedure for fulfilling accountability, assessment, and evaluation with respect to those performance standards; and
  - — Coordination of efforts between the institutional sponsors to secure grant funding.

The Lynde and Harry Bradley Technology and Trade School Commission is pleased to submit the following report in response to the Board's request. A Commission representative will be available at the meeting to respond to any questions.

- THE STATUS OF FUNDS AVAILABLE FOR THE PROJECT:

We have written commitments from Mrs. Pettit, from MPS via an agreement with the City of Milwaukee, and from the Greater Milwaukee Committee, for $20 million, $15 million, and $5 million respectively. $5 million of the City's $15 million is from MPS via an intergovernmental agreement. An additional $8 million will be from commitments previously made by MPS last April.

We are budgeting to complete the construction of the new Bradley Tech High School within a $50 million budget. This leaves us a potential $2 million gap, which will be to be closed in 2001.

- ADDITIONAL FUNDRAISING EFFORTS THAT THE COMMISSION PLANS TO UNDERTAKE:

We expect the GMC to assist the Commission in our fundraising efforts to close the current $2 million gap. The GMC plans to begin additional fundraising efforts once the approved architect design for the building is available to show to potential donors. We expect the design to be available this summer, given that the selection of the architect was approved by the Commission at its February 16th meeting.

We have not utilized any matching funds from the State at this time because, without an increase in the allowable total funding level of MPS, we would then be taking funds from other school districts. Over duration of this project, there is potential for receiving additional federal and state funds for running the school. We have already benefited from one federal grant of $1.5 million for curriculum development of the construction trades at the school.

- A STATUS REPORT FROM EACH OF THE COMMITTEES ESTABLISHED BY THE COMMISSION:

Status Reports from each of the four committees updated through the last Commission meeting of February are attached.

- A FORMAL ANNOUNCEMENT AS TO THE SITE SELECTED FOR THE NEW FACILITY:

The Commission informally selected the current site of the school as the site of the new school at the October Commission meeting. We do not plan to make a formal announcement of the site until we approve the school design, which is being developed for the existing site. No other site has proven to be environmentally clean in the Walker's Point area.

- IDENTIFICATION OF AND TIMELINE FOR ADDITIONAL AGREEMENTS WHICH MAY BE REQUIRED:

The Commission does not currently foresee additional agreements.

- A TIMELINE FOR THE COMPLETION OF THE TASKS IDENTIFIED IN THE AGREEMENT, INCLUDING, BUT NOT NECESSARILY LIMITED TO:

  — *Development of written performance standards*

  The end of 2000 will complete the development of written performance standards.

  — *The establishment of a procedure for fulfilling accountability, assessment and evaluation with respect to those performance standards*

  The end of 2000 will complete the establishment of procedures for fulfilling accountability, assessment, and evaluation with respect to the performance standards.

  — *Coordination of efforts between the institutional sponsors to secure grant funding*

  Coordination of efforts between institutional sponsors to secure grant funding has been ongoing as per monthly meetings between the sponsors.

The plan of the Commission is to have selected a Construction Manager by the March Commission meeting. June is the target for determining who will be the director of the school. We expect to break ground on the school in late fall or early winter of 2000. We expect to have completed construction by the opening of school 2003.

JACK MACDONOUGH
Chair of the Commission

STATUS REPORTS OF THE COMMITTEES OF THE COMMISSION

Community Outreach Committee, John Goldstein,Chair

The committee is publishing a regular newsletter updating all member of the community on the actions and events that are occurring with the Commission.

Additionally, a web site has recently been created to provide faster and more detailed information to parents, teachers, students, and other members of the greater community.

The next stage is to increase outreach to local industry to increase their involvement in the school via internships, off-site learning labs, training of teachers, and loans of equipment.

Building and Site Committee, Lyle Balistreri, Chair

The local architect, HG&A, has been selected to design the new school on the existing site. Construction managers will be interviewed this month and will be chosen by the end of the month. It appears likely that the new school can be constructed on the south side of the existing site without disturbing the functioning of the existing school. When the new school is competed, the existing school could be removed and the area used for athletic fields.

Curriculum Committee, Nancy Zimpher, Chair

The Commission has approved the curriculum document. The school will continue the past practice of offering four academies encompassing construction, manufacturing, transportation, and communication. Digital and computer technology will be incorporated in all four of the academies. Writing of the curriculum will progress this summer in a curriculum summit held at the school.

Personnel and Performance Standards Committee, John Birkholz, Chair

The position of principal/director has been advertised. To expand the universe of candidates, a recruiter has been contacted to reach out to other qualified candidates.

We expect a Director to be appointed by June.

Finance Committee, Fran Croak and Kevin Fulsom, Co-chairs

Commitments for all but $2 million of the $50 million budget are in hand. We are in the process of developing the budget with Mr. Peters for 2000-2001. The Greater Milwaukee Committee (GMC), a 501-3C, will co-ordinate construction payments.

The Board adjourned at 7:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 28, 2000

Regular meeting of the Board of School Directors called to order by President Thompson at 6:34 PM.

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

Absent and excused—Director Spence—1.

President Thompson requested that a moment of silence be observed for three MPS students who were killed during the previous month:

Brandon J. West, a 9th-grader at St. Charles Success Academy, was murdered on March 4, 2000. He was fifteen years old.

Marquis A. Thrower, a 9th-grader at Milwaukee Tech, died of a gunshot wound on March 17, 2000. He was 15 years old.

Rita M. Martinez, a 4th-grader at Dover Street School, was the innocent victim of a drive-by shooting as she lay in her bed on March 25. She was 11 years old.

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:

Pia Jeffries,
Eleventh Grade,
Bay View High School

Pia Jeffries, a junior at Bay View High School, was selected to attend the National Young Leaders Conference (NYLC) in Washington, D.C., in February. She also was honored with an invitation to participate in the Close Up Pacific Basin Program in Hawaii in March.

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.

The Close Up Pacific Basin Program offers individuals a rare opportunity to get to know students and teachers from other regions and widely diverse backgrounds. In workshop discussions, cultural activities, and interactive discussions with policy experts, participants learn about life outside their own communities and gain a new perspective on world events. While in Hawaii, Pia visited Pearl Harbor and the Hawaiian Supreme Court and met with the governor.

Pia maintains an impressive cumulative 3.5 GPA and is a member of the National Honor Society. She has served her school and fellow students as president of both the Beta Club and F.A.D.E. (Fighting Against Drugs with Education). Pia is an active, enthusiastic student who participates in many school activities and on several athletic teams. These include Student Government Association, Asian American Club, African American Club, Students Against Violence, Navy Jr. ROTC, and the volleyball, basketball and track and field teams. She has received numerous academic and leadership awards. Her dreams for the future include attending Harvard University and becoming a civil rights attorney. Pia is an energetic, hard-working young lady with a strong Christian faith, who believes she can succeed in anything she is willing to work for.

The Milwaukee Board of School Directors and the entire school community recognize Pia Jeffries for her outstanding achievements, hard work, and the excellent example she provides to her fellow students and the Milwaukee community.

Other Awards and Recognitions

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

STUDENTS

Phetpinthong Senesackda, an eighth-grade student at Muir Middle School, had one of his original comic strips selected to be published by Marvel Comics. Phetpinthong received a $1,000 award for his comic strip.

Vanessa Gonzalez, a fourth-grader at Kagel School, was the first-place winner in the Seatbelt Safety Art Contest sponsored by the Milwaukee Police Department. Vanessa's artwork has been made into a poster for distribution throughout the community.

A pastel drawing of hibiscus flowers created by Marshall High School student LaRae Norwood was selected to hang in the rotunda of the Wisconsin State Capitol in Madison. LaRae attended a special awards ceremony at the Capitol on March 3rd.

Four Milwaukee High School of the Arts jazz combos were winners in the Berklee College of Music's 32nd Annual High School Jazz Festival in February. Berklee is renowned worldwide for its jazz education program, and many of its graduates have become famous artists. Almost 200 jazz combos, big bands, and vocal jazz ensembles from Connecticut, Delaware, Maine, Massachusetts, New Jersey, New York, Rhode Island, Vermont, and Wisconsin performed in this year's festival. In one of the most prestigious educational jazz festivals in the nation, MHSA's musicians were honored with the following awards:

Jazz Combo Awards	Outstanding Musician Awards
Jazz Lab, 1st place	Romarcus Jones, drums
Jazz Guitar Ensemble, 2nd place	Tobias Kaemmerer, trumpet
Jazz Portraits, 5th place	Forrest McKenzie, guitar
Jazz Worshop, 7th place	John McVicker, drums
	Joe Sanders, acoustic bass
	Avery Thomas, drums

Four students from Lloyd, Longfellow, and Vieau elementary schools received awards for their winning letters in the "It's Your Future — Give it Your Best Shot!" 1999/2000 Writing Contest sponsored by the Milwaukee Admirals and Junior Achievement of Wisconsin, Inc. Students wrote letters about their

personal goals to one of the Milwaukee Admirals. The letters were judged for grammar, punctuation, and spelling. The winning students were honored by the Admirals during the game on February 4th. Admirals that received letters from the winning students visited those students' classrooms to present the awards. The winning students are:

Emma Mihlbauer, Lloyd
Jerone Tines, Lloyd
Neftali Ramos, Longfellow
Jason Velazquez, Vieau

The Milwaukee School of Languages' middle school chess team, under the guidance of coach Kenn Belter, won the state junior varsity reserve chess championship in the state tournament. Members of the winning team are:

Sou Her
Hindson Her
Lou Her
Christina Dang
Rodney Lynk

Milwaukee Area Technical College held its annual high school Skill Olympics contest in February. Students from public and private high schools competed in 20 categories. Skill contests included areas of technical education, such as auto mechanics, drafting, bridge building, woodworking, welding, and electronics. The following MPS students were winners in the contest:

1st Place	Alex Butler, Hamilton	Foundry
	Michelle Schoner, Hamilton	Printing
	Andrew Dolgner, Madison	Electronics
	Roberto Nieves, Milwaukee Tech.	Bridge Building
	Andrew Dietrich, Milwaukee Tech.	Carpentry
		Demonstration Speech
	Ernest Chomicki, Milwaukee Tech.	Drafting — Architectural
	Ben Szumania, Milwaukee Tech.	
2nd Place	Richard McMillan, Jr., Hamilton	Foundry
	Bruce Fojut, Milwaukee Tech.	Bridge Building
	Pierre Rogers, Milwaukee Tech.	Commercial Art
	Temeka Wallace, Milwaukee Tech.	Demonstsration Speech
		Welding — TIG
	Brad Nelson, Milwaukee Tech.	Auto Body
	Adrian Mayorga, Pulaski	
3rd Place	Melissa Karow, Hamilton	Foundry
	Romero Hernandez, Milwaukee Tech.	Commerical Art
		Demonstration Speech
	James Jones, Milwaukee Tech.	Drafting — Architectural
	Fernando Deleon, Milwaukee Tech.	Electrical Wiring
		Electronics
	David King, Milwaukee Tech.	Auto Body
	Anthony Krowski, Milwaukee Tech.	
	Hubert Brown, Pulaski	

A team of students from Rufus King High School, coached by guidance director Dr. James Kroll, won the state LifeSmarts competition for the fourth year in a row. The competition, now in its fourth year, has had no other champion. The King team will represent Wisconsin in the national contest in Minneapolis in April. LifeSmarts, sponsored by the National Coalition for Consumer Education and the UWM University Outreach Center for Consumer Affairs, is a game-show style competition that tests knowledge in such areas as personal finance, health and safety, environment, technology, and consumer rights and responsibilities. Team members are:

Caitlin Brennan
Amanda Johnson
Curtis Marshall
Erin Modra
Margaret Pendzich

Fifteen MPS high school students received awards for their photography projects at the sixth annual Youth Photography Showcase. Five merit awards of $100 each and ten $50 honorable mention awards were presented at the Opening Reception and Awards Ceremony in the rotunda of the Milwaukee City Hall on March 16th. The students' photographs, taken to reflect the theme "Life in My City," will be on display at City Hall through March 31st. In addition to the merit and honorable mention award winners, an additional 62 prints were selected from participating high schools for the exhibition. Milwaukee High School of the Arts, Pulaski, Milwaukee Tech. and Rufus King high schools participated in the showcase. Following the close of the exhibition, the prints are scheduled to be displayed at the MPS Central Services. Winners of merit and honorable mention awards are:

Merit Award	Honorable Mention
Erica DeBruin, Rufus King	Teri Boehm, Rufus King
Eileen Muza, Milw. H.S. of the Arts	Stephanie Head, Rufus King
Jerret Raffety, Rufus King	Beth Leonhardt, Rufus King
Crystal Vitous, Rufus King	Lucetta Marie Paolo, Rufus King
Zang Yang, Milw. H.S. of the Arts	Valene Nelson, Pulaski
Alyssa Truong, Rufus King	Sarah Reck, Rufus King
	Sarah Repech, Milwaukee Tech
	Nick Strini, Rufus King
	Aryan Tenhove, Milw. H.S. of the Arts

Art work created by Milwaukee Public Schools' K-12 students was showcased on February 24th at Art Explosion 2000 sponsored by the Milwaukee Teachers' Education. The following students received special recognition for their creative work:

Kindergarten-2nd Grade	Zanetta Williams, Browning	1st Place
	James Thompson, Douglass	1st Place
	Shantanika Love, Holmes	1st Place
	Brittany Flasch, Fairview	1st Place
	Luis Santillian, Holmes	2nd Place
	Nadya Diaz, Holmes	3rd Place
	Room Twenty-One, Philipp	3rd Place
	Nicole Brzezinski, Goodrich	3rd Place
	April Williams, Browning	Honorable Mention
	Kristian Yanez, Mitchell	Honorable Mention

Grades 3-5	Gabrielle Gray, 53rd Street	1st Place
	Florita Rogers, Garden Homes	1st Place
	Dominque Pennington, Lowell	1st Place
	Amber Draves, Doerfler	1st Place
	Adante Conner, Kilbourn	1st Place
	Clarissa Johnson, Happy Hill	2nd Place
	Jennifer Witt, Acad. Of Accelerated Learning	3rd Place
	Hope Marshall, Fratney	3rd Place
	Efrain Mora, Allen Field	Honorable Mention
	Marquasha Lewis, Brown Street	Honorable Mention
	Denzel Pettigrew, Elm	Honorable Mention
	Adejoke Adeniyi, Golda Meir	Honorable Mention
	Ciera Batton, MLK Elementary	Honorable Mention
	Latasha Schultz, Lancaster	Honorable Mention
	Ashley Hines, Lancaster	Honorable Mention
	Torrance Nevels, Parkview	Honorable Mention
Grades 6 -8	Antonio Gonzalez, Kosciuszko	1st Place
	Justin Boonnam, Fritsche	1st Place
	Ma Vang, Audubon	1st Place
	Julian Biasi, Roosevelt	1st Place
	Latisha Bully, Steuben	1st Place
	Doloroe Green, Malcolm X	1st Place
	Jessica Perez, Kosciuszko	2nd Place
	Steven Scheer, Sholes	2nd Place
	Shakila Oliver, Malcolm X	3rd Place
Grades 9-12	Tania Artiz, Grandview	1st Place
	Clyde O'Quin, North Division	1st Place
	Shemela Clark, Project Stay	1st Place
	Alton Jordan, Vincent	1st Place
	Virgil Dunn, Project Stay	2nd Place
	Jessica Parker, Project Stay	3rd Place
	Willie Stallworth, North Division	3rd Place
	Brian Stillman, Riverside	Honorable Mention

SCHOOLS

A recent article in the March 13, 2000, issue of Newsweek magazine ranked the top U.S. high schools. The ranking was based on a ratio which consisted of the number of Advanced Placement or International Baccalaureate tests taken by all students at a school in 1999, divided by the number of graduating seniors. Rufus King High school was the top-ranked Wisconsin school, followed by other area high schools, including Whitefish Bay, Madison Memorial, New Berlin, Homestead, and Riverside University.

Washington High School has been selected as a pilot site for the Academy of Information Technology program. Washington High School was one of 12 schools selected out of 100 schools that applied. The academy was established in 1999 by the New York City-based National Academy Foundation in an attempt to bridge the "digital divide" that separates students who have access to technology from those who do not. The National Academy Foundation is a nonprofit organization that works with businesses to create curricula that give high school students the skills needed to succeed in the nation's fastest growing industries. As a pilot site, Washington High School will receive a one-time $10,000 grant, video conferencing equipment, and the opportunity for students and staff to attend workshops throughout the country. The computer specialty program at Washington will receive a new designation as the National Academy of Computer Information Technology and the opportunity for financial assistance from the national business community in addition to local support.

The Metropolitan Milwaukee Association of Commerce (MMAC) will honor over 150 Milwaukee youth and their parents at the MMAC Scholarship Program Celebration of Achievement dinner on May 18th. Since the MMAC Scholarship Program began in 1991, the fund has awarded over $10 million to over 1,500 Milwaukee Public Schools graduates.

In addition to individual students who will receive scholarship awards at the MMAC dinner, Pulaski High School will be presented with the Scholar Academic Excellence Award, which is presented to the target school whose students have — on average — demonstrated the highest degree of academic achievement during their freshman year in college. Washington High School will receive the Enrollment Award, which is given to the target school that had the most freshmen enrolled in the scholarship program the previous year. Pulaski and Washington will also receive their awards at the May 18th celebration dinner.

The Milwaukee High School of the Arts Jazz Lab Combo has been chosen to participate in Holland's North Sea Jazz Festival and has been selected one of five finalists to perform in the Monterey Jazz Festival high school competition. The 25th North Sea Jazz Festival will be held in the Netherlands Congress Center in the Hague, Holland, in July. The North Sea Jazz Festival is one of the world's largest and most respected. The Monterey Jazz Festival high school competition will be held in Monterey, California, in April. The Monterey Jazz festival is the longest running jazz festival in the world. The MHSA Jazz Lab Combo is one of only five jazz combos competing. Ten jazz bands and five vocal jazz ensembles will also compete. The winner in each category will perform in the 42nd Annual Monterey Jazz Festival in September.

Roosevelt Middle School's forensics team captured first place in the City Forensics Tournament at Morse Middle School on March 4th. The team, coached by Robert Berry and Jo St. Clair, won this honor for the 12th time.

Walker International Middle School's rocket club won the Congressional District Proposal Writing Contest for a Rocket. This is the third year that Walker students have won the opportunity to compete in the national competition held in Oshkosh. The students will build a five-foot rocket, costing approximately $400, and represent Walker in the May National Rockets for Schools Competition. The team is sponsored by math teacher Cynthia Cuellar.

During the month of February, students and staff at Grant Elementary School collected pennies to support leukemia research and other Leukemia Society programs. Over $1,600 was collected.

For the second year, members of the Riverside University High School National Honor Society worked with staff from the Easter Seals Child Development Center to ensure that each child enrolled at the center received a holiday gift appropriate for the child's developmental level. Members of the society also volunteered their time at the December holiday party; serving breakfast, working with families on classroom activities, and handling clean up duty.

Nine Milwaukee Public Schools employees and students were among 200 citizens honored at the 15th Annual Black Excellence Awards ceremony on February 25th at the Italian Community Center. The awards, sponsored by the *Milwaukee Times*, *Milwaukee Journal Sentinel*, Jewel-Osco, WISN-TV12, and Time Warner Cable, honors and pays tribute to African Americans to whom the community owes a heartfelt thanks. The honorees have worked to create an environment which makes Milwaukee a wonderful place in which to live, work, raise a family and be a productive citizen. Honorees from Milwaukee Public Schools are:

Staff	Students
Milton Collins, Asst. Principal, Kosciuszko	David Banks, Vincent
Stanley McWilliams, Asst. Principal, North	Marlita Bevenue, Riverside
Keith Posley, Principal, Clarke Street	Ernest Chomicki, Milwaukee Tech.
Darrell Williams, Principal, Whittier	Ernest Gibson, Madison
	Rosalyn Newton, North Division
	Senait Tesfai, Riverside

STAFF

Marvin Bell, Milwaukee Education Center, and Kevin McDonald, Grand Avenue Middle School, were among ten Wisconsin middle school teachers who won a $500 McGrant. Sponsored by McDonald's restaurants of Southeastern Wisconsin, the McGrants program offers funding to middle school teachers for creative ideas that extend the learning experience beyond the traditional curriculum. The program, in its second year, awards a total of $5,000 in grants to ten teachers from throughout southeastern Wisconsin. Proposals are evaluated on the basis of creativity, program goals and objectives, overall educational value to students, and appropriateness to grade level and curriculum.

OTHER

The Milwaukee Public Schools Special Olympics has set a goal to raise a mile of pennies to support the continual growth of the program. Coins will be collected at 40 Special Olympics school sites and at the MPS Recreation Division offices in water jugs donated by local businesses, including Culligan Water, Premium Waters, and Hinckley Schmidt. The Special Olympics programs offer students and adults with disabilities the opportunity to train and compete in a variety of Olympic-type sports.

More than 750 students from Milwaukee Public Schools performed in the Wisconsin School Music Association Solo and Ensemble Music Festival on March 18th at Pulaski High School. Students prepared vocal or instrumental solos, duets, trios, or small ensembles to perform before evaluators. The festival drew students from Bell, Fritsche, Grand Avenue, Lincoln Center of the Arts, Milwaukee Education Center, Milwaukee School of Languages, Morse, Roosevelt, and Wisconsin Conservatory of Lifelong Learning middle schools; and Bay View, Hamilton, Rufus King, Milwaukee High School of the Arts, Pulaski, Riverside, and Vincent high schools.

Milwaukee Public Schools has been selected to participate in a national pilot program associated with the Heating, Ventilating and Air Conditioning (HVAC) industry. This is a training program recently approved by the American Refrigeration Institute (ARI). The ARI is the national trade association representing manufacturers of more than 90 percent of U.S.-produced central air-conditioning and commercial refrigeration equipment. This will be a showcase education and training opportunity for MPS and the Milwaukee area. The program is designed to prepare students for careers as HVAC technicians and engineers. Implementation is planned at Bay View, Custer, Milwaukee Tech, and North Division.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of February 29, 2000, were approved as printed.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Transmittal of Revised Dates for Consideration and Adoption of the FY2001 Budget

March 28, 2000

TO THE BOARD OF SCHOOL DIRECTORS:

Re: FY01 Budget Development Calendar

At its meeting on January 25, 2000, the Board approved a calendar for the development of the FY2001 budget, with the understanding that the Chair of the Strategic Planning and Budget Committee may adjust

Committee dates if necessary, and that the Board is free to change dates as needed. It has become necessary to make adjustments to the calendar to allow additional time to prepare a recommended budget for the Board's consideration.

The adjustments to the budget calendar are outlined below.

Revised Dates	Dates Previously scheduled	Activity/Decision Point
May 1	April 17	Budget document released to the Board and public
May 3-22	April 18-May 5	Strategic Planning and Budget Committee meetings to review the budget (dates to be determined)
May 16 (no change)	May 16	Proposed budget/public hearing notice published in newspapers
May 23 (no change)	May 23	Statutory Public Hearing on Budget
May 25	May 8	Strategic Planning and Budget Committee takes action and recommends a proposed budget to the full Board
May 30 (no change)	May 30	Board acts on the budget

Respectfully submitted,

Spencer D. Korté, Ph.D.
Superintendent of Schools

Director Braun moved to adopt the revised schedule.

The motion prevailed, 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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REPORTS OF STANDING COMMITTEES

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 Charter School Proposal from the Milwaukee Center for Independence

Background

In accordance with MPS Administrative Policy 9.12, Charter Schools, the Office of Board Governance has received the following charter school proposal:

> Milwaukee Center for Independence, Inc. — This non-profit organization has submitted a proposal for a non-instrumentality school. It is planning to open for the 2001-2002 school year with an enrollment of 120-150 students.
>
> The Milwaukee Center for Independence, Inc. (MCFI), Charter School, to open in Fall 2001, will offer an instructional program for all children birth to 8 years of age, with emphasis on children with early onset developmental disabilities who will benefit significantly from early intervention. MCFI, because of its outstanding program of social services, will address the historical problem faced by many families in accessing necessary resources for their children which can have a positive impact on the children's growth and development. This charter school will provide each child with a developmentally prescriptive program designed to maximize each child's development. This program will be coordinated with strategies to facilitate access of every family with children enrolled in the charter school to all necessary extracurricular resources.

Review Comments

1. The MPS Charter School Review Panel (CSRP) has received recommendations from the Superintendent’s Charter School Review Team and has heard presentations from the proposing organization.

Both the CSRP and the Superintendent's Charter School Review Team recommend approval of the concept of the proposal submitted by the Milwaukee Center for Independence, Inc. The CSRP suggests revisions in the areas addressed by the comments in the attachment.

The CSRP recommends a five-year charter school contract contingent upon the successful completion of all background checks, as well as obtaining MPS approval of an appropriate facility.

The CSRP further recommends that MCFI look into the possibility of obtaining a charter school dissemination grant to aid it in its efforts to share information with other community schools and organizations.

Committee Recommendation

Your Committee recommends approval of the concept of the proposal submitted by the Milwaukee Center for Independence, Inc., contingent upon revisions suggested by the Charter School Review Panel, successful completion of all background checks, and MPS approval of an appropriate facility.

* * * * *

(Item 2) Action on a Charter School Proposal from the United Community Center and Bruce Guadalupe Community School

Background

In accordance with MPS Administrative Policy 9.12, Charter Schools, the Office of Board Governance has received the following charter school proposal:

> United Community Center — This non-profit organization has submitted a proposal for Bruce Guadalupe Community School, a non-instrumentality school. Its proposal is to convert its existing MPS partnership school into an MPS charter school, with a planned enrollment of 550 students in 4-year-old kindergarten through eighth grade.

Bruce Guadalupe Community School (BGCS), in partnership with the United Community Center (UCC), has an established history as a recognized community school with an academic program of high expectations and high performance in a parent-supported environment. The mission of the school is to provide an education in a bilingual, bi-cultural environment that fosters high expectations and excellence, with the ultimate goal of each student becoming proficient in the English language while maintaining facility in Spanish. This includes involvement as the cornerstone of each student's education.

Review Comments

1. The MPS Charter School Review Panel (CSRP) has received recommendations from the Superintendent's Charter School Review Team and has heard presentations from the proposing organization.

Both the CSRP and the Superintendent's Charter School Review Team recommend approval of the concept of the proposal submitted by the United Community Center. The CSRP suggests revisions in the areas addressed by the comments in the attachment.

The CSRP recommends a five-year charter school contract contingent upon the successful completion of all background checks, as well as obtaining MPS approval of an appropriate facility.

The CSRP further recommends that Bruce Guadalupe look into the possibility of obtaining a charter school dissemination grant to aid it in its efforts to share information with other community schools and organizations.

Committee Recommendation

Your Committee recommends approval of the concept of the proposal submitted by the United Community Center and Bruce Guadalupe Community School, contingent upon revisions suggested by the Charter School Review Panel, successful completion of all background checks, and MPS approval of an appropriate facility.

* * * * *

(Item 3) Action on a Charter School Proposal from the Elimika Institute of Cognitive Intelligence

Background

In accordance with MPS Administrative Policy 9.12, Charter Schools, the Office of Board Governance has received the following charter school proposal:

Elimika Institute of Cognitive Intelligence — Dr. William Perry has submitted a proposal for a non-instrumentality school. It is planning to open with an enrollment of 400 student in four-year-old kindergarten through grade 12.

The Elimika Institute of Cognitive Intelligence (EICI) believes that everyone has the potential to fulfill his/her predestined purpose. The school's vision is to create a fundamentally sound educational institution to serve children with needs especially in the following areas: emotional disabilities, cognitive disabilities, learning disabilities, autism, latchkey children, and victims of child abuse. Its qualified staff will love, teach, and challenge each child to the fullness of his/her potential. This school will use a teacher-guided approach, as well as an independent-living approach that will enable each child to perform at his/her own stage of development. Children here will receive a holistic form of education.

Review Comments

1. The MPS Charter School Review Panel (CSRP) has received recommendations from the Superintendent's Charter School Review Team and has heard presentations from the proposing organization.

Neither the CSRP nor the Superintendent's Charter School Review Team recommend approval of the concept of the proposal submitted for the Elimika Institute of Cognitive Intelligence.

The MPS Charter School Review Panel (CSRP) finds promise in the ideas presented relating to a holistic, multicultural approach to teaching and learning, the CSRP recognizes serious deficiencies in the structure, coherence, and organization of this proposal. Therefore, the MPS Charter School Review Panel does not recommend approval of the concept of the Elimika Institute of Cognitive Intelligence.

Committee Recommendation

Your Committee recommends that the concept of the proposal submitted by Elimika Institute of Cognitive Learning not be approved.

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(Item 4) Report on Interactive Video Projects in MPS

Your Committee received the following report from the Administration:

Background

1. At its meeting on March 14, 2000, the Innovation/School Reform Committee will experience first-hand an interactive video conference. Participants at two school locations will have the opportunity to participate in the meeting via interactive video.

A brief report regarding interactive video projects in Milwaukee Public Schools will be presented by the Administration during the course of the meeting.

Administration's Report

2. Interactive video was introduced in Milwaukee Public Schools through the Ameritech Superschools' program in 1994 at four schools. Currently 13 MPS schools are participating in the project.

3. The network infrastructure developing in MPS will enable schools to bring interactive video into any classroom. Interactive video tools are improving very rapidly, while cost is decreasing. There will be a steady increase in the number of schools selecting interactive video technology to complement the tools available to support teaching and learning. Within five years, almost all schools will have this tool available in their buildings. Current evidence indicates that the following will occur as a result of including this technology in our classrooms:

- Student motivation will increase.
- Students will be more comfortable with complex tasks.
- Students and teachers will collaborate more easily and effectively.
- Collaboration will increase among district schools.
- Students will increase their contact time with educators and each other.
- Training of teachers will improve.
- Master teachers will extend their influence and expertise.
- Interactive video relationships with content experts from business, higher education, community education centers, and with people in leadership roles will expand rapidly.
- MPS graduates will increase their ability to encourage younger students to succeed with continuing education.

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(Item 5) 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, UW-Milwaukee and MATC.

Background

1. On June 30, 1999, the Milwaukee Board of School Directors adopted Resolution 9900R-013, which states that MPS agrees to serve as the Local Education Agency (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. This agreement is 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 22, 1999, the Board approved a recommendation to postpone making a decision to serve as the LEA for schools located in Milwaukee and chartered by UWM, MATC, or the City of Milwaukee until an impact analysis is completed and the Board receives a recommendation from the Superintendent in February 2000. The Administration is submitting a recommendation to the Board at this time.

3. Serving as the LEA is not limited to providing special education services. It also involves ensuring compliance with other federal laws governing educational and school district matters. An example is compliance with asbestos regulations in schools. The Office of Board Governance and the Administration are in the process of identifying a more complete list of the responsibilities of the LEA.

Administration's Analysis

4. The Administration’s analysis was prepared based on input from the Department of Public Instruction and the City Attorney’s office.

5. The legislative acts that permit charter schools do not address the interaction of the public charter school with the obligations of the Individuals with Disabilities Education Act (IDEA). There appears to be competing legislative purpose in the two laws: One law promotes the creation of a public school unconstrained by burdensome rules and requirements. The other, IDEA, mandates education for students with disabilities and is rule-bound, highly regulated, and very costly.

5. There must be a LEA for charter schools. Wisconsin statute provides that the operator of the charter school shall be the LEA unless the operator of the charter school enters into an agreement with the MPS Board under which the Board agrees to serve as the LEA.

6. If the MPS Board enters into an agreement with the charter school to be the LEA, the Board becomes responsible for ensuring that all children with disabilities in the charter school receive a free appropriate public education (FAPE), regardless of the cost, and are served in the same manner as it serves children with disabilities attending schools of the LEA.

7. Each child with a disability has a right to individualized assessment, instruction, and placement as determined by the IEP (Individualized Education Plan) Team. Each student with a disability must be in an environment least restrictive of his/her right to be educated in a general education classroom.

8. Under IDEA, children with disabilities who attend charter schools retain all rights under IDEA, including that staff providing special education in charter schools must meet the licensing requirements for special education staff in public schools. Therefore, non-special education certified charter staff cannot provide the special education services required under IDEA.

9. The Board can assume LEA responsibility for entities over which it otherwise has no control (UWM, MATC, or City Charter Schools) through a carefully constructed contract which permits MPS the authority to ensure compliance with IDEA, 504, and ADA. For example, the contract must address the school's requirement to serve students with disabilities to the same extent they are served in public schools. If the school does not do so, the contract is breached, and MPS remains obligated to ensure all IDEA obligations are fulfilled.

10. MPS is required to conduct activities to locate, identify, and evaluate all children with disabilities within its jurisdiction, aged birth through 21. These activities are known as "child find.” The child find

requirement includes private school children and those in religious schools. No private school child with a disability has an individual right to receive some or all of the services that the child would receive if enrolled in a public school; therefore, MPS is not required to act as the LEA for private or parental choice schools.

11. We need to protect our ability to fulfill the requirements of IDEA for students with disabilities currently enrolled in MPS by relinquishing the LEA responsibility to UWM, MATC, and the City. At the same time, we can act on our belief that it is important and right to ensure children with disabilities are welcomed in every public school in the City of Milwaukee.

12. Instead of MPS becoming the LEA for all non-MPS chartered schools, the district would offer those schools the option of purchasing an "insurance policy" which would provide coverage for costs associated with educating special needs children. Under such a policy, MPS would guarantee that participating charter schools would enjoy the same level of service as is presently enjoyed by existing MPS schools. In addition, each charter school would serve as its own LEA.

13. The policy would allow charter schools to pool their financial risk of having to educate children with special needs. Under this policy, MPS would act both as service provider (allocating the necessary staff and other resources) and as risk manager by collecting funds from all charter schools and then using those funds to pay the expense of providing special needs services for all participating charter schools. This policy, however, would not cover the capital costs associated with making buildings accessible to children with special needs.

14. This arrangement could take the form of a one-year contract between the district and existing non-instrumentality charter schools. The district would have the option to extend that contract on an annual basis. In addition, in future years, MPS would retain the right to increase the amount charged to charter schools in order to ensure that the district is able to cover the cost of the insurance program.

Strategic Plan Compatibility Statement

15. This item relates to 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

16. Sections 115.775 and 118.40(2r) of Wisconsin State Statutes govern issues related to the Local Education Agency. The Individuals with Disabilities Education Act (IDEA) governs matters related to the education of children with disabilities.

Fiscal Impact Statement

17. A reasonable base fee for the first year of the proposed non-MPS charter school “insurance policy” program (2000-01) would be $500 per contracted student. This figure corresponds with the approximate amount of per-pupil funding each charter school would be eligible to receive in federal flow-thru dollars if it is designated as its own LEA. Assuming there are 500 children attending non-MPS charter schools during the 2000-01 school year (and all schools participate in the program), MPS would receive a total payment of $250,000.

In addition to the base fee, MPS would retain the right to charge certain schools an additional amount if they demonstrate a high likelihood of attracting large numbers of special needs children. An example would be a charter school specifically designed to educate special needs children. Such a school would have to pay an "insurance premium" which would be more in line with the likely cost of its special needs program.

If the Board approves this option, the Administration would, in consultation with the City Attorney, draft a model "insurance policy" which could be formally approved at a later date. The intention is that all non-MPS charter schools would be consulted as the policy is completed so that they have adequate time to plan for the expense of participating in the program.

Committee Recommendation

Your Committee recommends that the Board relinquish LEA responsibility for schools chartered by UWM, MATC, and the City, but offer these schools the option of purchasing an "insurance policy" for costs associated with educating children with disabilities in exchange for a guarantee of service delivery from MPS.

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(Item 6) Report on Preliminary Summer School Plans for 2000

Your Committee received the following report from the Administration:

Administration's Report

The Administration is providing preliminary information to the Board regarding the 2000 Summer School Program scheduled to operate from June 26 through August 24, 2000. Central Services staff, parents, elementary, middle, high and alternative school principals and teachers have been involved in the planning of the 2000 Summer School Program. In addition, information from the evaluation data collected from the 1999 Summer School Program was used in developing this plan.

The primary focus of the 2000 Summer School Program will be to improve student achievement and provide additional instructional time for students performing below grade level. Schools will actively encourage students who are behind grade level to attend summer school. In addition, students who seek a summer school opportunity who are not below grade level can participate in summer enrichment activities, such as art, music, and drivers education. It is anticipated that approximately 20,000 K-12 students will enroll in sixty-one (61) city-wide programs and sixty-two (62) extended-year-programs operated by the local schools.

Projected Enrollment for 2000 Summer School		
Elementary Schools	Local School Programs	City-Wide Programs
	30 sites 5096 students	45 sites 5890 students
Middle Schools	Local School Programs	City-Wide Programs
	18 sites 4375 students	6 sites 1110 students
High Schools	Local School Programs	City-Wide Programs
	14 sites 2450 students	10 sites 1050 students
Alternative & Small Community Sites	4 sites 120 students	

Locations of Summer School Programs		
Elementary Schools		
Allen- Field (BiL)	Holmes *	River Trail (SEN) *
Auer *	Hopkins *	Sherman
Barton *	Kagel *	Siefert *
Brown St. *	Keefe *	Story*
Cass *	Kilbourn *	21st Street (SEN)
Clarke	LaFollette	35th Street *
Doerfler *	Lee	38th Street
Dover (ESL) *	Longfellow *	Thoreau *
Forest Home	Maryland *	27th Street *
Franklin *	McNair *	Victory *
Gaenslen (SEN)	Milw. Sign Lang (SEN)	Vieau *
Garden Homes	Mitchell *	Westside I *
Garland (SEN)	Palmer	Wheatley *
Granville *	Pierce (BIL)	Wisconsin Ave. (ESL) *
Hampton *	Riley *	
Hi-Mount *		
Middle Schools		
Audubon * CW	Kosciuszko * CW (Bil, ESL)	Sholes *
Bell *	Lincoln MS of Arts *	Steuben *
Burdick *	MEC *	Walker @ MEC *
Douglas * CW	Milw. Sch. of Lang. * CW	Webster *
Edison *	Muir * CW	Westside Academy II *
Fritsche * CW	Robinson *	
Grand Ave. * CW	Sarah Scott *	
High Schools		
Bay View *	Milw. Tech (Sci, Dr. Ed, Art)	South Div. (Bil, ESL, SEN, Soc Studies)
Custer	North Division	
Hamilton	Riverside * (Soc. St.,Dr. Ed, Art, Music)	Washington*
Marshall (Sci, Dr. Ed)		Vincent*

** Local Program*
CW – City-wide Enrollment

City-wide Special Education Sites

Elementary	Middle	High
Allen Field	South Division	South Division
Gaenslen (EC-5)		
Milw. Sign Language		
Garland		
21st Street School		
River Trail		

Special education students with IEP-mandated extended-school-year (ESY) needs may be served in a variety of summer school locations. Students needing more specialized care will be assigned to one of the above sites.

City-wide ESL Sites		
Elementary	Middle	High
Dover	Kosciuszko	South Division
Wisconsin Avenue		
City-wide Bilingual Sites		
Elementary	Middle	High
Allen Field	Kosciuszko	South Division
Pierce		

SUMMER SCHOOL OPERATIONAL HOURS

All city-wide summer school programs will be offered for six weeks. The hours for the local programs vary according to the program designed by the local school.

Elementary School

The elementary summer academic program will have early and late schools to reduce the cost of busing. The academic session at early schools will begin at 7:45 a.m. and end at 11:45 a.m. At late schools, the academic session will be from 8:30 a.m. to 12:30 p.m. All students will receive breakfast and lunch and attend an afternoon recreation program. Buses will depart early schools at 3:15 p.m., late schools at 4:00 p.m. Optional extended-care wrap-around services will be offered from 7:00 a.m. until the start of morning classes and from the end of the afternoon recreation program until 6:00 p.m.

Middle School

The middle school summer program will begin at 8:30 a.m. and end at 12:30 p.m. Breakfast and lunch will be served to all students. Recreation services in the Summer Stars Teen Program will be offered Monday-Thursday and Saturday evenings from 6:00 p.m. to 10:00 p.m.

High School

The high school summer program will begin at 8:00 a.m. and end at 12:00 noon. Recreation services in the Summer Stars Teen Program will be offered Monday-Thursday and Saturday evenings from 6:00 p.m. to 10:00 p.m.

SUMMER SCHOOL PROGRAMS

Kindergarten Program

Descriptor: In the five-year-old kindergarten program, students will have an opportunity to strengthen and enrich their reading comprehension, vocabulary, fluency, and writing skills. The mathematics and science component will allow the students to explore the core concepts. This program is designed for all students who have completed five-year-old kindergarten.

Evaluation: Students will be given a pre- and post-assessment in order to measure student progress.

Elementary Program

Descriptor: In the reading/language arts block, students will have an opportunity to improve reading comprehension, vocabulary, fluency, and writing skills. The integrated science/mathematics program will target ecosystems and physical sciences and

prepare the students to meet the mathematics and science standards and grade-level expectations. One hour of art and one hour of music will be infused into the curriculum. The hands-on program will have activities suitable for outdoor learning.

Evaluation: Pre- and post-tests and embedded assessments will be used to measure student progress.

Middle-Grade Program

Descriptor: The middle-grade summer program (Grades 6-8) will focus on helping students develop their academic skills in order to successfully meet the communications, mathematics, and science proficiencies. Reading instruction will concentrate on increasing good reader behaviors and implementing strategies, which will lead toward improved comprehension in the content areas of science, social studies, and mathematics.

Writing instruction will emphasize the imaginative and persuasive forms of writing. Instruction in integrated mathematics and science will focus on helping students develop the mathematics and science skills needed to meet the proficiencies. Students will be actively involved in acquiring research skills for the purpose of developing a project that integrates requirements in several of the proficiency areas. Students in grade 8 will do the Adopt-a-City Project for promotion to high school.

Evaluation: The number of students who successfully complete the summer program will be reported. Pre- and post- assessments will be used to determine student progress.

High School Program

Evaluation: Students will meet course expectations as reflected in teacher-developed tests. The number of students failing the courses will be compared with the number of students successfully completing the courses.

Small Community Schools Programs

Descriptor: All of the students enrolled (Grades 9-12) will be court-adjudicated and ordered to attend school by a judge from Children's Court. The course offerings will provide students with the opportunity to earn credits in English and mathematics and to engage in enrichment activities.

Following is the number of students who are projected to enroll during the summer school session:

Lad Lake Ultra..... 30
Project Excel..... 30
St. Charles 30
Southwest Key..... 30

Evaluation: The number of students attending the Small Community Schools' programs and the number of students who successfully complete coursework in the summer session will be reported.

English as a Second Language (ESL) – (Grades K5 to 12)

Descriptor: The ESL summer program will provide opportunities for students at the beginning through intermediate levels of English to increase their English proficiency in all skill areas (understanding, speaking, reading, and writing). The ESL summer program will integrate, to the extent possible, especially at the intermediate levels, language and content instruction.

Goal: Provide reading/language arts instruction to ESL students in ESL levels 1-3 that will result in greater proficiency in English-based aural/lingual reading and writing assessments.

- Improve student performance in all areas of assessment (aural/lingual, reading and writing).
- Successfully complete summer course work at their level as demonstrated by a portfolio of the student's work and a passing grade.

Evaluation: Pre- and post-tests will be administered by ESL teachers with the Dolch Word lists, Story Mapping, Written Summary, and the David Test at the secondary level.

Title 1 Non-Public Middle School Summer Program (Grades 5-8)

Descriptor: Through the Improving America's Schools Act, Title 1 receives funds to provide supplemental services to children living in the city of Milwaukee who may not be achieving to their full potential. These funds are meant to also benefit children enrolled in non-public schools; therefore, the Milwaukee Public Schools and non-public schools are planning a special summer program for eligible pupils enrolled in non-public schools. It is anticipated that this program will be held at the Milwaukee High School of the Arts.

The Title 1 Non-Public Middle School Summer Program will provide an integrated, hands-on curriculum of reading/language, mathematics, science, and German. The afternoon classes of art, physical education, computer, and music/drama will reinforce the morning experiences to ensure students an in-depth learning experience.

Goal: Increase student achievement in reading, mathematics, science, and other subject areas through hands-on materials and interactive activities.

Evaluation: The number of students who successfully complete the program will be compared with the number of students who enroll in the program. Students will keep daily journals and subject portfolios to record progress.

Bilingual Program

Descriptor: The Bilingual Program considers the students' linguistic and cultural needs and gives them the opportunity to increase their achievement and better prepare them to function in our society.

Goal: The Bilingual Program will follow the same goals and objectives as the regular summer school program.

Evaluation: Assessment will be provided to Limited English Proficient (LEP) students in Spanish. At the secondary level, students will be assessed in reading/language arts with a portfolio of their work and a passing grade. Non-LEP students will follow the same guidelines for evaluation as monolingual students.

The pre- and post-tests will be used to evaluate the students' progress. The skills tested will be reading comprehension, study skills, listening, constructing meaning, decoding phonics, and writing. The skills assessed vary according to the reading and/or grade levels of the students.

Special Services Programs

Descriptor: Students with special education needs will be enrolled in the general education summer school program or in extended-school-year (ESY) services, as mandated by the Individualized Education Plan (IEP).

Goal: The Special Services Programs follow the same goals and objectives as the regular summer school program. In addition, students with IEP-mandated ESY services will have instruction in the areas outlined in the IEP.

Evaluation: A report will be given regarding the number of students with disabilities who receive services as a result of needs determined by their IEP teams, and the number of students with disabilities who participate in the general summer program.

School Library Media Services

Descriptor: Library media specialists will staff the library media centers at four high schools offering science and social studies, and six city-wide middle schools. Students will be able to develop and utilize information access and retrieval skills supported by both content specialists (classroom teachers) and information specialists (teacher librarians.)

Evaluation: Usage tallies will identify the number of students served and the type of services rendered.

2000 Summer Wrap-Around Recreation Program

Descriptor: The Wrap-Around Recreation Program is designed to support the MPS 2000 Summer School Program and will operate June 26th-August 4th at forty-two (42) Milwaukee public elementary schools. Approximately 9,000 students will attend the Wrap-Around Recreation Program. Twenty-six (26) locations will be programmed by the MPS Division of Community Recreation, and sixteen (16) locations will be operated by the following Milwaukee area youth-serving agencies: The Boys & Girls Club of Greater Milwaukee, Journey House, The Milwaukee Christian Center, Northcott Neighborhood House, Rosalie Manor, and the YMCA.

Goal: To support the district's efforts to increase academic achievement and to meet parents' needs for before- and after-school child care services and children's needs for social interaction and positive youth development.

Evaluation: The number of students who complete the six-week Wrap Around Program will be compared with the number of students who enroll in the Wrap Around Program. Results of surveys from parents, students, administrators, staff, and community agencies will also be reported regarding interaction with the Wrap Around Program.

2000 SUMMER SCHOOL FUNDING

The majority of funds for the 2000 Summer School Program will come from Board funds and Title 1 funds. One-sixth of the total program costs occur in FY2000, and five-sixths of the costs occur in FY2001. Schools that choose to operate their own local summer programs contribute half of the program operating costs from their school allocations of funds, with the majority of the funds coming from Title 1.

The 2000 Summer School Program cost breakdown is as follows:

	Title 1	School Operations	Board	Total
Salaries	$754,255	$1,061,725	$2,737,307	$4,553,287
Employee Benefits	$309,245	$403,456	$1,040,177	$1,752,878
Purchased Services	$330,000	$633,522	$299,513	$1,263,035
Supplies	$775,000	$130,925	$146,000	$1,051,925
Total	$2,168,500	$2,229,628	$4,222,997	$8,621,125
Title 1 funds from Schools				$1,805,528
Special Education				$1,276,807
Grand Total				$11,703,460

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(Item 7) Report on Trade and Technical Education Programs

Your Committee received the following report from the Administration:

Administration's Report

1. The Milwaukee Public Schools is establishing a career and technical educational system across high, middle, and elementary schools. This will create many opportunities for students to explore careers and have hands-on experiences in a variety of fields. Students will graduate from MPS with life skills that will provide them with career choices and prepare them for many different post-secondary opportunities.

2. The district's efforts to expand trade and technical education programs are supportive of the neighborhood schools initiative. The creation of community-rich schools includes curriculum and learning opportunities for career/skill development in tech/trade. This will ensure that all MPS students have multiple post-secondary options upon high school graduation to experience a positive quality of life in this community or beyond.

3. A vision, mission, and goals have been established to direct the development and implementation of trade and technical education programs in MPS. They were developed by the Office of Trade and Technical Education in the summer of 1999.

Vision

All K-12 students in the Milwaukee Public Schools shall have exposure and/or hands-on experience in career and technical programs that will prepare them for successful entry and participation in all post-secondary educational institutions, military, other training/apprenticeship programs and/or direct employment. These programs include business, family and consumer education, marketing education, or skilled trades.

Mission

The Office of Trade and Technology Education exists to assist, support, guide and provide leadership to all MPS schools, businesses, non-profit organizations, government entities and the community in the successful planning, development and operation of trade and technology programs for students.

Goals

a. Plan, develop and implement a technology and trade system of education that is flexible and responsive to the needs of the times and the community.

b. Develop and implement technology and trade career exploration, hands-on experience, and program offerings for all MPS schools K-12.

c. Develop a K-12 and post-secondary, seamless technical and career education process for all students.

d. Develop and implement partnerships with business/industry, labor, other educational institutions, government, non-profits, parents and the community.

e. Build relationships with political officials that better enable us to meet the challenges of the future.

f. Seek adequate human and financial resources to fulfill the mission the Office of Trade and Technical Education.

g. Develop a first-rate trade and technical system of education in the USA.

4. This report on technical and trade education programs includes an overview of progress made in the implementation of the following strategies:

- Develop and implement a system-wide, seamless career and technical curriculum that can be used in MPS K-12 schools.
- Develop a middle / K-8 school feeder program that revolves around awareness, exploration, and some hands-on skill development opportunities to experience the career choices associated with career and technical education.
- Recruit, develop, and retain staff to advance the career and technical education initiative.
- Develop and implement partnerships with business/industry, labor, other educational institutions, government, non-profit, parents, and the community.
- Guide and lead the process to plan, develop and implement a technical high school model curriculum for MPS, based on the Milwaukee Tech/Lynde and Harry Bradley School of Technology and Trade.

An update on each of the above strategies follows:

5. *Develop and implement a system-wide, seamless trade and technical curriculum that can be used in MPS K-12 schools.*

We are utilizing the model curriculum based on the four academies as developed for the new technical high school. They are:

- Communications / Information Technology
- Construction
- Manufacturing
- Transportation

6. *Develop a middle / K-8 school feeder program that revolves around familiarization, exploration, and some hands-on opportunities to experience the career choices associated with trade and technical education.*

The attached charts (A-C) (see minutes of your Committee's meeting) illustrate a simulated seamless high, middle, elementary school system of technical and trade education in MPS. Some of the challenges to accomplish this include:

a. Finding instructors/teachers qualified to teach the trade and technical, business education, marketing, and family and consumer education curricula across K-12.

b. Developing K-8 curriculum offerings that revolve around awareness, exploration and hands-on skill development of various trade and technical careers.

c. Re-Opening existing middle school shops.

d. Creating a feeder system that gives students choices in our high school offerings, in regard to grades 9-12 career and technical education curricula.

e. Renewing a six-week requirement for career education at 7th and 8th grade.

7. *Recruit, develop, and retain staff for trade and technical education programs.*

Staffing is seen as central to the success of the career and technical education initiative and ultimately to the success of students enrolled in the Milwaukee Public Schools. While curriculum, school culture, administrative leadership, facilities, and equipment create the opportunity for students to learn about and prepare for trade and technical careers, it is the instructional staff who engage and support students in the daily process of teaching and learning.

A number of efforts are underway.

- The Office of Trade and Technical Education is working with the Departments of Human Resources and Educational Services to facilitate the development of future teachers. This includes connecting with MPS' various alternative certification programs, i.e., Milwaukee Teachers Education Center (MTEC) the Metropolitan Multicultural Teacher Education Program (MMTEP), and the Dorothy Danforth Compton Fellows Program.
- A partnership relationship is being explored with the University of Wisconsin-Stout to support our efforts to recruit, train, and retain technical education teachers.
- Partnership relationships are being established with the construction trades, graphics industry, MATC, and other community-based or business entities to support our efforts.
- The director of trade and technical education, Mr. Tyrone P. Dumas, is a member of the new technical high school commission's personnel committee, which is chaired by the President of MATC, Dr. John Birkholz. This participation allows for input and discussion on issues related to staff and leadership in the area of trade and technical education.

8. *Develop and implement partnerships with business/industry, labor, other educational institutions, government, non-profit, parents, and the community.*

To date we have developed a number of partnership relationships between business/industry and our schools. These efforts directly support the vision, mission, and goals of the district's trade and technical education initiative.

a. M&I Data is matched with two high schools, Juneau and Washington to support their business and computer education programs.

b. A graphics arts industry collaborative has been established to support our print/graphics programs in three schools, Hamilton, Tech and Marshall. We recently received a proposal from the graphics arts industry to enhance these programs for a total of $459,000 over a three-year period. This is being reviewed as a part of the annual budget process.

c. A collaborative with the Building-Construction Trades leadership is underway to support the construction programs at three high schools, Bay View, Tech, and Custer. Chart D attached lists the wage comparisons for careers in the construction industry.

d. We are working with the Association of General Contractors (AGC) to foster career awareness around the construction industry in our K-8 programs at 18 K-8 schools in third, fifth and soon seventh grades, using their build-up kit. A consultant was hired to work with 10 schools in the implementation of kits used at their schools.

e. Partnerships have been established around careers in the broadcast industry. WISN-TV12 has been paired with Audubon Middle School and WTMJ-TV 4 is working with Fritsche and Burroughs middle schools, and Marshall high schools and Milwaukee High School of the Arts.

f. Jewel-Osco is working with four high schools around careers in the food/drug consumer business, Riverside, North, Marshall and Bay View. Washington High School will be partnered in the future with New Central City/35th and North.

g. Briggs & Stratton is working with Webster Middle School to establish a small engine assembly academy on-site, where students will integrate math, science, English and writing with the manufacturing and assembly of an engine. A $300,000 capitol project has been proposed for MPS with Briggs donating the equipment valued at over $100,000 for start-up by January 1, 2001.

h. MATC Barber/Cosmetology is working to establish a program with Custer High School. MATC donated over $35,000 in equipment and will also donate the instructor for the program. The district's costs total approximately $105,000 for equipment installation, advanced course credit standing, student kits, and a para-professional aide for instruction assistance. The program is estimated to begin in September 2000 or January 2001 at the latest. It will be offered to juniors and seniors only.

i. The existing high school Computer Assisted Design (CAD) programs are being enhanced and middle school program expansion is in the implementation stage for January and September of 2000. Funding from the federal Carl Perkins grant were used to assist the middle schools (Webster, Fritsche, Burroughs, Walker, Bell, Edison, Muir, Morse) in starting a CAD program. The district has a $30,000 contract with Auto CAD to help support the program.

j. ADAMM and Snap-On Tools Corp. are working with seven high schools in their automotive technician training programs. The schools are Pulaski, Vincent, North, Madison, Tech, Bay View, and South. The program will provide Automotive Service Excellence (ASE) certified training and a national Automotive Youth Education Service program.

k. The Wisconsin Department of Transportation has assigned a representative to work with Webster Middle School in the development of the Garrett Morgan Engineering program, about careers in the transportation industry. The Southeast Wisconsin Regional Planning Commission, City of Milwaukee, and Milwaukee County Department of Public Works will also be participating.

l. The district has been selected to participate in a national pilot program associated with the Heating, Ventilating and Air Conditioning (HVAC) industry. This is a training program recently approved by ARI (The American Refrigeration Institute). Members of ARI include Johnson Controls, with whom we are also working to design a program, and Carrier, Trane, and other refrigeration companies. This will be a showcase education and training opportunity for MPS and the Milwaukee area. This program is designed to prepare students for careers as HVAC technicians and engineers. It is expected to be implemented in at least three or four of our high schools, (Bay View, Custer, Tech and North).

m. The Public Policy Forum is working with the district to inventory our MPS school/business partnerships so we can more efficiently link businesses to schools.

o. The district is working with the Governor's work-based board to increase the number of trade apprenticeships and skill certificated work-based training programs in MPS.

9. *Guide and lead the process to plan, develop and implement a technical high school model curriculum for MPS, based on the Milwaukee Tech/Lynde and Harry Bradley School of Technology and Trade*.

The director of the trade and technical education is a member of the Tech Commission's curricular committee, which is chaired by UWM Chancellor Nancy Zimpher. This participation allows for input into the curriculum development process.

* * * * *

Separate consideration having been requested of Items 3 and 5, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 3, a charter school proposal from the Elimika Institute of Cognitive Intelligence, Director Braun moved to approve the Committee report.

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.

Item 5 was a report and action on MPS serving as the LEA for charter schools in the City of Milwaukee.

Director Johnson and President Thompson recused themselves from consideration of the item and left the room.

Vice-President Braun in the Chair.

Director Gardner moved to refer the item back to the Innovation/School Reform Committee, with a report to the Board no later than June 30, 2000.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Dannecker, Gardner, O'Neil, Werra and President pro Tem Braun—5.

Noes—Director Hardin—1.

Abstaining from voting—Director Johnson and President Thompson—2.

President Thompson and Director Johnson returned to the meeting.

President Thompson in the chair.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

REPORT #1

(Item 1) Action on the District's Strategic Plan

Background

1. A number of planning sessions were held between the summer of 1999 and January 2000 to work on the development of a strategic plan for the Milwaukee Public Schools. Participants included members of the Milwaukee Board of School Directors, the Superintendent, the Director of the Office of Board Governance/Board Clerk, and the Superintendent's management team. Based on these extensive discussions, a proposed strategic plan was developed. A copy is attached to the minutes of your Committee's meeting.

Administration's Analysis

2. The foundation for the development of the strategic plan is the district's continued commitment to high standards for student achievement. This is represented in the academic standards and grade-level expectations established for our students, as well as in the proficiency requirements at the middle and high school levels.

3. The intent of the plan is to address the most significant issues facing MPS and to identify specific strategic action plans to resolve them. The plan does not discuss every issue; as a result, ongoing priorities are not necessarily outlined in the plan. For example, the district is maintaining its commitment to strengthening parental and community involvement in our schools. MPS is continuing its efforts to ensure safe and secure school environments conducive to learning. Lower class size, summer school, before/after-school programs, maintenance of school facilities, and many other issues remain district priorities. These issues, however, are not specifically mentioned in the plan.

4. The strategic plan includes the following elements:

Vision:	The philosophy and collective values of MPS
Mission:	The overall objectives of MPS in terms of results
Goals:	Specific targets that will serve as the main measures of success for the system
Internal Situation Analysis:	The district's most important strengths and weaknesses that affect its ability to implement programs to address strategic issues and reach major objectives
External Situation Analysis:	The most important factors outside of MPS itself which affect the achievement of the district's mission and goals. These are both threats and opportunities.
Strategic Issues:	The major initiatives of the district to achieve the district's mission and goals
Strategic Action Plans:	Specific actions that will be taken to ensure that the strategic issues are successfully resolved

a. The Administration is recommending that the Board approve the proposed vision, mission, and goals as outlined in the recommendations.

b. A strategic assessment program will begin to be implemented by December 2000, to include a small number of quantifiable criteria to measure success and progress in achieving the district's mission and goals. The goals and criteria to measure success are outlined in the attached plan.

7. The strategic plan identifies five strategic issues and outlines action plans and specific objectives for each of them. The five strategic issues are:

a. Leadership Development — Establish a leadership academy to develop and maintain leadership throughout the district. The first priority is to ensure that each of our 160 schools has a strong and effective school principal able to bring all children to high levels of achievement.

b. Decentralization and Financial Management — Develop policies and procedures 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.

c. Special Education — Redesign the district's special education services to more effectively and efficiently deliver educational programs and services to children.

d. Neighborhood Schools — The goal of the neighborhood schools plan is to provide high-quality educational program options for every grade K-8 student in neighborhood schools. Emphasis is being placed on creating community-rich schools with multiple partners to provide the types and levels of services children and families need in their neighborhoods.

e. Technology — Complete the technology infrastructure that will provide access to data, video, and voice technologies in each of our 5,000 classrooms to support teaching and learning. Implement and coordinate related projects throughout the school district.

Strategic Plan Compatibility Statement

7. The vision, mission, and goals of the revised MPS Strategic Plan will be used to guide the development of district-wide educational programs, school educational plans, and the district's annual budget.

Statute, MPS Policy, or Board Rule Implication Statement

8. Board Governance Policies BG 1.01, Vision and Mission, and BG 1.02, School District Goals, will be revised to reflect the action of the Board. Copies of the current policies are attached.

Fiscal Impact Statement

9. The cost of implementing the mission and goals outlined in the MPS Strategic Plan will be reflected in the district's annual budget.

Implementation and Assessment Plan Statement

10. The adopted vision, mission, and goals will be printed in all MPS publications, including the agendas for the meetings of the Board of School Directors. The Strategic Plan will be printed and distributed to schools and published on the MPS Web site. A summary of the plan will be included in the district's parent and staff newsletters.

Beginning with the 2000-2001 school year, MPS will produce a report card reporting on its performance in each of the three goals as well as progress in implementing the strategic action plans.

Committee Recommendations

Your Committee recommends that the Board:

a. Adopt the following Vision, Mission, and Goals for the Milwaukee Public Schools

Vision

We in the Milwaukee Public Schools know that quality teaching will result in higher student achievement. We also know that educating students means more than instruction. 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. Therefore, we must have strong and true partnerships with parents and all those in the community who influence and affect our students and families.

Our schools will be centers of community activity, safe and inviting places that attract families and staff to live in their neighborhoods.

Teaching will be child-centered and based on proven methods. Diversity among students will be seen as a norm, not a disability. Class sizes will be small enough to allow for successful learning by all children.

Children will have the opportunity in the school and in the neighborhood to become competent, responsible, and generous, and to belong to a caring community. Schools will be a vital part of the neighborhood, sharing a common purpose with community partners in a system of mutual support.

Mission

The Milwaukee Public Schools will ensure that maximum educational opportunities are provided for all students to reach their highest potential so that:

- *students achieve their educational and employment goals, and*
- *parents choose the Milwaukee Public Schools to educate their children.*

Goals

The goals of the Milwaukee Public Schools are to improve:

1. *Student achievement*
2. *Student success in further education and employment*
3. *Family satisfaction, as measured by their choices in the education marketplace*

b. Direct the Board Clerk to amend Board Governance Policies BG 1.01, Vision and Mission, and BG 1.02, School District Goals, to reflect the action of the Board.

* * * * *

(Item 2) Report and Action on the District's Proposed Facilities Standards

Administration's Analysis

1. At its meeting of June 4, 1992 (Proc. pp. 61-62), the Board adopted facilities standards which subsequently were used in the development of the Facilities Master Plan: 1992-2001 document. This document has served as the guide for all capital improvements which have been completed since that time.

2. The facilities standards provide an overall direction for district-wide decision-making, while providing flexibility for their implementation at the local school level to reflect the individual conditions which exist at that school. The standards serve as a guide for planning and developing new or renovated school facilities, and to implement the educational programs approved by the Board.

3. The standards were developed by four local committees, one each, for the elementary, K-8, middle school and high school levels. Each committee consisted of a principal, parents, school staff, and central services personnel. These committees explored and identified the needed educational changes at that particular level based on the most current research and which would most benefit the students. The committees were centered at the school level since they are most directly involved in educating students.

4. The standards were presented to the Board on May 5, 1999. The standards were subsequently reviewed by the Board at worksessions held on October 5, 1999, December 15, 1999, and February 16, 2000. During these worksessions, a number of concerns and questions were raised by Board members. Responses to each of these concerns have previously been distributed to the Board for their review and use in deliberations.

Strategic plan compatibility statement

5. The recommended standards are consistent with the practice of fiscal responsibility to make informed strategic decisions relating to facilities development in the district.

Statute, board policy or rule statement

6. Approval of the new standards will require changes to Administrative Policy 5.01, Facilities, Administrative Policy 7.05, Organization of Instruction, and Administrative Procedure 5.01 (2), Facilities Retirement. The proposed changes to these policies and procedures are outlined under: Recommendations.

Fiscal impact statement

7. Approval of the proposed standards has no immediate fiscal impact. The standards will be implemented as quickly as financial and other constraints would permit. As with any new policy adopted by the Board, annual review during the budget process permits the Board to determine how quickly any of the standards will be implemented. Long-range financial planning activities can incorporate recommendations as to whether reallocation of existing funding sources or new sources of funds will be used in the implementation process.

A preliminary analysis of the required space requirements and estimated cost to fully implement was provided to the Board at the February 16, 2000 worksession. No analysis of operational costs has been determined since the projects to be included in the Facilities Master Plan document have not been identified. A complete financial analysis of the Facilities Master Plan: 2000-2010 will be included as part of the deliberations of that document.

Implementation and assessment plan

8. Upon approval of the Standards, the Administration will incorporate them into the planning for the Neighborhood Schools Initiative and the other elements which will make-up the Facilities Master Plan: 2000-2010 document. As the development of the facilities master plan document continues, additional worksessions with the Board will be required to gain input and direction from the Board.

9. Implementation of many of the program issues raised by the high school committee still requires significant planning before moving forward with recommendations for that level. The committee had made a recommendation to create a task force to study all of the issues related to implementing Breaking Ranks, vocational programs, specialty programs, and other issues. The Administration concurs in this recommendation and will move forward to form the task force once the standards are approved. Additional new standards may be developed as a result of these deliberations. These additional standards will be brought back to the Board for their consideration as part of the overall plan for the high schools. It is anticipated that this plan will be completed by October, 2000.

Committee Recommendation

Your Committee recommends that the Board approve the following changes to Administrative Policy 5.01, Facilities; Administrative Policy 7.05, Organization and Instruction; and Administrative Procedure 5.01 (2), Facilities Retirement:

ADMINISTRATIVE POLICY 5.01: FACILITIES

1. Facility Planning

The Board shall have before it at all times a long-range building program to serve as a guide for capital improvements. This program will be ten years in duration and shall contain projects for both preservation and expansion of capacity. This program shall be reviewed and revised annually or whenever the Board modifies the facility standards.

The capital plan shall be designed to provide and maintain adequate facilities to conduct full-time elementary and secondary education programs for all students. The program shall be based upon specific Board policies which are to be modified to conform to changes in the curriculum, availability of construction funds, expansion of territory to be served, and changes in enrollments.

Before the capital plans are submitted to the Board for action, they shall first be referred to the Board's Committee on Strategic Planning and Budget for its consideration and report to the Board.

2. Facility Standards

a. Each school shall develop and implement school-based, full service programs to provide services to meet the needs of the local community, parents, and children, either by the school or in collaboration with other agencies.

b. Each school, working in conjunction with other agencies that serve the neighborhood, shall ensure that all children can safely walk to school, and that a safe, secure, and nurturing environment is provided to enable teaching and learning to occur.

c. All schools shall be designed to permit year-round services to be provided.

d. That in the development of future programs and schools, an emphasis be placed on developing, supporting, and stabilizing neighborhoods.

e. The system shall be organized on a K-5, 6-8, 9-12 basis, with compatible K-8 and 9-12 systems. The number of K-8 schools shall be increased to provide opportunities in all parts of the City.

f. Elementary schools shall accommodate not less than 300 or more than 450 students; middle schools, not less than 600 or more than 720; and high schools, not less than 1,000 or more than 1,500.

g. The student/teacher ratio in K4, K5, and Grade 1 shall be 15:1, maximum.

h. The student/teacher ratio in Grades 2 and 3 shall be 15:1, maximum; in Grades 4-5, 24:1, maximum; in middle school, 25:1, maximum; and in high school, 25:1, maximum.

i. Priorities for construction needs will be made on the following basis:

1) New facilities to accommodate children in areas lacking schools due to overcrowding.

2) Additions or new facilities to accommodate specialty programs.

3) Replace oldest buildings on long-term systematic basis where it is determined that the building is structurally/mechanically unsound or educationally unsuitable.

4) Additions or modifications to accommodate increased enrollments or expanded programs.

5) New buildings to accommodate increased enrollments, new programs, or expanded programs.

j. The following principles shall be used for retention of a facility in the school plant:

1) Schools to be retained are to be limited to those which operate on an educationally and economically effective basis.

2) Factors relating to programs, personnel, desegregation, community use, or cooperation to share facilities with suburban districts are to be determined by the Board during the decision-making process.

k. The use of all relocateable or temporary buildings shall be discontinued and those buildings shall be removed from the school plant.

l. As a general practice, the use of leased facilities shall be discontinued as soon as possible and the programs shall be housed in permanent school facilities as space becomes available.

m. The use of other schools' facilities to house programs on short-term leased basis will be considered until permanent space for the program can be provided.

n. Consideration shall be given to the acquisition of available quality school facilities as a permanent addition to the school plant.

o. The use of vacant buildings owned by the Board shall be limited to those which can accommodate specific approved programs.

p. The modernization of older but structurally sound buildings should continue, and in the modernization of older buildings as well as in new construction and additions to buildings, an emphasis should be placed on energy conservation and flexibility in both design and construction.

q. Each building shall comply with all building codes.

A. Disposition of Surplus School Property

1) Subsequent to the designation of a property as surplus, the appropriate city, county, and other planning agencies shall make recommendations regarding potential future use(s).

2) Based upon the recommendations from the appropriate planning agencies, needs of the school system, and input from the staff, the following priorities shall be utilized in disposition:

a. Exchange for property required for completion of projects in the Capital Improvement Program.

b. Sale/lease to other governmental agencies.

c. Sale/lease for non-public purpose, with the goal of returning as many properties to the tax base as possible.

3) The sale of any surplus property shall be at fair market value at a minimum.

4) As a general practice, all leases will be executed to minimize or eliminate all cost to the Board of School Directors.

~~5) The Department of City Development shall administer all leases.~~

B. Board Standards on Sites

1) School sites should continue to be acquired in advance of need, with sites in the established portion of the city included.

2) School locations should be spaced proportionally to the projected disposition of students throughout the city so that the following minimum distances serve as suggested criteria in order to accommodate all areas of the city equally:

Elementary schools .....0.5-mile *radius
Middle schools .....0.75-mile radius
High schools.....1-mile radius

*Note: *"Radius"* refers to distance from the school to the edge of a circle within which no other school of the same level is located.

3) In an effort to equalize the educational environment in the Milwaukee Public Schools, the school system should attempt to provide the following site sizes for new and existing schools:

Elementary .....7 acres
Middle .....10 acres
High.....20 acres

4) The City and County of Milwaukee, through the utilization of available local, state, or federal funding, shall be given the major responsibility of acquisition and development of all additional open space/recreational acres in accordance with applicable Board policies relating to site.

5) Every attempt shall be made to provide off-street parking at all schools to the greatest degree possible.

6) The Board will adopt a ten-year capital plan which contains projects for both preservation and expansion of capacity. It shall be reviewed and revised annually as new information on finances or demographics becomes available or whenever the Board modifies the facility standards.

~~7) In all future school building planning, high priority shall be given to equity of movement of children for racial balance.~~

7) The approved policy of the Board regarding community involvement in capital improvements shall be followed.

8) For both upgrading facilities and new construction, reasonably uniform standards of space for all programs or services shall be developed for all grade-level organizations. Spaces shall be designed in the most efficient, economical, and flexible manner.

9) Provide appropriate space for art, music, library, parent centers, science, computer technology, bilingual and ESL where applicable, in all schools.

10) ~~Current Administrative Policy~~ Enrollment of exceptional education students in all schools will be proportional to district averages and students will be accommodated in their neighborhood school wherever feasible. Distribution of severe and medically fragile students should be expanded to create additional educational opportunities as close to their home as possible.

C. Early Childhood

1) ~~Institute half-day~~ Provide all-day kindergarten services for all four-year olds

2) ~~Institute~~ Provide full-day kindergarten for all five-year olds

3) Establish early childhood centers as Board directs.

3. Facilities Plans and Specifications

In the planning of individual building projects, it is important that primary consideration be given to needed educational programs so that new buildings will be designed and constructed to be maximally functional. For effective planning to take place, there must be involvement of parents and other community representatives, as well as of principals, school staff members, and representatives of the central administrative and supervisory staff.

A Overriding Principles

Three overriding principles guide the planning and involvement process:

1) An achievable timeline must be established and adhered to. Individual participants must be willing to meet these time constraints.

2) The process should be standardized as much as possible to facilitate the tasks involved and lessen turnover of the participants.

3) Existing school/community groups should be utilized as much as feasible, with each constituency responsible for selecting its participants.

B. Building Size and Program Space

Elementary school buildings will be planned to accommodate populations of not less than ~~400~~ 300 or more than ~~750~~ 450 students; middle school populations of not less than ~~720~~ 600 or more than ~~960~~ 720 students; and high school populations of not less than ~~1,500~~ 1,000 or more than ~~2,000~~ 1,500 students.

For both upgrading of facilities and new construction, reasonably uniform standards of space for all programs or services will be developed for all grade-level organizations, with all spaces to be designed in the most efficient, economical, and flexible manner possible.

The modernization of older but structurally sound buildings will continue. In the modernization of older buildings, as well as in new construction and in additions to buildings, emphasis will be placed on energy conservation and flexibility in both design and construction.

Provision will be made for appropriate space for art, music, library, parent centers, science, computer technology, bilingual and ESL where applicable in all schools.

4. Site Plans and Specifications

The Board shall acquire sites in advance of need, with sites in the established portion of the city included.

School locations need to be spaced proportionately to the projected disposition of students throughout the city. Where the resident student population justifies, the following minimum distances will serve as suggested criteria in order to accommodate all children in the city equitably:

Elementary schools .....__-mile *radius
Middle schools .....__-mile radius
High schools.....1-mile radius

*Note: "Radius" refers to distance from the school to the edge of a circle within which no other school of the same level is located.

In an effort to equalize the educational environment in the Milwaukee Public Schools, the school system shall attempt to provide the following site sizes for new and existing schools:

Elementary .....7 acres
Middle .....10 acres
High.....20 acres

The Board believes that schools of different grade levels should not be planned for the same or contiguous sites.

In acquiring sites, the Board shall work closely with other government agencies whose spheres of authority are involved.

The City and County of Milwaukee through the utilization of available local, state, or federal funding will be given the major responsibility for acquisition and development of all additional open space/recreational areas, in accordance with applicable Board policies relating to site.

Wherever possible, every attempt will be made to provide off-street parking at all schools.

5. Construction Priorities

The Board shall determine construction priorities on the basis of the relative need for facilities to provide full-time education for all children. Therefore, priorities for construction needs will be determined on the following basis:

a. New facilities to accommodate children in areas lacking schools due to overcrowding.

b. Additions or new facilities to accommodate specialty programs.

c. Replacement of oldest buildings on long-term systematic basis where it is determined that the building is structurally/mechanically unsound or educationally unsuitable.

d. Additions or modifications to accommodate increased enrollments or expanded programs.

e. New buildings to accommodate increased enrollments, new programs, or expanded programs.

6. Naming School Facilities

When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare. A school named after a person shall not be renamed, except for compelling reasons. Once official action is taken to name a school, the name shall not be changed unless there is a confusion of names.

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

7. Temporary School Facilities

The use of all relocateable or temporary buildings will be discontinued and those buildings shall be removed from the school plant.

As a general practice, the use of leased facilities will be discontinued as soon as possible and the programs shall be housed in permanent school facilities as soon as space becomes available.

The use of other schools' facilities to house programs on short-term lease basis will be considered until permanent space can be provided.

Consideration will be given to the acquisition of available quality school facilities as a permanent addition to the school plant.

8. Facilities Retirement

The question of school closings will be considered in the development of long-range plans for building and site modernization and utilization.

The Board will take action by December 31 on specific schools that will be closed the following school year.

Communities to be affected by any possible school closings or building changes will be involved in the first steps of planning.

The following principles will be used for retention of a facility in the school plant:

a. Schools are to be retained to be limited to those which operate on an educationally and economically effective basis.

b. Consideration of factors relating to programs, personnel, desegregation, community use, or cooperation to share facilities with suburban districts will be made by the Board during the decision-making process.

Schools that are closed, and previously vacated buildings owned by the Board, will be utilized for other purposes by the school system only if economically feasible and they can accommodate specific approved programs.

~~9. Rentals and Services Charges (Leases)~~

~~The City Real Estate Section shall act as agent for the Board in executing formal leases.~~

9. School Properties Disposal

In disposing of surplus school buildings and sites, the Board shall be guided by the following priorities based upon recommendations from various planning agencies, the needs of the school system, and input from the staff:

a. In exchange for property required for completion of projects in the ten-year capital plan.

b. Sale/lease to other governmental agencies.

c. Sale/lease for non-public purposes with the goal of returning as many properties as possible to the tax base.

ADMINISTRATIVE PROCEDURE 5.01(2) FACILITIES RETIREMENT

The question of school closings will be considered in the development of long-range plans for building and site modernization and utilization. The following procedures are to be followed in school closings:

1. Criteria For Determining Schools For Possible Closing

Factors of cost, demographics, facility adequacy, and program will be used in conjunction with policies on buildings and sites to determine schools to be considered as candidates for closing.

Further, the Board shall require:

a. That schools be equally spaced throughout the city to ensure no area is devoid of facilities (see Administrative Policy 5.01);

b. That schools be retained in areas where student populations will support them from either the neighborhood or specialty;

c. That schools be retained as long as the budget will support them;

d. That programmatic needs of the neighborhood and system be considered for any possible reuse of a building.

2. Building Consolidation Program

In all future school building planning, high priority will be given to equity in movement of children for racial balance.

The following three-phase consolidation program will be initiated, with each building being studied on an individual basis for retention:

a. Immediate closure of certain buildings, with no further use or replacement contemplated;

b. Continued use of certain buildings on a short-term basis, with closure at a later date and no further use or replacement by the school system contemplated;

c. Replacement of buildings only when they are determined to be structurally unsound and unsuitable for the educational program and when additions and renovations are not feasible to alleviate the problems.

3. Consolidation Principles

The consolidation of the school plant will be based on the following principles:

a. Schools to be retained will be limited to those which operate on an ~~effective, economical~~ educationally and economically-effective basis.

~~b. The cost of compliance with codes, standards, or regulations will be a major factor in retention.~~

b. Consideration of factors relating to programs, personnel, desegregation and community use will be made by the Board before reaching a decision on retention.

~~d. Consideration will be given to possible cooperation with suburban districts to share facilities.~~

ADMINISTRATIVE POLICY 7.05: ORGANIZATION OF INSTRUCTION

The grouping and housing of instructional levels in school facilities throughout the Milwaukee Public School system and the administration of the instructional program shall be according to plans developed by the Administration and approved by the Board.

The work of each grade is expected to employ the time of the average student for one school year.

The system shall be organized on a K-5, 6-8, 9-12 basis, with early childhood centers and with a compatible K-8, 9-12 system. As new schools are built and as space otherwise becomes available, schools shall be converted to K-5, 6-8, 9-12 organization; the existing K-8 structure shall be ~~maintained~~ expanded to all parts of the city in order to expand educational opportunities.

Elementary schools shall consist of kindergarten through grade 5, with grade-level designations used for all classes, including first, second and third grades, with the exception of ungraded elementary schools.

~~Half-day~~ Full-day kindergarten services shall be provided for all four-year-olds, and full-day kindergarten shall be provided for all five-year-olds.

Middle schools shall consist of grades 6 through 8, and high schools of grades 9 through 12.

The organizational plan shall include city-wide specialty schools and specialty programs within certain schools.

The programs of individual schools at the various levels must necessarily reflect building capacity; thus the larger schools may offer more comprehensive programs.

* * * * *

(Item 3) Update on the Neighborhood Schools Initiative

Your Committee received the following report from the Administration and the Office of Board Governance:

Background

1. The Milwaukee Neighborhood Schools Initiative was passed by the state legislature as part of the state budget in November 1999. The law requires MPS to submit a neighborhood schools plan to the Joint Finance Committee, the Senate, and the Assembly Education Committees by May 2000. The plan must include all of the following:

- A strategy for achieving the parental consent percentages outlined in the legislation, which requires MPS to obtain written consent from a pupil's parent or guardian prior to transporting a pupil;
- A facility plan specifying the neighborhood schools that are needed, the location of specialty schools, and the estimated costs of the facility plan;
- Other means by which the pupil capacity of neighborhood schools will be expanded, which could include remodeling and use of nontraditional facilities;
- Specific plans for establishing neighborhood schools and replicating or relocating specialty schools in order to increase the number of pupils attending neighborhood schools; and
- A description of the alternative settings, which are in compliance with school building codes, that will be used for educating pupils.

The law requires MPS to hold hearings on the report prior to submitting it to the state.

In addition, beginning in the 2000-2001 school year, MPS is required to provide spaces in each school for pupils who reside outside the attendance district of the school, but must fill any unused spaces with pupils who reside in the attendance district.

The law provides that a pupil who attends a school may continue to attend that school until he or she graduates from the school, and each sibling of that pupil shall be given priority over other pupils in the process of admission for that school.

The provision approved by the state authorizes MPS to borrow up to $170 million in state funds to reduce forced busing and create more neighborhood school options for parents and children. It will be necessary for the district to pay back out of the district's operating budget all money borrowed, as well as cover the costs of operating any new facilities. A funding strategy will be developed to support implementation of the plan.

2. At its meeting on January 25, 2000, the Board approved recommendations relative to the development of a Neighborhood Schools Plan, including the following:

- a goal statement for the Neighborhood Schools Plan;
- guiding principles / objectives for the plan;
- a definition of a neighborhood school;
- the scope of the plan, which identified 18 schools in the most overcrowded areas; and
- a timeline and schedule of activities between now and May 2000.

3. The Administration presented a progress report on the development of the Neighborhood Schools Plan at the February 16, 2000, meeting of the Strategic Planning and Budget Committee. This report provided an update in the following areas:

- Public Information/Communications Campaign
- Outreach: Neighborhood Profiles/Community Organizing
- Research and Data Analysis
- Demographics
- Facilities

- Rule and Policy Changes
- Financial Models
- Ongoing Communications

Administration's Report

4. Numerous activities, research projects, and communications efforts are proceeding on a parallel timeline as we work to develop a draft neighborhood schools plan within a very aggressive schedule. The following is a progress report on a number of areas leading up to the development of a draft plan.

5. Components of Draft Plan

We have identified a number of components that we anticipate including in the draft plan that is being developed. These components are still in various stages of development.

- Study of demographics and student enrollment trends
- Summary of community feedback
- Underlying principles of the plan
- Statement of the plan's objectives for curriculum, class size, supporting programming (e.g., before- and after-school programs, recreation, and community outreach programs)
- Educational program information
- Strategies for achieving required parental consent percentages for transporting pupils
- Statement of safety issues to facilitate the plan
- Statement of the apprenticeship, hiring, contracting, and development initiatives to encourage participation in the plan's implementation by diverse individuals and by historically underutilized businesses
- Summary of transportation policies that will govern the plan's implementation
- Review of the facility development options (e.g., new construction, renovation, renting, leasing, and redeployment)
- Proposed financing models

6. Parental Consent

The Neighborhood Schools Initiative requires MPS to obtain written consent from a pupil's parent or guardian prior to transporting the pupil under the intradistrict transfer program. The legislation establishes percentages for the number of pupils for which MPS would receive consent as a condition of receiving intradistrict aid. Below are the percentage thresholds for each year:

2000-2001 ..... 75%

2001-2002 ..... 80%

2002-2003 ..... 90%

2003-2004 ..... 95%

2004-2005 ..... 100%

The Administration is designing a letter that will be easily understood by parents and that will comply with the legislation. We anticipate mailing the letter to parents during the week of March 20th. We will be working closely with schools to ensure that we receive a response from all parents. The results are expected to be compiled by April 21st and included in the draft neighborhood schools plan.

7. Information Sessions

An updated analysis has been prepared of the input received at the informational meetings held between January and March 2000. More than 1,400 participants attended 57 public meetings throughout the city. Attached is a summary of the comments made by the participants. The key issues raised include the following:

- Three areas of concern mentioned most frequently:
  - Will parents be able to choose schools other than their neighborhood schools?
  - Safety of students walking to and from neighborhood schools
  - Need for more before- and after-school programs
- Four other areas/concerns repeated less frequently, but consistently, at sessions:
  - How the plan will address special-needs children (special education, bilingual, etc.)
  - Need to expand early childhood programs and reduce class sizes
  - Affect of plan on racial integration
  - How the plan will address mobility issues
- Comments or Concerns mentioned by smaller number of participants:
  - Need to increase the number of successful and effective schools
  - Parent perception of neighborhood schools needs to change
  - Additional information requested on demographics and school selection data
  - The initiative's resulting in closing schools elsewhere in the district
  - Accommodating the need for space in lieu of constructing new schools
  - How middle and high schools will be affected by this plan
  - Need to increase the number of K-8 schools and upgrade existing schools

8. Community Surveys/Focus Groups

In addition to the public information sessions held over the last three months, a public opinion survey and focus group sessions are being conducted.

Three separate surveys are underway:

- A random sample of MPS parents (about 600)
- A random sample of all Milwaukee parents (about 600)
- Door-to-door survey of hard-to-reach parents

To date, 564 interviews of MPS parents have been conducted. A preliminary analysis of 432 interviews has been prepared. The ethnic breakdown is as follows: 43% African American, 33% White, 15% Latino, 1% Asian, and 9% Other. The Administration will be presenting some of the preliminary findings at the time of the meeting.

Preliminary findings:

How does your child usually get to school?

Bus	55%
Car	22%
Carpool	1%
Walk/bike	21%

How satisfied are you with the school your child attends?

Very satisfied..... 62%
Somewhat satisfied..... 28%
Somewhat dissatisfied..... 5%
Very dissatisfied..... 5%

How did you learn about your child's school?

Family and friends..... 26%
Close to home/neighborhood school..... 24%
Other family member went there..... 20%
MPS booklets / brochures..... 8%
Word of mouth..... 5%
Other..... 17%

How satisfied are you with the bus transportation? (Only those bused)

Very satisfied..... 45%
Somewhat satisfied..... 32%
Somewhat dissatisfied..... 11%
Very dissatisfied..... 12%

Did you choose the school your child presently attends?

Yes..... 80%
No..... 20%

What are the most important factors in choosing a school?

Location..... 27%
Curriculum/type of program..... 21%
Quality of program..... 14%
Quality of teachers..... 11%
Reputation of school..... 6%
Safety of school..... 5%
Safety of school neighborhood..... 2%

Why didn't you decide to send your child to the neighborhood school?

Not aware it was a neighborhood school..... 17%
Current school provides better education..... 12%
Other family members didn't like..... 6%
Reputation of school..... 6%
Undisciplined school..... 5%
Neighborhood isn't safe..... 3%

If you could change anything about the school your child attends, what would it be?

Nothing..... 40%
Higher teacher standards..... 6%
Smaller class size..... 5%
Discipline at the school..... 4%
Reduce violence in school..... 3%
Teacher attitudes toward students..... 3%
Busing system..... 2%

The next steps in the survey process are:

- Complete and analyze the MPS parents survey
- Begin the random sample survey of all Milwaukee parents with K-8 children
- Conduct the door-to-door surveys
- Analyze the information from all surveys, focus groups, and public hearings
- Institute follow-up focus groups to get further clarification of points raised in surveys
- Incorporate results into final district plan

Door-to-door Surveys and Focus Groups

We are working with two community groups to conduct door-to-door surveys of parents: the Opportunities Industrialization Center of Greater Milwaukee and the Hmong Educational Advancements organization. We hope to complete about 400 door-to-door surveys.

We are in the process of setting up the focus group sessions at this time. Approximately 20 focus group session will be held with diverse parent representation. The group sessions will focus on obtaining further clarification on a number of the findings from the surveys.

9. Neighborhood Meetings

A number of neighborhood meetings are being conducted with individual schools and groups of schools that have been identified as the 18 most overcrowded schools. Included in the sessions are the principals, parents, and neighborhood community leaders. The purpose of the meetings is to provide brief presentations on the neighborhood schools plan and conduct brainstorming sessions on what it would take to encourage more parents to choose their neighborhood schools. Information from these meetings is being gathered, analyzed, and compiled into common themes that appear to be emerging. This information will be used to develop the draft plan.

Participants in these neighborhood meetings have expressed an interest in meeting again once the plan has been developed to provide additional input and comments about the recommendations.

10. Educational Program Information

For the neighborhood schools plan to be successful, parents and students must choose to attend their neighborhood schools, thereby voluntarily reducing busing and transportation costs. Parents and students will be attracted to their neighborhood schools by the high-quality educational programs and services offered.

The plan will include information on developing educational programs and services that meet the critical needs of students as well as the demands of the community. We anticipate that the plan will include information on the following:

- Creating full-service schools with wrap-around before- and after-school programs
- Increasing the number of kindergarten-through-grade-8 schools
- Expanding bilingual education programs
- Reducing class size through the SAGE program
- Replicating successful programs
- Connecting schools and communities through expanded partnership efforts
- Creating additional outstanding educational programs in neighborhood schools

These issues are consistent with the input we have received thus far from parents and citizens at the informational meetings, neighborhood sessions, and surveys.

11. Safety

One of the most frequently stated concerns of the community with respect to the neighborhood schools initiative is the safety of children walking to and from school. Parents' safety concerns include crime issues, such as gang activity and drug houses between home and school; long walking distances for young children; and traffic issues, such as crossing busy intersections or areas without proper walkways.

The project team has already begun discussions with the City and will also work with county officials to address parental safety concerns. The unique problems and circumstances in each neighborhood will be reviewed individually to develop workable solutions.

12. Timeline

An initial draft plan is scheduled for release in April. Additional public meetings will be held to refine and revise the draft plan. A final recommended plan will be presented to the Board for approval in May and to the State Legislature for its consideration by May 30, 2000.

* * * * *

STRATEGIC PLANNING & BUDGET COMMITTEE

REPORT #2

(Item 1) Report of Hearing Given on Communication 9900C-006 from Various High School governance Councils regarding High School Funding

Your Committee reports having given hearing with respect to Communication 9900C-006 from various high school governance councils regarding high school funding.

* * * * *

Separate consideration having been requested of Item 1 of Report #2, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1 of Report #2 was a report of hearing given on Communication 9900C-006 and no action was required.

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 Report on Administrative and School Fund Transfers

Award of Contracts

The following recommendation is made based on bids received on Tuesday, February 8, 2000:

LAN TECHNOLOGY UPGRADE

Milwaukee School of Languages

Prime Contractor
Staff Electric Co., Inc.
W133 N5030 Campbell Drive
Menomonee Falls, WI 53051

Low Cumulative Bidder, Base Bid of $77,990, plus $209,688 for Mandatory Alternate Bid 1 to provide the work for modifications to the existing electrical service; plus $82,589 for Mandatory Alternate Bid 2 to provide all new work indicated in non-instructional (classroom) areas; minus $25,242 for Mandatory Alternate Bid 3 to delete all of the new CC hubs (excluding the CC cabinet); plus $2,231 for Mandatory Alternate Bid 4 to provide all electrical conduit/raceway & telecommunications work, for a total contract of $347,256.00

M/WBE Participation			Employee Info				
Certified	**Required**	**Proposed**	**Total #**	**Minority**	**Women**	**Type of Business**	**# of Subcontrac-tors**
No	10%	11% MBE	350	18	14	Corporation	1

Total construction contract dollars awarded $347,256.00
Total dollars HUB participation $38,198.16
% of MBE participation 11.00
% of WBE participation 0.00
% of M/WBE participation 0.00
% Minority employees within company 5.00
% Women employees within company 4.00

Authorization to Make Purchases

Bid B-5256 **Locks and Cylinders (Facilities & Maintenance for Various)**

Item 1: Recommend authorization to purchase locks and cylinders totaling $127,049.93, less 1%/10 days, from the low bidder, La Force Inc.

Item 4: Recommend authorization to purchase exit devices totaling $61,537.47, less 2%/10 days, from the low bidder, American Millwork and Hardware Company.

Because they were below $ 25,000, bids for Items 2, 3, 5, and 6 have been awarded informally.

Item 1: Locks and Cylinders for Doors

Bidder	Bid	Terms
La Force Inc.	$ 127,049.93	1%-10
American Millwork & Hardware	$ 133,335.71	2%-10
AAA Acme Lock	$ 136,261.42	Net
M-D Wholesale Hardware	$ 140,332.29	1-3/4%-10
Clarke Security Products	$ 143,357.13	Net
Bonafide Safe & Lock	$ 151,536.33	2%-10

Item 4: Exit Devices for Doors

Bidder	Bid	Terms
American Millwork & Hardware	$ 61,537.47	2%-10
Bonafide Safe & Lock	$ 65,814.71	2%-10
La Force Inc.	$ 65,555.90	1%-10
M-D Wholesale Hardware	$ 66,686.52	1-3/4%-10
Builders Hardware & Hollow Metal	$ 66,538.00	1%-10
Clarke Security Products	$ 70,438.39	Net
AAA Acme Lock	$ 82,460.83	Net

MPS Facilities and Maintenance Division will set aside funds from account code #1-10-1000-000-000-713280 before our Purchasing Division staff onlines the purchase orders.

Information Item:

RFP-250 Lease-Purchase of a Portion of the Mitel PBX Telephone System

At its May 1999 meeting, the Board approved the award of an E-Rate proposal totaling $9,750,746 to Mitel Telecommunications Systems, Inc., for various PBX telephone-related items.

Using the existing line of credit with CitiCorp, the Administration has entered into a three-year lease-purchase for three of the five categories of items: MPS's portion of the PBX [the part not funded by the E-Rate]; telephones; and voice mail. The value of the items on the lease-purchase totals $2,282,053.74.

The first annual payment of $ 672,373.52 has been issued for the items that have been delivered, accepted, and invoiced. The first annual payment of $134,236.03 will be issued in this current fiscal year after the remaining items on the lease-purchase are delivered and accepted.

The FY00 MPS strategic plan account # 1-10-4-818-518-312-266050 has/will be used for the first annual payment totaling $806,509.55.

The TAC (Technology Advisory Committee) has reviewed this project and recommends the following:

SS-539 Computer Printers (MPS Warehouse Stock Item)

A purchase order has been issued for 15 Hewlett-Packard networkable mid-volume laser printers totaling $18,990. They were purchased from a supplier who was awarded the State of Wisconsin's contract.

The TAC is investigating the feasibility of also stocking a low-volume laser printer, using this same sole-source authorization. If more stock is needed during the next 12 months,

the intent is to have the option of using this sole-source authorization to purchase these models or their replacements.

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.

Report of Revenues and Expenses and Monthly Expenditure Control Report

A. Statement of Revenues as of February 29, 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	$11,875,366	$785,997,972	$2,915,755	$383,178,277	$402,819,695	49%
Categorically Aided	63,402,232	56,766,190	120,168,422	7,365,444	45,865,505	74,302,817	38%
School Nutrition	26,840,000	159,206	26,999,206	2,177,005	13,504,651	13,494,555	50%
Construction	22,823,121	34,312,199	57,135,320	3,411	20,462,334	36,672,986	36%
Extension	7,326,868	81,412	7,408,280	35,487	6,954,205	454,075	94%
Total All Funds	894,514,827	103,194,373	997,709,200	12,497,102	469,965,072	527,744,128	47%

B. Statement of Expenditures as of February 29, 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	$11,858,432	$785,982,038	$62,990,000	$499,863,416	$286,118,622	64%
Categorically Aided	63,402,232	56,765,190	120,167,422	7,970,543	58,804,604	61,362,818	49%
School Nutrition	26,840,000	159,206	26,999,206	2,334,917	16,329,454	10,669,752	60%
Construction	22,823,121	34,312,196	57,135,317	2,177,789	53,119,333	4,015,984	93%
Extension	7,326,868	81,413	7,408,281	404,789	3,987,597	3,429,684	54%
Total All Funds	894,515,827	103,176,437	997,692,264	75,878,038	632,095,404	365,596,860	63%

(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.

The monthly expenditure control report has been attached to the minutes of your Committee's meeting of March 21, 2000.

Report on Administrative And School Fund Transfers

4. The listing of administrative and school transfers required by Board Policy 4.04 report has been attached to the minutes of your Committee's meeting of March 21, 2000. This is an informational report, and no action is required.

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 Report of Revenues and Expenses.

(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	
Annette Bass-Taylor Brown Street Academy	School Secretary I $17,358.67/yr.	03-01-00
Vonda Butler Granville	School Secretary I $21,468.89/yr.	02-21-00
Gwendolyn Carter Milw High School of the Arts	School Secretary I $17,358.67/yr.	02-15-00
Peter Eschweiler Warehouse & Dist Services	Material Handler I $33,505.94/yr.	03-06-00
Jobina Gladney Congress – South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	02-17-00
Patricia Lara Morgandale School	School Secretary I $23,364.44/yr.	02-07-00
Mari Luna Parent Student Services	School Secretary I $20,929.74/yr.	02-21-00
Margaret Platz Grand Avenue	School Secretary I $21,696.67/yr.	02-07-00
Denise Schwister Fac. & Maintenance Svcs	Painter Apprentice $16.53/hr.($33,060.00/yr.)	03-20-00
Debra Snyder Audubon	School Secretary I $23,364.44/yr.	03-06-00
Irene Torres Lincoln Avenue	School Secretary I $17,358.67/yr.	03-06-00
	PROMOTIONS	
Carla Brinkley Custer	Boiler Attendant Trainee $25,815.40/yr.	02-07-00
Sheila Heinen Palmer	Food Service Manager II $15,996.46/yr.	01-13-00
Sean Kane Fac. & Maintenance Svcs	Architectural Designer $42,083.86/yr.	02-21-00
Steven Nielsen Building Operations	School Engineer I $32,768.84/yr.	02-07-00
David Patton Warehouse & Dist Services	Truck Driver (Heavy) $41,040.22/yr.	02-21-00
Bessie Reed Milwaukee Education Center	School Secretary II $29,198.00/yr.	02-07-00
Brian Reed Grand Avenue	Boiler Attendant Trainee $25,815.40/yr.	02-07-00
Theofilos Tselentis Greenfield	Food Service Manager I $14,969.31/yr.	02-03-00

Rita Wade Carleton	Food Service Manager I $15,671.34/yr.	02-03-00
Billy Williams Warehouse & Dist Services	Material Handler I $30,857.32/yr.	02-07-00

CHANGES IN STATUS

Kasaundra Brown Muir	School Secretary I $17,358.67/yr.	02-17-00
Barbara Fields Human Resources	School Secretary I $25,355.20/yr.	02-07-00
Becky Flagg Emerson	Handicapped Children's Assistant $13,050.82/yr.	02-18-00
Tonya Lovett Milwaukee Spanish Immersion	Handicapped Children's Assistant $13,050.82/yr.	02-04-00
Carolyn Payne Finance	School Secretary I $21,792.68/yr.	03-13-00
Loreen Russ Marshall	School Secretary $28,133.30/yr.	03-27-00

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
r	Danielle L. Anderson Elementary Education	B	$27,333	0	01/24/00
r	Shawntell R. Bell Elementary Education	B	$27,333	0	02/15/00
nr	Daniel L. Bergschnieder Upper Elementary	B	$27,333	0	01/24/00
r,a	Paula M. Birdeau L.D.	BB	$29,338	1	02/07/00
r	Susan M. Borgen C.D.	B	$27,333	0	01/24/00
r	Wendy L. Brusda Early Childhood	B	$27,333	0	02/07/00
r	Prudence M. Camuy Upper Elementary	B	$27,333	0	01/24/00
r	Vu M. Cao Grades 6-12/Math	B	$27,333	0	01/31/00
nr	Andrew E. Chromy Upper Elementary	B	$27,333	0	01/24/00
r	Vernay Gilliard EC:EEN	B	$27,333	0	02/07/00
r	Renee L. Higgins Elementary Education	B	$27,333	0	01/24/00
r	Michael H. Hughes Elementary Education	B	$27,333	0	01/24/00

r	Mary G. Kubiak Kindergarten	B	$27,333	0	01/26/00
nr	Amy M. Lazarski Grade 4	B	$27,333	0	01/31/00
r	Tasha N. Little Music	B	$27,333	0	01/24/00
r	Jessica A. Marczewski Elementary Education	B	$27,333	0	02/07/00
r	Joan M. Monaco Speech Pathologist	B	$27,333	0	02/07/00
nr	James T. Muehr Physical Education	B	$27,333	0	01/24/00
r	Titus O. Peck Music	B	$27,333	0	01/24/00
r	Mary E. Quesada Art	B	$27,333	0	02/15/00
r	Barbara J. Reading Elementary Education	B	$27,333	0	02/15/00
r	Elizabeth Rodriguez Bilingual 1-8	B	$27,333	0	02/07/00
r	Sabrina M. Salvat-Montoto Bilingual Elementary Education	B	$27,333	0	01/28/00
r	Jean M. Schram Upper Elementary	B	$27,333	0	01/28/00
r	Robert L. Serafin Art	BB	$37,487	7	01/31/00
r,a	Janice E. Whiten Exceptional Education	D	$43,553	7	01/24/00
r	Inger F. Wilder Elementary Education	B	$27,333	0	02/09/00
r	Dorothy Wood L.D.	B	$27,981	1	02/08/00
r	Matthew M. Zastrow Elementary Education	B	$27,333	0	02/10/00

Approval of Certificated Appointments — School Social Workers

School Social Workers — Schedule 02	Salary	Yrs./Exp. Credit	Start Date
Jon P. VanSteckelman	$40,353	1	01/31/00

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 12, 2000:		
Glorious Bolden	Allen Field	November 22, 1999
Dawn Chapman	Riverside	December 7, 1999
Jill Due	Tippecanoe/Neeskara	December 6, 1999
Margaret Garbisch	Garland	May 1, 2000
Debra Kemp	27th Street	May 23, 2000
Mary Thomas	Siefert	February 9, 2000
Joy Wittchow	Marshall	April 5, 2000
Personal Leave, to January 19, 2001:		
La'Sonja Luckett	Kluge	March 1, 2000
Dorothy Massie	Westside Academy I	March 20, 2000
Personal Leave, to June 11, 2001:		
Patricia LaCocque	Forest Home	August 22, 2000
Sabbatical Leave, to June 11, 2001:		
Mora Anderson	MHSA	August 22, 2000
Sheri Dean	Garfield	August 22, 2000
Sally Voelz	Maple Tree	August 22, 2000
Study Leave, to January 19, 2001:		
Thomas Burns	Cass	August 22, 2000
Study Leave, to June 11, 2001:		
Amy Mizialko	Auer	August 22, 2000
Extension of Illness Leave, to June 12, 2000:		
Gloria Deida	Leave	January 24, 2000

CURTAILMENT OF LEAVE:

Anne Desotelle	Rescinded her personal leave that was granted from August 24, 1999, through June 12, 2000.

Report on Resignations

Name	Position	Effective Date
Harriet G. Arnol	Teacher	06/12/00
Daniel E. Bantz	Teacher	06/12/00
Donald E. Baren	Teacher	06/12/00
Susan M. Beck	Teacher	06/12/00
Rebecca J. Behnke	Teacher	06/12/00
Mary Ann Bellante	Teacher	06/12/00
Abdallah Bendada	Teacher	02/07/00
Mary S. Biefel	Teacher	06/12/00
Steve W. Blatnak	Teacher	06/12/00
Marianne Comstock	Teacher	06/27/00

Wendy Cruz-Thomas	Teacher	02/25/00
Myron J. Dereszynski	Teacher	06/16/00
Sylvia E. Fishman	Teacher	06/12/00
Michelle B. Fitzgerald	Teacher	01/21/00
Virginia E. Fliehr	Teacher	06/12/00
Charles W. Gnewuch	Teacher	06/12/00
Nancy Godager	Teacher	06/12/00
Carolyn Harmon	Teacher	03/31/00
Thomas J. Horner	Teacher	06/12/00
Karen E. Killian	Teacher	06/12/00
Robert J. Kreuziger	Soc. Worker	06/16/00
Catherine F. LaFond	Principal	06/23/00
Shirley F. Leary	Teacher	06/12/00
Ruby J. Madison	Teacher	05/05/00
Annie L. Malone	Teacher	06/12/00
Margaret M. Mitchell	Teacher	06/12/00
Mary M. Norman	Teacher	07/14/00
Richard I. Patzer	Teacher	06/12/00
Theresa M. Ridley	Teacher	06/12/00
Alice K. Ring	Teacher	06/12/00
Lillian E. Schauer	Teacher	02/10/00
Thomas D. Schilke	Teacher	06/12/00
Chester T. Slawinski	Teacher	04/11/00
John Wagner	Teacher	02/11/00
Peter N. Wolf	Teacher	06/12/00
Eula M. Wright	Teacher	06/12/00

Affirmative Action Report

5. The Affirmative Action Report for the month of February 2000 has been attached to the minutes of your Committee's meeting of March 21, 2000. 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.

* * * * *

(Item 3) Approval of Preliminary Planning for a Joint MPS/Journey House Facility at Longfellow Elementary School

Administration's Analysis

1. During the past several months, the Administration has been working with a group of staff and parents at Longfellow School and officials from Journey House to determine the feasibility of creating a community center and other needed educational improvements at Longfellow School. Journey House is a community-based organization located in the Clarke Square neighborhood on the near southside that provides daycare, adult education, job preparation, neighborhood relations, youth education and recreation, housing assistance, family food assistance, health care counseling, and community event programming services. These services are currently provided at three (3) separate locations in the neighborhood.

2. Discussions have centered on developing this community center based on the model used at the Ralph H. Metcalfe School with the Boys & Girls Clubs. In this instance, Journey House would consolidate

its programs as part of an addition to Longfellow School with other improvements being made to the school to expand it to K-8 and provide space for other educational program needs. The total facility would then be designed to permit both Journey House and Longfellow to share all needed classrooms or other facilities based on the needs of their respective programs. The new facility would enable both Journey House and Longfellow to expand services to the total community in one centrally located facility. The exact design of the new complex still has to be determined.

3. As with the Ralph H. Metcalfe School project, the building would be owned by MPS, who would maintain and clean the facility, as well as be responsible for utilities in the entire complex. The facilities would then be leased to Journey House on a long-term basis at a nominal charge in exchange for providing program and other needed services for the school and local community. In addition, an operating agreement will need to be developed with Journey House to cover daily operations of the total complex.

Strategic Plan Compatibility Statement

4. The recommendations are consistent with the Board's goal of First Choice and guiding principles in the Neighborhood Schools Initiative.

Statute, Board Policy or Rule Statement

5. Development of the long-term cooperative operating agreement and lease requires Board approval.

Fiscal Impact Statement

6. Approval of the proposed development in concept will have no fiscal impact at this time, since only staff time is required to continue with planning activities and negotiation of the lease and operating agreements.

7. The total cost of the project has not been determined at this time. The funds for Journey House's portion of the project will be obtained through fundraising, once the Board approves the project in concept. Funding for the MPS portion does not currently exist and needs to be identified.

Based on preliminary analysis of the data received to date, the project will be included in the plan for the Neighborhood Schools Initiative, which will be considered by the Board in May. This analysis indicates that as many as 200 new neighborhood seats can be created with this project.

All MPS funds involved in the project will be in addition to existing sources currently identified in the capital plan. In the event the Neighborhood Schools funding is not available, MPS would not have funding to modify the Longfellow building to a K-8 program, but the project would continue. The scope would be changed accordingly to reflect funding available through Journey House resources.

Implementation and Assessment Plan

8. Upon approval, the Administration will proceed with further planning with Journey House and the school to determine the final scope of the project and its costs. In addition, the Administration will begin to negotiate the lease and operating agreements with Journey House.

The plan for the Neighborhood Schools Initiative must be approved by the Board in May 2000. The legislature will consider the plan during the summer, with approval by September 30, 2000. Should the plan be approved, borrowing authorization will be sought once the design and total cost of the project are known and the private funds are raised.

Committee Recommendation

Your Committee recommends that the Board approve in concept the development of a joint-use school/community center with Journey House at Longfellow School.

* * * * *

(Item 4) Action on a Recommendation to Approve the Sale of Site #36 (near North 91st Street and West Mill Road)

Administration's Analysis

1. At its meeting of September 6, 1955 (Proc. p. 71), the Board authorized the purchase of an elementary school site in the vicinity of North 91st Street and West Mill Road. This site was designated as Site #36. The site, which contained 10.6 acres, was purchased on February 7, 1956 , at a cost of $20,500. A 1.73-acre parcel was subsequently transferred to Milwaukee County as part of a land exchange to expand the Manitoba School site.

2. The site was originally declared surplus by the Board on June 30, 1975. This status was reaffirmed in 1980, 1986, 1993, and most recently on September 29, 1999, as part of the Board's approval of the Surplus Property Task Force report.

3. On January 10, 2000, the Administration received a communication from the Department of City Development (DCD) transmitting an offer from the Polacheck Company on behalf of Ryan Homes to purchase the site at a cost of $80,000. The Administration informed DCD that the offer was unacceptable and that it should negotiate with Ryan Homes for a higher purchase price.

On February 24, 2000, another communication from DCD was received indicating that Ryan Homes had increased its offer to $84,000 and recommending that the offer be accepted and taken to the Board for its approval as soon as possible. Representatives from DCD will be present to answer any questions about their recommendation. In addition, representatives from the Polacheck Company and Ryan Homes will be available to answer questions about their proposed development.

Strategic plan compatibility statement

4. The proposal is consistent with the practice of fiscal responsibility to aid in informed decisions about allocations of resources for district programs, functions, and operations.

Statute, board policy or rule statement

5. Board authorization is required to dispose of surplus property and to authorize the City Real Estate Agent to execute the appropriate documents.

The Board may wish to retire to executive session as permitted under Wisconsin Statutes Section 19.85 (1)(e) to discuss matters related to the sale of this property.

Fiscal impact statement

6. If the Board accepts the offer from Ryan Homes, the sale of this property will result in $84,000 of unanticipated revenue, which will be placed into the Construction Fund and utilized to accomplish additional facility needs. There is no affect on the tax levy for the district.

Implementation and assessment plan

7. Upon approval of the sale of the site to Ryan Homes, the City Real Estate Agent will prepare the appropriate documents and resolutions for review by the City Attorney and for approval by the Common Council. At the time of closing, the funds received will be placed in the Construction Fund.

Committee Recommendations

Your Committee recommends that the Board

1. accept the offer from Ryan Homes for $84,000 to purchase Site #36 located at North 91st Street and West Mill Road; and

2. authorize the City Real Estate Agent to take all appropriate actions to execute the sale.

* * * * *

(Item 5) Action on Resolution 9900R-020 by Director Hardin to Provide District Notification in August to all Fifth- and Eighth-Grade Parents of Schools Conducting Their Own Early Enrollment Process and of the Entrance Requirements

Background

At its meeting on January 25, 2000, the Board referred the following Resolution 9900R-020 by Director Hardin to the Finance/Personnel Committee.

WHEREAS, The Board has authorized schools to establish admissions criteria; and

WHEREAS, The Board has authorized schools to opt to conduct their enrollment processes prior to the district's three choice enrollment process; and

WHEREAS, Individual schools are currently responsible for advertising their own early enrollment processes; and

WHEREAS, Many students and parents are unaware that some schools conduct their own enrollment process, with the results that they are unable to choose these schools during the three choice process; and,

WHEREAS, For any enrollment process to be fair and equitable, all students must have an equal chance to apply for all programs; now, therefore, be it

RESOLVED, That information about all schools that conduct their own early enrollment processes be sent to all parents of fifth and eighth grade students in August at district expense; and be it

FURTHER RESOLVED, That this information include the schools' admissions requirements, if any, so that parents can adequately prepare for applying to these schools.

Administration's Analysis

1. In the Fall of 1998, the Board approved an early admission process that allowed high schools to develop and implement early admission procedures and entrance standards.

2. At its meeting of September 29, 1999, the Board approved an early admission process that allowed middle schools to develop and implement early admission procedures.

3. For the 2000-2001 school year, the following middle and high schools participated in the early admission process.

Middle Schools	High Schools
Fritsche	Custer
Milwaukee School of Languages	Madison
Roosevelt School of the Arts	Milwaukee H.S. of the Arts
Walker	Milwaukee Trade & Tech
Webster	Riverside University
	Rufus King

4. For the 2000-2001 school year, the early admission schools worked collaboratively with the Administration in implementing activities to inform parents of early admission schools and the early enrollment process. The following informational activities took place:

- Informational brochures were mailed to parents of fifth- and eighth-grade students enrolled in Milwaukee schools and in the Chapter 220 program.
- Informational brochures were mailed to private, parochial, and choice schools.
- The Office of Communications and Public Affairs developed news releases and placed ads in the *Milwaukee Journal/Sentinel* and community newspapers.

- Individual schools developed and mailed informational materials to the homes of fifth- and eighth-graders.
- Schools conducted informational sessions for fifth- and eighth-grade students and their parents/guardians.

5. The Administration is recommending that the following "Parent Informational Campaign" be conducted for the 2001-2002 school year.

- The Administration will develop an informational letter to parents that will be mailed to the homes of all fifth- and eighth-grade students during the month of August. The letter will contain the following information.
  - a list of schools participating in the early admission process, with projected number of available seats
  - a description of the admission process for individual schools
  - entrance criteria for high schools, if any
  - dates, times and locations of informational meetings
  - deadlines for the submission of applications
- The MPS publications *Directions: MPS Selection Guide for High Schools with Entrance Requirements* and *Directions: MPS Selection Guide for Middle Schools with Entrance Requirements* will be mailed to parents after the third Friday in September, but before the end of September.
- Information regarding the schools participating in the early admission process for the 2001-2002 school year will be included in district publications to parents which are distributed after July 1, 2000. These publications include *Parent News, Calendar Handbook 2000-2001,* and *Parent/Student Handbook on Rights, Responsibilities, and Discipline.*
- The Office of Communications and Public Affairs will develop news releases and place ads in the *Milwaukee Journal/Sentinel* and community newspapers.
- Individual schools will develop and mail informational materials to the homes of fifth- and eighth-graders.
- Schools will conduct informational sessions for fifth- and eighth-grade students and their parents/guardians.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan Goal 2, MPS – Milwaukee's First Choice of Schools, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

7. The recommendations is consistent with the early admission process approved by the Board in the fall of 1998 for high schools and on September 29, 1999, for middle schools.

Fiscal Impact Statement

8. The publication and postage cost for the informational letter and middle and high school *Directions* booklets will be a charge-back cost to the schools that participate in the early admissions process.

- Design, publication, and postage for high school and middle school informational letters will cost $4,300.
- Design, publication and postage for high school and middle school *Directions: Early Entrance Requirements* will cost $18,500.

Implementation and Assessment Plan

9. The district will provide information to parents regarding the early admission process in routine publications distributed after July 1, 2000, and through additional mailings and meetings during the months of August and September.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to implement the "Parent Informational Campaign" for the 2001-2002 school year as outlined in the item.

* * * * *

(Item 6) 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 what is used to pay 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 to take advantage of the reimbursement, eligible items must be bought and paid 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. The amount of money available for distribution has been steadily rising; however, in the previous biennium, the Common School Fund Library Aid was capped at $14.3 million. 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.

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, allowing approximately $27 million to be available. This reflects an estimated increase of $1.4 million for Milwaukee Public Schools. The exact figure will not be known until March 31, 2000. A change in the distribution date was also announced. The aid allocation will be distributed on June 12, 2000, rather than in January as it was in the past. Since this additional funding was not anticipated when the 1999-2000 budget was approved, it was not incorporated into the budget at that time.

3. An MPS committee of the K-12 Library Media Council served to coordinate development of a plan to expend the additional funds. The plan supports academic needs and enhances access to informational resources, primarily in an electronic format, for <u>all</u> schools in the district. 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 on-line access to five quality database resources. The vendors have agreed to provide their CD-ROM products as well for those school libraries that are not equipped to access the Internet. These resources would be available for all schools for a multiple-year period, enabling students to learn how to use these information access tools effectively throughout the district. These resources would also be available to students and staff from home. The on-line resources being recommended are as follows:

SirS Social Issues Resources Services	3 years of access
Newbank	3 years of access
Electric Library	3 years of access
Grolier (4 encyclopedias, one of which is a Spanish edition)	3 years of access
EBSCO On-line Reader	2 years of access

4. If the actual reimbursable amount is higher than the estimated figure, print resources will be taken from a prioritized list by level, created by the MPS library media specialists' recommendations.

Strategic Plan Compatibility Statement

5. The recommendation supports the MPS Strategic Plan Goal 1, Student Achievement, to continuously improve achievement of all students to meet high standards.

Statute, Board Policy or Rules Statement

6. The recommendation is consistent with Wisconsin State Statute 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

7. The Department of Finance will establish a budget account line (1-10-4-620-600-435-222200) within the MPS School Special Fund set of accounts for the authorized library purchases. A fiscal note is attached.

Implementation and Assessment Plan

8. With the Board's approval, the Administration will proceed to purchase the on-line resources and recommended library materials, up to the increased reimbursable limit as provided by the Department of Public Instruction School Financial Services Team.

Committee Recommendation

Your Committee recommends that the Board give authority to spend the Common School Fund Library Aid allocation, up to the increased reimbursable limit as provided by the Department of Public Instruction School Financial Services Team.

* * * * *

(Item 7) Action on a Recommended Administrative Transfer to Support Implementation of the District's Assessment Process

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 time, the Board mandated the full implementation of the writing proficiency performance standard with the high school graduating class of 1995, and full implementation of the mathematics proficiency examination with the high school graduating class of 1996. Since then, the district has added proficiency requirements for the high school graduating class of 2004 in the areas of science and social studies. The Board then proceeded to focus on the middle-grades promotion requirements.

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 on June 18, 1997, and mandated that students who are in the eighth-grade class of 2000 and those that come after must meet the middle-level proficiency requirements in order to be promoted to the ninth grade.

2. During the 1999-2000 school year, math and writing performance assessments are being administered to high school students who are juniors and seniors. Juniors will have an opportunity during the spring to demonstrate proficiency in math and writing. Seniors who did not achieve proficiency last year as juniors had an opportunity during the fall to demonstrate proficiency in math and writing. If they were not proficient in the fall, they will have another opportunity during the spring and again during summer school. Students who do not demonstrate proficiency in math and writing will not be allowed to graduate.

3. Also during the 1999-2000 school year, middle-grade students are required to demonstrate proficiency on performance assessments in writing, science, and math. Sixth-grade students will have an opportunity to demonstrate proficiency during the spring. Seventh- and eighth-grade students had an opportunity during the fall and will have another opportunity during the spring and again during summer school. Starting this school year, eighth-grade students who do not demonstrate proficiency on the required performance assessments will not be promoted to grade nine.

4. Since performance assessments may determine whether a student graduates from high school or whether a student is promoted to ninth grade, it is important to ensure the integrity and validity of the assessment process. This is done by following an assessment process that includes the development and refinement of the assessments, production of the materials, scoring of the assessments, and reporting of the results of the assessments.

Most of the development, refinement, and scoring is completed by teachers outside their regular workdays. In addition, purchased services are required for production of assessments and reporting of scores.

5. The FY2000 budget did not include the full cost of the assessment process of the performance assessments for promotion and graduation. The Administration is recommending a transfer of $400,000 from the district's School Special Fund-Textbook account to the Salary and Purchased Services budget lines within the Division of Research and Assessment. Funds are available within the Textbook budget line because the integrated mathematics textbook adoption recently approved by the Board was not as costly as anticipated.

Strategic Plan Compatibility Statement

6. The recommendation supports the MPS Strategic Plan Goal #1, Student Achievement, to continuously improve the achievement of all students to meet high standards, and Goal #3, High Standards/Accountability, to make Milwaukee Public Schools the first choice of a steadily increasing number of parents.

Statute, Board Policy or Rule Statement

7. The recommendation is consistent with Wisconsin State Statute 118.30, Administrative Policy 7.37, Graduation Requirements and Grade Level Expectations, and Administrative Policy 3:04(1), Fund Transfers Requiring Board Approval, which states that Board approval is required for transfer requests exceeding $100,000 between departments, programs, schools, or special accounts.

Fiscal Impact Statement

8. The recommendation requires a transfer of $400,000 from the district's School Special Fund-Textbook account (10-4-620-600-437-110000) to the appropriate Salary and Purchased Services budget lines within the Division of Research and Assessment (1-10-4-786-566-xxx-262000). A Fiscal Note is included in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment

9. The Division of Research and Assessment is currently reviewing the proficiency assessment process that is used for eighth-grade promotion and high school graduation. In May 2000, the Administration will report to the Board on recommendations regarding its findings based on changes in State Statute 118.30. At that time, a refined MPS assessment system will also be presented.

At its meeting on October 27, 1999, the Board approved a review of the district's assessment plan as a part of the Annual Plan of Audit. The Office of Board Governance anticipates that the results of the review will be available in the Spring of 2000.

Administration's Recommendation

The Administration recommended that the Board approve the transfer of $400,000 from the School Special Fund-Textbook account to the appropriate Salary and Purchased Services accounts within the Division of Research and Assessment to support the assessments of middle grades and high school learning proficiencies.

Committee's Recommendation

A motion to concur with the Administration's recommendation having failed on a tie vote, your Committee reports this matter to the Board without recommendation.

* * * * *

(Item 8) Quarterly Report on the Action 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 October 1999 through January 2000. The CAC met on December 3, 1999, and January 14 and February 7, 2000.

Position	Old Salary	New Salary	Comments
Director, Division of Small Community Schools	N/A	N/A	Upgrade from 12A to 13A ($62,480-$90,790)
Compliance Officer	N/A	N/A	New position allocated to 10A. ($53,974-$78,429)
Personnel Analyst	$64,523	$64,523	Request for upgrade was denied. Retained at 6A ($44,405-$64,523)
Drug and Violence Prevention Coordinator	N/A	N/A	Two (2) new positions allocated to 6A. ($44,405-$64,523)
Communications Coordinator	N/A	N/A	New position allocated to 10A. ($53,974-$78,429)
Grant Development Coordinator	$67,752	$74,527	Upgrade from 7A to 10A ($53,974-$78,429)

* * * * *

(Item 9) Action on Recommended Administrative Appointments and Promotions

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)	Shannon Bradbury	Labor Relations Specialist Division of Labor Relations	Schedule III, Range 10A $60,000
5(r)	Kristi Cooley	Field Supervisor I — Food Service Division of School Nutrition Services	Schedule III, Range 5C $41,764
5(nr)	Anthony Elskamp	Assistant Recreation Supervisor Children/Adult Enrichment, Department of School and Community Services	Schedule III, Range 4A $36,413

Codes:

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

* * * * *

Separate consideration having been requested of Items 5 and 7, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 5, Resolution 9900R-020 regarding notification of entrance requirements, Director Hardin moved to approve the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Johnson, O'Neil, Werra and President Thompson—7.

Noes—None.

Temporarily absent—Director Dannecker—1.

Item 7, a transfer of $400,000 from textbook accounts to assessment accounts, was reported out of Committee without recommendation.

Director Braun moved to approve the administration's original recommendation. After discussion and at the request of the Superintendent, there being no objection, Director Braun withdrew his motion.

Director Braun moved to place the item on file.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 25 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 29, 2000, at 11:30 A.M. and 2:00 P.M.; March 1, 2000, at 2:00 P.M.; March 2, 2000, at 11:30 A.M.; March 3, 2000, at 9:30 and 11:30 A.M.; March 6, 2000, at 11:30 A.M. and 2:00 P.M.; March 8, 2000, at 9:30 A.M.; March 9, 2000, at 11:30 A.M. and 2:00 P.M.; March 13, 2000, at 9:30 A.M. and 2:00 P.M.; March 14, 2000, at 9:30 and 11:30 A.M. and 2:00 P.M.; March 15, 2000, at 11:30 A.M. (2); March 16, 2000, at 11:30 A.M. and 2:00 P.M.; March 20, 2000, at 9:30 A.M.; March 21, 2000, at 11:30 A.M.; March 22, 2000, at 9:30 A.M. (2) and 11:30 A.M.

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.

* * * * *

UNFINISHED BUSINESS

(Item A) Approval of a Charter School Contact for Walker Middle School

Background

At a special meeting on June 17, 1999, the Board granted the petition of Walker Middle School 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 Walker Middle School 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.

Recommendation

It is the recommendation of the Office of Board Governance that the Board approve the charter school contract with Walker Middle School as an instrumentality of the Board.

SUMMARY OF
CHARTER SCHOOL CONTRACT
BETWEEN
THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND WALKER INTERNATIONAL MIDDLE SCHOOL

Summary:

This contract, pursuant to Wisconsin Statute section 118.40, MPS Administrative Policy 9.12, and Administrative Procedure 9.12, would establish Walker International Middle School 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. Administrative matters and delivery of the educational programming will be the responsibility of staff under the leadership of the Principal.

The Walker International School Council (WISC) shall serve in an advisory capacity to the Principal. WISC will focus on major policy development and decision making.

The Charter School shall adhere to the educational program, mission and vision, curriculum, and methods of instruction described in the Walker International 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 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 three of the four following criteria:

1. Maintain or improve pupil achievement in its locally defined measures and goals of pupil performance and growth;

2. Show a minimum class (grade-level) gain of an equivalent of one grade level for 80% of the pupils registered as of the September Third Friday Count, as measured by school administration of standardized tests in reading and math;

3. Demonstrate an equivalent of more than a one grade-level gain for a majority of pupils performing below grade level, as measured by standardized tests, in the areas of math and reading. This measure shall be based on the pupils registered as of the September Third Friday Count;

4. Meet or exceed the State of Wisconsin average percentage of pupils scoring proficient **and** above, or show improvement in the results of state-required tests (Wisconsin Student Assessment System and Wisconsin Reading Comprehension Test) under sec. 118.40(2r)(d), Stats., or other state law.

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 be district employees and therefore shall be represented by, and subject to, all of the provisions of the applicable collective bargaining agreements. The Charter School may seek additional Memoranda of Understanding (MOUs) from the bargaining units through the MPS Division of Labor Relations.

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 according to MPS guidelines and district percentages.

Beginning in the 2000-2001 school year, the Charter School shall pay for, and provide to the Office of Board Governance, annual financial and performance audits.

The Charter School has chosen to establish its own disciplinary guidelines, attached to the contract as Appendix F.

MPS shall retain the authority to continue community program offerings at the charter school facility.

Beginning in the 2000-2001 school year, the Charter School shall pay for any costs associated with negotiating and implementing a school calendar which may differ from the MPS calendar.

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

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.

During the 1999-2000 school year, the Charter School shall operate under the operating budget attached as Appendix C.

Beginning in the 2000-20001 school year, 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 Walker International 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.

Beginning in the 2000-2001 school year, Walker has complete authority over spending to bring about the educational results outlined in the contract and must do so in accordance with the district's "School Based Governance Financial Standards."

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, the Charter School will revert to an MPS non-chartered middle school.

Director O'Neil moved to approve the contract.

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.

* * * * *

NEW BUSINESS

In accordance with notice previously given, Director Gardner moved to suspend Board Rule 1.10 (1) for the purpose of discussing and taking action on amendments to Administrative Procedure 5.02 (4): Extracurricular Community and Parent Organization Use of School Facilities: Public Use.

After discussion and without objection, Director Gardner withdrew his motion.

Director Braun moved to suspend Administrative Procedure 5.02 (4) to allow an educational forum to take place at Fritsche Middle School on Thursday, March 30, at the request of the Governor of the State of Wisconsin.

The Board recessed from 7:37 to 7:43 PM.

The motion to suspend the Procedure prevailed, the vote being as follows:

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

Noes—Director Hardin—1.

Abstaining from voting—Director Werra—1.

* * * * *

RESOLUTIONS

Resolution 9900R-022

By Director Werra:

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 (LEAs) 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…" 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, 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 were reported in our nation's public schools (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, Like 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 to the 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 other schools; 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 be submitted to the Board on an annual basis starting in January.

Referred to the Finance/Personnel Committee.

Resolution 9900R-023

By Director Hardin:

WHEREAS, The MPS Board of School Directors places a high priority on parental participation and support; and

WHEREAS, The Board requires that all MPS School Councils sign off on their school budgets; and

WHEREAS, MPS School Council members have requested that the Board increase funding to allow schools to meet the educational program needs at their schools; and

WHEREAS, The Board is unable to increase its revenue under the state imposed revenue limits; and

WHEREAS, If the school district wishes to exceed this limit they must schedule a referendum for approval or rejection by the taxpayers of the district; and

WHEREAS, These state imposed revenue limits have been harmful to the children of MPS; and

WHEREAS, Both the current FY2000 budget as well as the proposed FY2001 budget within the revenue limits imposed; and

WHEREAS, The MPS-SCOPE (School Councils Organized for Progressive Education) members recognize that funding inadequacies are largely due to the state's educational funding policies; and

WHEREAS, At the Strategic Planning and Budget Committee meeting on March 21, 2000, members of MPS-SCOPE volunteered to work with the Board to develop a legislative action plan to bring more funds to MPS district schools; and

WHEREAS, MPS-SCOPE members have also volunteered to go to Madison to advocate to bring more funds to all MPS district schools; now, therefore, be it

RESOLVED, That by the next MPS Strategic Planning and Budget Committee (SPB) meeting members of the MPS Strategic Planning and Budget Committee with MPS-SCOPE members and School Council representatives from all levels of MPS district schools, to focus on developing a plan to explore revenue options, legislative actions, and alternative funding sources; and be it

FURTHER RESOLVED, That members of the MPS Board of School Directors work as partners with parents to talk with legislators to bring more funds into all MPS district schools.

Referred to the Strategic Planning and Budget Committee.

Resolution 9900R-024

By Director Gardner:

WHEREAS, A number of MPS principals have expressed the desire to be evaluated by the staff and/or School Governance Council in their schools; and

WHEREAS, School-based evaluation has improved leadership, staff morale, parent participation and academic achievement in MPS schools where it has been implemented; and

WHEREAS, The decentralization of hiring authority, budget decisions, and governance renders more important than ever the participation of school parents and staff in evaluating school leadership; now, therefore, be it,

RESOLVED, That MPS principals who so volunteer in writing no later than June 30, 2000, be authorized to include within their professional evaluations for the academic year 2000-2001 the evaluations of staff and School Governance Councils in the schools they serve; and be it

FURTHER RESOLVED, That this provision is strictly voluntary on the part of principals, who may have appropriate and well-founded reasons for declining this opportunity, or declining it for the year 2000-2001; and be it

FURTHER RESOLVED, That the administration and Office of Board Governance be authorized to conduct such review of MPS Board Policies, MPS Administrative Procedures, labor agreement, and other matters related to this innovation; and be it

FURTHER RESOLVED, That the Superintendent and Director of the Office of Board Governance will report back to the Board no later than May 31, 2001 regarding the implementation and effect of this method of evaluation, with options and recommendations regarding sustaining it for future years.

Referred to the Finance/Personnel Committee.

The Board adjourned at 7:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 11, 2000

Special meeting of the Board of School Directors called to order by President Thompson at 8:00 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:

April 6, 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 6:50 PM on Tuesday, April 11, 2000 (or immediately upon adjournment of the Innovation/School Reform Committee, scheduled to begin at 6:00 PM,) in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of suspending Board Rule 1.02 (2) and rescheduling the regular April Board meeting, currently scheduled for April 20, 2000.

SUZANNE M. LUNDIN
Board Clerk

Director O'Neil moved that the Board suspend Board Rule 1.02(2) and reschedule the regular April Board meeting from April 20 to April 18, 2000.

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 8:01 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 18, 2000

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

Present—Directors Braun, Dannecker (6:38 PM), Gardner (6:55 PM), Hardin, Johnson, O'Neil, Spence, Werra, and President Thompson—9.

Absent—None.

Before commencing the meeting, President Thompson asked for a moment of silence to commemorate the passing of Trayveon Bassett, a first-grader at Hi-Mount School who died when he was struck by a school bus on April 5. Trayveon was 7 years old.

AWARDS AND COMMENDATIONS

Following are the names and accomplishments of the many staff, students, and schools in the Milwaukee public schools community who have received recognition for their extraordinary accomplishments.

STUDENTS

Bridget Hirthe, a fifth-grader at Tippecanoe Elementary School, was selected as a "Millennium Dreamers Ambassador" by McDonald's and the Walt Disney Company. She was selected for her outstanding school and community service from a field of more than 100,000 applicants. In May, Bridget will be among 2,000 children from 90 countries who will travel to Disney World resort for various ceremonies. She will also participate in a "Kids Making a Difference Today, Inspiring a Better Tomorrow" symposium at the Disney Institute.

Jean Remus, Hamilton High School, is the winner of the 2000 Amateur Athletic Union (AAU) Youth Excel Award for Wisconsin. The award honors high school athletes across the country who have surmounted their life circumstances and distinguished themselves both in the classroom and in athletic endeavors. Jean will receive her award on April 16th at the AAU National Headquarters at Disney World resort, where she will also have the opportunity to win the National AAU Youth Excel Award, which includes a $5,000 scholarship to the college of her choice.

Levan Clark, a fourth-grade student at Lloyd Street, won first place in the North Shore Elite Junior Open Tennis Tournament the weekend of April 7-9, 2000. The tournament is for 12-year-old children — Levan is ten years old.

Bay View, Juneau, Pulaski, Rufus King, South Division, Vincent high schools, and Morse, Milwaukee School of Languages, and Walker middle schools competed in the Wisconsin State Scholastic Chess Championship, the largest annual state chess tournament. The mid-March event included competitors from kindergarten through 12th grade from 48 state schools. Winning MPS teams and students are:

Teams

Varsity, 4th Place .....Juneau High School
Varsity Reserve, 4th Place ..... Rufus King High School
Junior Varsity, 3rd Place ..... Rufus King High School
Junior Varsity, 4th Place .....Juneau High School
Junior Varsity Reserve, 1st Place.....Milw School of Languages

Individual

Varsity Reserve, 1st Place..... Jessie Moll, Rufus King High School
Junior Varsity, 5th Place .....Eric Schultz, Milw School of Languages
Junior Varsity Reserve, 2nd Place.....Hinson Her, Milw School of Languages
Junior Varsity Reserve, 4th Place .....Lour Her, Milw School of Languages

Forensics teams from Madison University High School and Rufus King High School received 1st-place awards in the City-wide High School Forensics Conference on March 31st. Madison received a 1st-place award for Qualitative Points, and Rufus King for High Points. Madison University High School team members were honored with medals and/or trophies for the following:

Kyeeshia Malone, Power Medal Finalist
Justin Wimber, Power Medal Finalist
Randyn Anderson, 2nd Place
Deshounda Jefferson, 2nd Place
Melody Johnson, 2nd Place
Rahesha Dixon, 3rd Place
Amy Watkins, 3rd Place
Thong Xiong, 3rd Place

The Roosevelt Middle School of the Arts forensic team captured first place in the Wisconsin State Forensic Tournament in Oshkosh on March 18th. This is the 11th first-place win for Roosevelt. The team coaches are Robert Berry and Jo St. Clair. First-place winners are:

Jenny DeLessio-Parson, Solo Humorous
Stephen Dierks, Non-original Oratory
Eleanor Heidkamp-Young, Eight-minute Speech
Theresa Kates, Storytelling
Allie LaPorte, Solo Serious

Over the last several weeks, building-level spelling bee competitions for third-, fourth-, and fifth-grade students were held in each P-5 school. The local winner for each grade level represented his/her school at the final competition held at the MPS Central Services auditorium on April 1st. The following students were named winners in the third annual P-5 Spelling Bee Competition:

Third Grade

1st Place ..... Brittany Green, Hopkins Street
2nd Place..... Jacquelin Inostrosa, Riley School
3rd Place ..... Kelly Eubanks, Lee School

Fourth Grade

1st Place .....Gaoycuapa Moua, Riley School
2nd Place.....Veronica Bryant, Franklin School
3rd Place .....Jasmine Preston, Palmer School

Fifth Grade

1st Place .....Jodian Rowe, Kilbourn School
2nd Place.....Andrew Trang, Vieau School
3rd Place .....Carl Dantzler, Hopkins School

Deonte Moses, Bay View High School, was named by the *Milwaukee Journal/Sentinel* as area player of the year and to the 2000 all-area basketball team, first team. Kamarr Davis, Washington High School; Quemont Greer, Vincent High School; and David Edwards, Washington High School, were named to the 2000 all-area basketball team, second team. The following players were awarded honorable mention:

J.R. Morris, Washington High School
Freddie Owens, Washington High School
Deonte Tatum, Vincent High School
George Highshaw, Vincent High School
Latrell Fleming, Marshall High School
Eric Fowlkes, Bay View High School
Michael Causey, Rufus King High School

Elm Creative Arts' Team Elm, comprising 1st- through 5th-grade students from Elm's orthopedically impaired class, took four 1st places, three 2nd places, and four 3rd places in the Special Education Boccia Ball Tournament, sponsored by Adaptive P.E. and Special Olympics. The team, coached by Kim Werner, consists of the following members:

Brittany Biasi
Julius Byrd
Juliana Capetillo
Scott Fullington
Meg Kleiber
Angie Koss
Frank Menning
Charles Tillman
Brandon Toney
Anthony Valentin
Nichole Viverette

SCHOOLS

Riley Elementary School has been selected by the U.S. Department of Education for national recognition as a 2000 Distinguished Title I School. Riley, selected for this recognition because of its effective Title I program, will be presented with the award at the 2000 International Reading Association Annual Conference in May.

The Elm Creative Arts Players production of "Tom Sawyer" was presented to 1,950 Milwaukee public and private school students and teachers. The cast received a standing ovation after the 90-minute production, which was made possible by over 200 students, parents, teachers, and volunteers. In addition to performing in the play, students did all the set construction, were in charge of all the props, operated the sound and lighting board, published the program cover, served as ushers, and created the posters. Channels 58 and 6 did broadcast interviews and excerpts of a musical number from the production live on TV.

Lloyd Street Elementary School held a graduation ceremony for 17 third-grade students at the Milwaukee County Courthouse. The students were sworn in as new third-grade peer mediators who will be honest and help others solve their conflicts. The graduation ceremony is part of the Peer Mediation Program, a program that teaches children to resolve conflicts by talking, listening, and arriving at mutual agreements.

Marshall High School students displayed a model of the solar system at the Betty Brinn Children's Museum in March. Created by special education students, the display will hang in the museum's atrium, and visitors will be able to view the planets at eye level from the second floor. The project is the result of an integrated science and art curriculum created under the guidance of art teacher Jessica Michels and exceptional education specialist Jessie Apitz.

Milwaukee School of Languages recently completed a fund-raising "Penny Wars" for the Second Harvest Food Bank of Southeastern Wisconsin. In eight days, the students in grades 6-12 raised $1,331. A check was presented to a representative of Second Harvest at a special ceremony at the school on March 24th.

Milwaukee Trade and Technical High School boys were first-place winners in the City Boys Conference Indoor Track meet. The Rufus King High School girls took first place in the City Girls Conference Indoor Track meet.

Pulaski High School's Special Olympic basketball team was named the 1st-place winner in the Special Education-Wisconsin State Championship in Basketball. The team won over the Wisconsin Dells Chiefs with a score of 68-18. Team members scoring winning points for the Pulaski Rams are:

Josh Alsteen.....4 points
Anthony Bender.....8 points
Marques Harris.....24 points
Robert Morehouse.....3 points
Scott Morrison.....4 points
Dontrell Smith.....25 points

STAFF

Tom Diener, Vincent High School boy's basketball coach, was named the Milwaukee Journal Sentinel area coach of the year and the Associated Press state coach of the year. Mr. Diener guided the Vincent Vikings to their fourth WIAA Division 1 title in the last five years, becoming the winningest boys' coach of all-time, with four championships. He has compiled a 150-26 record at Vincent and 216-134 overall record.

Raymond Roberts, choir director at Milwaukee High School of the Arts, has been invited to serve as Tenor Section Coach for the 2000 Wisconsin High School State Honors Mixed Choir. Mr. Roberts was selected for his outstanding musical achievements and educational leadership. He will spend five days in June at UW-Eau Claire observing and working with one of the nation's finest conductors and teaching Wisconsin's finest high school musicians.

Wallace Cheatham, Elm Creative Arts' primary music teacher, will receive the Civic Music Association's Lifetime Achievement Award at its annual awards program.

Rosann Hollinger, a teacher at Fritsche Middle School, and Liz Freeman, a retired MPS teacher, are serving as Co-Presidents of the Wisconsin Mathematics Council. Jane Patterson, a teacher at Fritsche, serves as editor of the *Wisconsin Teacher of Mathematics*, the Council's journal, which provides teachers from all over the state a means to share successful ideas that encourage students to enjoy mathematics.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of March 28, 2000, were approved as printed.

* * * * *

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

(Item A) Action on a Second 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 Second 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. In the event that firm commitments for funding the development, construction, and equipping of the school had not been secured by March 31, 2000, then the agreement was to terminate on April 1, 2000.

The proposed second amendment extends the date for the provision of the firm commitments for funding to August 31, 2000. In the event that firm commitments for funding the development, construction, and equipping of the school have not been secured by August 31, 2000, then the agreement shall terminate on September 1, 2000.

At the February 29, 2000 Board meeting, the chair of the Commission reported that:

> We expect the GMC to assist the Commission in our fundraising efforts to close the current $2 million gap. The GMC plans to begin additional fundraising efforts once the approved architect design for the building is available to show to potential donors. We expect the design to be available this summer, given that the selection of the architect was approved by the Commission at its February 16th meeting.

In addition to extending the timeline for fundraising, the proposed amendment also limits the authority of the Commission to enter into contracts or agreements in excess of $25,000 without the certification of the availability of funds by the Superintendent.

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.

* * * * *

Director Braun 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.

Director Johnson recused himself from considering the following item and left the room.

(Item B) Action on a Cooperation Agreement between the Board and the Redevelopment Authority of the City of Milwaukee for Financing the Neighborhood Schools Initiative Project

Background

Section 66.431(5)(r) of the Wisconsin Statutes, enacted in October 1999 as part of the State of Wisconsin's budget legislation, authorizes the Redevelopment Authority of the City of Milwaukee to issue

up to $170 million in bonds to finance or refinance the development of sites or facilities to be used by the Milwaukee Public Schools. MPS is permitted to lease buildings or sites from the Redevelopment Authority or to borrow money for the purposes of constructing, purchasing, leasing, improving, or enlarging buildings for public schools. The bonds are to be backed by the moral obligation of the State of Wisconsin. Intradistrict aid received by MPS is to be utilized to pay for the lease or bond payments.

The proposed agreement identifies the responsibilities of the Redevelopment Commission and MPS and sets in place a mechanism by which the bonds can be issued and closed on.

The proposed agreement does not identify any specific projects nor commit the district to any specific projects. Such projects will be identified in the plan to be submitted to the Legislature's Joint Finance Committee at a later date.

A copy of the proposed agreement is attached.

Recommendation

It is recommended that the Board approve the agreement and authorize the Superintendent and the Board President to execute it on behalf of the Board.

Director Spence moved to approve the agreement 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, Gardner, Hardin, O'Neil, Spence, Werra and President Thompson—8.

Noes—None.

Abstaining from voting—Director Johnson—1.

Director Johnson returned to the meeting.

* * * * *

REPORTS OF STANDING COMMITTEES

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 Report Regarding the Teacher Recruitment Grant and Teacher Alternative Certification Programs

Administration's Report

The following is an overview of the work of the Staffing Task Force, the teacher alternative certification programs, and the Teacher Recruitment Grant. A brief report regarding the work of the Staffing Task Force and the Teacher Recruitment Grant will be presented at this meeting.

1. In August 1997, Just prior to the start of the school year, MPS experienced a tremendous teacher shortage as a result of a large number of resignations and retirements. It became necessary for the district to create a system designed to alleviate the district's teacher shortage and fill its vacancies with qualified teachers. The Administration established the Staffing Task Force to develop a process to ensure the recruitment and retention of qualified teachers who are committed and dedicated to teaching in the Milwaukee Public Schools.

2. The Staffing Task Force is a collaborative between Central Services departments, local school administrators, colleges and universities, the Milwaukee Teachers' Education Association, and the Department of Public Instruction. The task force is composed of four subcommittees:

- Recruitment/Job Fair
- Induction/Retention
- Publicity/Public Relations
- Special Needs

Through the work of these subcommittees, various programs and activities were initiated to help prevent a teacher shortage in the future.

3. Listed below are programs and activities that have contributed to the success of alleviating most of the teacher shortage in Milwaukee Public Schools.

- Implementation of four alternative certification programs:

  The Metropolitan Multicultural Teacher Education Program (MMTEP) — a partnership of the Milwaukee Public Schools, Milwaukee Teachers' Education Association, and University of Wisconsin-Milwaukee — offers a teacher preparation program for paraprofessionals, educational assistants, and school safety assistants with a bachelor's degree and one year of employment in the district.

  The Dorothy Danforth Compton Fellowship Program — a partnership of the Milwaukee Public Schools, Alverno College, Lakeland College, and Marquette University — targets minorities with non-education degrees.

  The Milwaukee Teacher Education Center (MTEC) — a partnership among the Milwaukee Public Schools, Milwaukee Teachers' Education Association, and University of Wisconsin-Milwaukee — is for anyone with a bachelor's degree from an accredited institution who has not completed a certification program.

  The Special Education Teachers Internship Program is a collaborative effort of the Milwaukee Public Schools and University of Wisconsin-Milwaukee. Teacher education students work with mentor teachers in special education positions while concurrently enrolled in the UWM certification program. Applicants must have a bachelor's degree and a GPA of 2.5 or above.

- Recruitment/Job Fair

  Another factor that has had a strong impact on the hiring of qualified teachers has been the Recruitment/Job Fair held in March 1998, March 1999, and March 2000 at Vincent High School. In 1998, over 600 prospective teachers attended this event; in 1999, over 1200 prospective teachers attended; and in 2000, approximately 600 prospective teachers attended.

At the recruitment fair, many candidates were given the Gallup Corporation's Urban Teacher Perceiver, an instrument designed to measure an individual's talent for teaching in an urban district.

- Pre-Service Academy

  In August 1998 and 1999, the district provided a Pre-Service Academy for teachers new to the district. The Pre-Service Academy consists of a week of workshops, activities, and experiences designed to help and support new teachers as they begin their careers with MPS. The activities include opportunities for teachers to request the assistance of a mentor, to network with other teachers, to observe model classrooms, and to set up their own classrooms. Approximately 1,000 new teachers took part in the Pre-Service Academies offered in 1998 and 1999.

- New Teacher Drop-In Sessions

  The Pre-Service Academy continues throughout the year in the form of the New Teacher Drop-In Sessions. These sessions are provided as monthly staff development opportunities for teachers new to the district. Each monthly session features a structured workshop on topics such as learning styles, classroom management, multiple intelligences, and parent conferences. In addition to the workshops, the sessions also provide time for teachers to network with both veteran teachers and other new teachers.

- Title II Teacher Recruitment Grant

  Milwaukee Public Schools was one of only three K-12 school districts in the country to receive a Title II Teacher Recruitment Grant. The amount of the award to MPS is $864,000 over a three-year period. The purpose of the grant is to attract, retain, and support teachers. The centerpiece of the grant is scholarships to individuals who would agree to teach in high-needs schools. The grant also provides opportunities for high school students to become interested in the teaching profession by providing funds for programs such as Urban Teacher World, the Grow Your Own Program at Pulaski High School, and the Young Educators Society.

4. Future Plans of the Staffing Task Force

It is anticipated that the expansion of educational programs, future resignations, and increasing retirements will continue to require the district to recruit, hire, and place qualified teachers. Since the district has had a great deal of success in recruiting teachers, the task force is now concentrating its efforts on teacher retention.

Plans are in place to:

- Eliminate teacher shortages in areas of critical need, such as special education, bilingual education, technology, math, and science;

- Increase enrollment in alternative certification programs through the awarding of scholarships funded by the Teacher Recruitment Grant;

- Ensure that the teachers recruited are committed to all students and dedicated to teaching in an urban school by continuing to administer the Gallup Corporation's Urban Teacher Perceiver;

- Expand programs aimed at developing high school students' interest in teaching, such as the Grow Your Own Program, Young Educators Society and Urban Teacher World, through funding from the Teacher Recruitment Grant.

5. Funding for the Work of the Staffing Task Force

Program/Activity	Board Operations Funds	Other Funding *	Total Funding
Metropolitan Multicultural Teacher Education Program	$70,000	$550,000	$620,000
Dorothy Danforth Compton Fellowship	$141,993	$845,000	$986,993
Milwaukee Teacher Education Center	0	$1,277,000	$1,277,000
Special Education Teacher Internship Program	0	$330,180	$330,180
Pre-Service Academy And New Teacher Drop-In Sessions	$450,000	0	$450,000
Total Funding			$3,664,173

* Other funds were from foundations, grants, the Department of Public Instruction, and funds from within the universities. All of these funds were given directly to the programs and did not come to Milwaukee Public Schools. In addition, some categorical funds are utilized to support teacher recruitment efforts.

Title II Teacher Quality Enhancement Grant Program	In August 1999, Milwaukee Public Schools was awarded a grant of $288,000 from the US Department of Education for teacher recruitment efforts as part of the federal Title II Teacher Quality Enhancement Grant Program. The grant provides for $243,005 of the funds to be used for scholarships during year one. The grant is renewable for three years, for a potential $864,000 to recruit and retain teachers

Committee Recommendation

Your Committee recommends that the Board accept the report, with a preliminary report on the Urban Perceiver to be provided to the Committee in May, with a final report in October.

* * * * *

On the motion of Director O'Neil, the report 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 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

The following recommendation is made based on bids received on Thursday, March 23, 2000:

ROOF REPLACEMENT

Walker International Middle School

Prime Contractor
F.J.A. Christiansen Roofing Co., Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, Base Bid of $373,257.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% MBE	96	36	5	Corporation	1

MPS Facilities and Maintenance Services will set aside funds from the construction account

The following recommendations are made based on bids received on Tuesday, March 28, 2000:

NEW TOT LOTS

Division 1 — Dr. Benjamin Carson Academy of Science

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

Sole Bidder, Base Bid of..... $60,990.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% WBE	8	3	1	Corporation	4

MPS Facilities and Maintenance Services will set aside funds from account code 2-40-4-975-309-327-255008.

Division 2 – Thirty-seventh Street School

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

Sole Bidder, Base Bid of..... $73,075.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	10% WBE	8	3	1	Corporation	4

MPS Facilities and Maintenance Services will set aside funds from account codes 1-13-4-143-356-551-110500, 1-13-4-200-356-398-229000, and 1-10-4-609-356-541-255310.

BOILER REPLACEMENT

Dr. Benjamin Carson Academy of Science

Prime Contractor
Butters-Fetting Co., Inc.
1669 South First Street
Milwaukee, Wisconsin 53204

Low Bidder, Base Bid of $129,900.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	13% MBE	162	9	10	Corporation	3

MPS Facilities and Maintenance Services will set aside funds from account code 1-40-4-858-310-324-254329.

BOILER REPLACEMENT

Silver Spring School

Prime Contractor
Butters-Fetting Co., Inc.
1669 South First Street
Milwaukee, Wisconsin 53204

Low Bidder, Base Bid of $129,900.00

M/WBE Participation			Employee Info				
Certified	Required	Proposed	Total #	Minority	Women	Type of Business	# of Subcontractors
No	10%	12% MBE	162	9	10	Corporation	4

MPS Facilities and Maintenance Services will set aside funds from account code 1-40-4-858-325-324-254329.

Total construction contract dollars awarded $767,122.00
Total dollars HUB participation $83,207.20
% of MBE participation 9.10
% of WBE participation 1.75
% of M/WBE participation 0.00
% Minority employees within company 27.16
% Women employees within company 6.74

Authorization to Make Purchases

The TAC (Technology Advisory Committee) has reviewed this project and recommends the following:

SS-538 Library Automation Software (Technology Support for Various)

Recommend authorization to purchase library automation software from Follett Software Company and Winnebago Software Company as needed by various MPS schools. MPS's district library media specialist estimates that there is potential for about 85 schools to upgrade their library automation software from DOS to Windows. The projected total for software upgrades for all 85 schools together would be about $150,000, or an average of about $1,765 per school.

The TAC will assist in helping schools determine the computer hardware configurations recommended by the software firms. The library software upgrade may require that

computers, scanners, and related items be replaced with newer compatible equipment as well. This would result in additional costs to the schools if they do not have machines which they could transfer to the school media centers.

Fiscal information: Each school would budget for the purchases needed. If schools decide to purchase the library software, the cost will be paid out of local school budgets.

Information Item:

SS-540 Computer Lease-Purchases (Various)

Contracts have been issued to Apple Education Finance for the following three-year computer lease-purchase projects:

Burdick (SMS)

30 Apple iMac DV computers, 40 Apple iMac DV computers with camera bundle, 36 iBooks, 4 Power Mac G4 MTs, 2 Mac GE file servers, and related items, totaling $178,597.

The district has agreed to pay for the second annual payment for the workstations used for the SMS project. The school principal has agreed to budget funds for the second year of the non-SMS portion as well as the entire third-year payment.

The first year's payment of $63,123 has been charged to the following Burdick account #s:

	1-10-4-612-098-551-110500	= $33,123	
	1-10-2-198-000-000-931910	= $10,000	
	1-13-4-143-098-551-110000	= $10,000	
	1-14-4-465-098-551-110500	= $10,000	
Year 2 Plan:	1-14-4-143-098-551-110000	= $30,548	Title 1
	1-14-4-291-518-551-110500	= $32,575	TEACH funds
Year 3 Plan:	1-13-4-143-098-551-110000	= $63,123	Title 1

Morse (Non-SMS)

32 Apple iMac DV computers and related networking items, totaling $46,137. The school Principal has agreed to budget funds for all three annual payments.

The first year's payment of $16,307 has been charged to Morse's account #1-13-4-143-052-551-110500 = $16,307.

Year 2 Plan: 1-14-4-143-052-551-110500 = $16,307

Year 3 Plan: 1-13-4-143-052-551-110500 = $16,307

New School for Community Service (Non-SMS)

13 iMac computers, 4 iBooks, 1 Power Mac G4 MT, and related items, totaling $23,931. The school Principal has agreed to budget funds for all three annual payments.

The first year's payment of $8,459 has been charged to the New School for Community Service's account #1-10-4-603-027-579-110500 = $8,459.

Year 2 Plan: 1-10-4-603-027-579-110500 = $8,459

Year 3 Plan: 1-10-4-603-027-579-110500 = $8,459

Trowbridge (Non-SMS)

39 iMac DV computers, 2 Epson scanners, Filemaker Pro software, and related items, totaling $51,454. The school Principal has agreed to budget funds for all three annual payments. The first year's payment of $18,186 has been charged to Trowbridge's account #1-13-4-143-368-551-110500 = $18,186

Year 2 Plan: 1-14-4-143-368-551-110500 = $18,186

Year 3 Plan: 1-13-4-143-368-551-110500 = $18,186

Because the computers are current MPS standard items, the schools were not required to make a presentation to the TAC (Technology Advisory Committee).

Acceptance of Donations

School	Donor	Value	Gift or Purpose
Audubon	Target	$102	Take Charge of Education
Audubon	Target	$174	Take Charge of Education
Audubon	Sargento Foods, Inc.	$500	Student activity pictures
Audubon	Sargento Foods, Inc.	$300	Student activity pictures
Auer Avenue	Sanford	$5,000	Educational supplies
Bell	GGP Ivanhoe II — Mayfair Mall	$550	Cashback Program
Bell	Target	$85	Take Charge of Education
Browning	Paula Phillips-Bell	$250	College scholarship fund
Burdick	Helen Bader Foundation, Inc.	$65,000	Grant — The Digital Grade Level Project
Burroughs	Affordale Accounting LLC	$100	Accelerated Reader Bookstore
Carson	Mathematica Policy Research	$150	Educational supplies
Carson	TCF Bank	$2,675	Various supplies
Carson Academy	Mr. & Mrs. Robert Wacker	$125	Yamaha Organ
Dover	Memorial - Jack Drobnik	$100	Educational supplies
Edison	Target	$34	Take Charge of Education
Fernwood	Pick ‘N Save	$190	“We Care” Program
Fifty-third Street	Shamsher Singh	$500	Family/parent picnic
Grantosa	PTA	$1,000	Star Program
Granville	Target	$55	Take Charge of Education
Greenfield	Punctuation.org	$100	Computer software, printer
Hamilton	Dr. Craig Jordan	$17,500	Weight training equipment
Kagel	Gilberto Brown	$400	Best Men Program
Kilmer	Briggs & Stratton	$4,500	Six small engines & manuals
King, Jr.	Payless Shoe Source	$1,000	School supplies
Lowell	B&B Trophies	$25	RIF
Lowell	American International Travel	$30	RIF
Lowell	Ruth Agrusa	$25	RIF
Lowell	Karen Kulas	$25	RIF
Lowell	Angela Dembinski	$15	RIF
Madison	Milwaukee Journal/Sentinel	$550	Used computer components
Maryland	Helen Bader Foundation, Inc.	$9,700	Grant — Reportory Theatre Project
Maryland	Richard & Judith Collins	$20	Educational supplies
Maryland	Roy & Patricia Larson	$25	Educational supplies
Meir	Gene and Ruth Posner Foundation, Inc.	$100	Educational supplies

School	Donor	Value	Gift or Purpose
MEC	Michael Gutierrez	$75	School activity prizes
MHSA	Sue Clemons	$500	Computer, printer, software
MHSA	ETA Phi Beta Sorority	$700	Jazz studies fund
MHSA	ETA Phi Beta Sorority	$700	Special education enrichment
Milw. Sign Language	Anonymous	$3,000	Artist services and supplies
Morse	PTO	$2,012	School Musical
Morse	PTO	$911	$563 — Science shows $348 — 6th-grade. trip
Morse	PTO	$725	Science Olympiad Tournament
Morse	PTO	$546	Field trips
Morse	PTO	$92	Art trip to Domes
Morse	PTO	$200	Helping Hands
Morse	PTO	$273	Master Dance
Morse	PTO	$3,003	Fine Arts Week
Morse	PTO	$910	8th-grade trip
Morse	PTO	$364	Chicago Art Institute trip
Morse	PTO	$200	Swinging W. Ranch trip
Morse	PTO	$910	Shedd Aquarium trip
Morse	PTO	$250	Sixth-grade symphony
Neeskara	PTO	$4,000	Six televisions, six VCRs
Parkview	Corporate Express	$8,000	Office supplies
Pierce	Alpha Sorority	$100	Math supplies
River Trail	P.T.O.	$4,250	Language Arts books
Victory	Fleck Foundation	$7,500	Extended Learning Program
Walker	Funds Raised by School	$5,000	Outdoor sign
Walker	Johnson Cycle & Fitness	$700	Attendance awards
Walker	Little Caesars	$50	Attendance awards
Walker	United Seniors of Wisconsin	$250	Attendance awards
Walker	Ron Olson	$250	Attendance awards
Walker	Milwaukee Mustangs	$100	Attendance awards
Walker	Pizza Hut	$50	Attendance awards
Walker	Cousins Subs	$10	Attendance awards
Walker	Liberty Mutual Insurance Co.	$2,000	Computers
WCLL	Lois Myers	$544	Eighth-grade trip
WCLL	Ann Shurte	$150	Eighth-grade trip
WCLL	Norma Cleary	250	Eighth-grade trip
WCLL	S. Girman	$100	Eighth-grade trip
WCLL	T. Wilson	$200	Eighth-grade trip
WCLL	P. Holtman	$20	Eighth-grade trip
WCLL	N. Cleary	$250	Eighth-grade trip
WCLL	Christian Pleister	$375	Eighth-grade trip
WCLL	Sallie A. Brown	$100	Eighth-grade trip
WCLL	Catherine Davis	$50	Eighth-grade trip
WCLL	Aimee Harris	$100	Eighth-grade trip
WCLL	Adameka Lockhart	$300	Eighth-grade trip
WCLL	James Thomas	$80	Eighth-grade trip
WCLL	Patty Olson	$150	Eighth-grade trip
WCLL	Christian Pleister	$500	Eighth-grade trip
WCLL	Eve Hall	$300	Student clothing bank

School	Donor	Value	Gift or Purpose
Webster	Firstar Bank	$1,000	Camp Side-By-Side
Whitman	Sabre (Prize won by student)	$1,000	Technology
Wisconsin Avenue	Miller Brewing Co.	$120	Three card laminators
Wisconsin Avenue	Marquette Mobil Oil Station	$5,000	Trophy case
Wisconsin Avenue	M&I Trust Co.	$100	Educational supplies
Wisconsin Avenue	M&I Employee Association	$500	Educational supplies

Committee Recommendations

Your Committee recommends that the Board:

1. Authorize the award of 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.

* * * * *

(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	
Arleen Brumirski Finance	School Secretary I $21,059.74/yr.	03-20-00
Matthew Chang Telecommunications	Telecommunication Specialist $44,000.00/yr.	03-20-00
Berenice Lechuga Kosciuszko Middle School	School Secretary I $17,358.67/yr.	03-23-00
Stephanie Robertson Congress – South Campus	Child Care Worker $8.64/hr.($12,960.00/yr.)	03-20-00
Kathleen Romero Kosciuszko Middle School	School Secretary I $17,358.67/yr.	03-27-00
	PROMOTIONS	
Maxine Acevedo Sholes	Boiler Attendant Trainee $31,578.30/yr.	03-06-00
Susan Beresford Finance	Account Clerk I $29,198.00/yr.	03-20-00
Felecia Charles School Nutrition	Food Service Manager Trainee $9.99/hr.($13,356.63/yr.)	03-06-00
Jada Drew School Nutrition	Food Service Manager Trainee $9.04/hr.($12,086.48/yr.)	03-06-00
Addie Jones Central Services	Boiler Attendant Trainee $25,815.40/yr.	03-20-00
Linda Martin Robinson Middle School	School Secretary II $30,084.34/yr.	03-27-00

Merry Jo Nash Building Operations	School Engineer I $34,197.28/yr.	03-20-00
Brenda Reimer Warehouse & Dist Services	Material Handler II $34,576.10/yr.	02-24-00
Eric Seny Warehouse & Dist Services	Truck Driver-Light $39,341.64/yr.	02-28-00
Bruce Shepherd Bay View	School Engineer III+ $43,512.56/yr.	03-06-00
Andre Terry LaFollette	School Engineer II $40,007.76/yr.	03-20-00

CHANGES IN STATUS

Valerie James River Trail	Handicapped Children's Assistant $13,050.82/yr.	03-02-00
Jacquelyn Johnson Acad of Accelerated Learning	Handicapped Children's Assistant $13,050.82/yr.	03-02-00

Approval of Certificated Appointments — Teachers

Code	Teachers — Schedule 01	Division	Salary	Yrs./Exp. Credit	Start Date
r,b	Mary E. Backus O.I./Pre-K	C	$40,280.00	7	02/28/00
r	Janine L. Hedges Elementary Education	B	$27,333.00	0	03/01/00
r	Jodi L. Kaebisch ED	B	$27,333.00	0	03/23/00
r	Krystyna Kornilowicz English	C	$40,280.00	7	01/24/00
r	Ann M. Kosanke Elementary Education	B	$27,333.00	0	03/06/00
r	Jacqueline Ocasio Elementary Education	B	$27,333.00	0	03/08/00
r	Lacee L. Perry Speech Pathology	C	$30,780.00	0	03/06/00
r	Tiffanie B. Plaire Elementary Education	B	$27,333.00	0	02/15/00
r	Deogracia E. Wigen Spanish 1-9	B	$29,623.00	0	03/08/00
r	Cynthia Howard L.D./E.D.	B	$27,333.00	0	02/21/00

CODES
- (b) Reappointment with tenure
- (r) Resident who must remain a resident

Approval of Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 12, 2000:		
Olalekan Benson	LaFollette	May 4, 2000
Mary Thomas	Siefert	April 5, 2000

Maternity Leave, to June 12, 2000

Carolyn Neumann	Edison	March 15, 2000
Mary Weinberger	Milwaukee German Immersion	March 16, 2000

Personal Leave, to January 19, 2001:

Barbara Ireland	Madison	August 22, 2000

Personal Leave, to June 11, 2001:

Melissa Enderle	Gaenslen	August 22, 2000
Darlene Moore	65th Street	August 22, 2000

Sabbatical Leave, to June 11, 2001:

Irasema Garcia	Kosciuszko	August 22, 2000
Katharyn Kominiarek	Fratney	August 22, 2000
Richard Korducki	Fratney/Vieau	August 22, 2000
Anne Oulahan	Fratney	August 22, 2000
Mary Thundercloud Eary	Hartford	August 22, 2000
Richard Zieske, Jr.	Silver Spring	August 22, 2000

CURTAILMENT OF LEAVE:

Dawn Chapman	Rescinded her illness leave that was granted from December 7, 1999, through June 12, 2000.
John Derdzinski	Rescinded his illness leave that was granted from January 24, 2000, through June 12, 2000.
Melissa Hogan	Rescinded her child-rearing leave that was granted from August 24, 1999, through June 12, 2000.
Patricia LaCocque	Rescinded her personal leave that was granted from August 22, 2000, through June 11, 2001.
Renee Nettesheim	Rescinded her personal leave that was granted from November 15, 1999, through June 12, 2000.

Report on Resignations

Name	Position	Effective Date
Shirley A. Addison	Teacher	06/12/00
Jennifer A. Adkins-Stroh	Teacher	06/12/00
Stacy Asti	Teacher	06/12/00
Tina Barnes	Teacher	03/18/00
Bonita L. Bastian	Teacher	06/12/00
Marcy L. Blaufuss	Teacher	06/12/00
John M. Bowen	Teacher	06/12/00
Suzanne E. Brackett	Teacher	04/07/00
Robert B. Breyer	Psychologist	06/16/00
Diane J. Buege	Teacher	06/12/00

Gloria J. Carney	Teacher	06/12/00
Emily L. Carter	Teacher	06/12/00
Kathleen L. Christiansen	Teacher	06/12/00
Harry A. Collins	Teacher	06/12/00
Samuel C. Crosby	Soc. Worker	06/16/00
Ramon Cruz	Principal	06/16/00
Mary T. David	Teacher	06/12/00
Jean Davis	Teacher	06/16/00
Robert A. DeFrank	Teacher	06/12/00
Patricia L. Dietrich	Teacher	06/12/00
James A. Dreblow	Teacher	06/12/00
Sandra K. Fortney	Teacher	06/12/00
Robert J. Foti	Teacher	06/12/00
Mary D. Fox	Teacher	06/12/00
Joyce B. Barbiere Frey	Teacher	06/12/00
Russell P. Gamble	Teacher	06/12/00
Elaine B. Garrett	Teacher	06/12/00
Brenda D. Gehrke	Teacher	03/28/00
Elisabeth Goetsch	Teacher	06/12/00
Raymond R. Guarascio	Teacher	06/12/00
Doris F. Hansen	Teacher	06/12/00
Harry R. Hansen	Teacher	06/12/00
Ralph J. Helgren	Teacher	06/12/00
Betty J. Hettwer	Teacher	06/12/00
Carl P. Hibler	Teacher	06/12/00
Leola L. Hickson	Teacher	06/12/00
Donald R. Jamison	Teacher	06/12/00
Ann Marie Johnson	Teacher	06/12/00
Bobby G. Johnson	Principal	06/16/00
Erin Johnson	Teacher	06/12/00
Naomi F. Joshua	Teacher	06/12/00
Norma L. Kincaid	Teacher	06/12/00
Mary C. Koenig	Teacher	06/12/00
Mary C. Kokalj	Teacher	06/12/00
Janice A. Koloske	Teacher	06/12/00
Dennis J. Kuryla	Teacher	06/12/00
Carolyn G. Lawrence	Teacher	06/12/00
Robert L. Lessila	Teacher	06/12/00
Martha K. Lofton	Teacher	06/12/00
La'Sonja Luckett	Soc. Worker	03/31/00
Irena Macek	Teacher	06/12/00
Heidi A.H. Maistelman	Teacher	02/21/00
Mary K. Melrose	Teacher	06/12/00
Julian G. Menocal	Teacher	03/03/00
Dedee Minash	Teacher	03/08/00
Francis J. Mismash	Teacher	06/12/00
Marilyn K. Mutchie	Teacher	06/12/00
Jennifer Nemoir	Teacher	06/12/00
Carol L. Paad	Teacher	06/12/00
Mary Ann Padol	Teacher	06/12/00

Eve Gale Parsons	Teacher	06/12/00
Jacqueline Pecha Koch	Teacher	06/12/00
Daniel J. Rasinske	Teacher	07/27/00
Roberta K. Reichardt	Teacher	06/12/00
Robin K. Rinehart	Teacher	03/24/00
Stephany S. Robinson	Teacher	06/12/00
Darlene E. Rushing	Teacher	06/12/00
John Schissler Jr.	Teacher	06/12/00
Frank W. Schultz	Teacher	06/12/00
Nicholas J. Schumacher	Teacher	06/12/00
John J. Schuster	Teacher	06/12/00
Julie M. Sheridan	Teacher	03/03/00
Harry W. Southwick Jr.	Teacher	06/12/00
Alma R. Sroka	Teacher	06/12/00
Daniel R. Stanzel	Supervisor	06/15/00
Mary E. Staten	Teacher	03/17/00
Judith D. Tallmadge	Teacher	06/12/00
Melinda Tempe	Teacher	06/12/00
John W. Thomas	Principal	06/14/00
Jeronimo Vargas	Teacher	06/12/00
Romina H. Vargas	Teacher	06/12/00
Daniel Vasholz	Teacher	07/02/00
Kathryn A. Weiskopf	Principal	06/14/00
Frank M. Weitz	Teacher	06/12/00
Celine Wong	Teacher	06/12/00
Diane J. Wood	Teacher	06/12/00
Barbara R. Woolfork	Teacher	06/12/00
Tammy M. Woznick	Teacher	06/12/00
Carol M. Zahorik	Teacher	06/12/00
Patricia A. Zinski	Teacher	06/12/00

Affirmative Action Report

The Affirmative Action Report for the month of January 2000 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.

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(Item 3) Action on a Request for Authorization to Enter into a Sole-Source Contract with the Medical College of Wisconsin for an Integrated Mathematics and Science Program for Summer School

Administration's Analysis

1. The Milwaukee Public Schools reinstated summer school in the summer of 1998. As part of the summer curriculum, a first-through-fifth-grade integrated mathematics and science program at the elementary level was developed. The program had a two-hour daily, hands-on program alternating with the summer reading program.

2. For the summers of 1998 and 1999, the Medical College of Wisconsin-Center for Science Education, under the direction of Dr. Jeffrey Osborn, and the MPS Science Curriculum Committee worked on the summer curriculum. Dr. Osborn has provided assistance and professional development to Milwaukee

Public Schools since 1992. He and his staff have a clear understanding of the MPS science and mathematics program. During the 1998 and 1999 summer sessions, two summer curriculum cycles — the human body and the space modules — were successfully implemented. The modules include the following components:

- an integrated, hands-on mathematics/science curriculum provided weekly with daily curriculum guides for the teacher and student activity handbooks for reinforcement;
- material kits for all activities;
- professional development and school-based support for teachers.

3. A third cycle of the integrated mathematics and science program is proposed for the 2000 summer school session. The MPS mathematics and science curriculum specialists, elementary teachers, Curriculum Review Committee, and the new directors of the Medical College of Wisconsin–Center for Science Education, Ms. Pamela Fitzer and Ms. Suzette Svoboda-Newman, have worked very closely with the MPS art and music curriculum specialists to infuse art and music into the summer Integrated Mathematics/Science Program. The resulting curriculum is a science-based, hands-on program with the related Investigations in Number, Data, and Space Elementary Mathematics Program integrated into the lessons. The program also provides one hour of art each week and two one-half hours of music each week.

Strategic Plan Compatibility Statement

4. The recommendation supports the Milwaukee Public Schools' Strategic Plan, Goal 1, Student Achievement.

Statute, Board Policy or Rule Statement

5. Implementation of the summer Integrated Mathematics/Science Program complies with state statutes and with Board policies and rules.

Fiscal Impact Statement

6. The total compensation for services performed by the Medical College of Wisconsin will not exceed $324,000. The estimated cost includes development of the curriculum and sufficient supplies for 200 teachers with two classes each for five weeks for 10,000 students. The total also includes three inservice training sessions for all teachers. The overall cost can be estimated at $160 per classroom per week. Funds will be provided through the Title I summer school allocation (budget code 1-13-4-112-576-312-240000).

Implementation and Administration

7. The Integrated Mathematics and Science Program will be implemented and coordinated within the overall 2000 summer school plan. A Medical College of Wisconsin/Milwaukee Public Schools Evaluation Committee will develop student assessments to evaluate student achievement of the identified standards and objectives for the program.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a sole-source contract not to exceed $324,000 with the Medical College of Wisconsin to provide an Integrated Mathematics and Science Program and material kits for the summer school 2000 session.

* * * * *

(Item 4) Action on a Recommendation for a Contract Labor Agreement

Administration's Analysis

1. At its meeting of November 25, 1997, (Proc. pp. 543-544), the Board authorized the Division of Facilities and Maintenance Services (DFMS) to purchase contract labor services on a pre-approved basis for a variety of labor skills. These services were necessary to meet the needs and expectations of the schools and were necessitated by:

a. Implementation of various technology-related initiatives

b. Significant number of school-initiated projects due to a greater availability of discretionary funds

c. Increased code compliance demands and programs

d. Increasing maintenance demands created by an aging physical plant, in which the average building age is 57 years.

2. Since that time the demands upon DFMS have not only remained at a high level, but have actually increased. In response to this situation, as well as the need to re-advertise these services due to Board policy, DFMS developed a new Request For Proposal (RFP) for Contract Labor Services. This RFP requested cost and availability data for twenty-one (21) trade and technical categories. As in 1997, the purpose of the RFP was to "pre-approve" firms that would provide labor on an as-needed basis, depending upon the project involved. The amount of participation would also vary from one trade area and from one budget year to another.

The RFP was made available on October 15, 1999, with responses due on November 11, 1999. A total of twenty-five (25) firms requested the proposal, with nineteen (19) returning proposals. Proposals were evaluated on the basis of cost, responsiveness to requirements, experience, references, and abilities to meet our needs. Evaluation of each trade or technical position was completed by DFMS staff for that particular trade or technical area. A tabulation of responses for each area and a list of proposed contractors to be utilized are attached.

The recommendations anticipate significant participation by Historically Underutilized Businesses (HUBs) during the contract period. Nine of the 21 technical areas, or 43%, are recommending HUB firms for possible participation. Five of the trade/technical areas – carpentry, masonry, construction laborer, roofer, and electrical inspection — will have 100% HUB participation when contract labor services are required. Actual HUB participation by these firms will be reported to the HUB office quarterly and included in the HUB report to the Board in October.

The recommend list of contractors for participation in this program for pre-approved contract labor services is included in the Recommendation section.

Strategic Plan Compatibility Statement

3. The recommendation is consistent with the practice of fiscal responsibility to make informed decisions about allocation of resources for the District's programs, functions, and operations.

Statute, Board Policy or Rule Statement

4. Board Policy BG 4.07 requires formal bids or requests for proposals for the purchase of services in excess of $25,000. In addition, Administrative Policy 3.09 states that no professional services contract can extend more than 3 years.

Fiscal Impact Statement

5. The creation of this program has no direct fiscal impact. Funds to support the contract labor services are either budgeted as part of individual projects or are made available by the individual school, department, or program. Services by the various firms are not used until appropriate funds are identified and encumbered.

Implementation and Assessment Plan

6. Upon approval by the Board, the individual contractors will be notified. Provision of labor services would be requested as individual projects dictate throughout the fiscal year. Participation by individual contractors would be reviewed annually based upon performance. New proposals will be solicited as required or after three years as required by Board policy.

Recommendation

Your Committee recommends that the Board authorize the Division of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis from the contractors listed below:

RECOMMENDED CONTRACTORS FOR PARTICIPATION IN A PROGRAM FOR PRE-APPROVED CONTRACT LABOR SERVICES

Trade/Technical Area	Recommended Contractor
Carpenter	Arteaga Construction* FirSteps in Bids & Contract Management, LLC*
Electrician	Roman Electric Co. FirSteps in Bids & Contract Management, LLC*
Machinery Maintenance Mechanic	FirSteps in Bids & Contract Management, LLC* RCM Technologies
Mason/Bricklayer	Arteaga Construction* FirSteps in Bids & Contract Management, LLC*
Sheet Metal Worker	Mared Mechanical Contractors Corp. Zien, Inc.
Painter	Double T Enterprises, Inc. Service Painting Corp.
Steamfitter	Mared Mechanical Contractors Corp. Zien, Inc.
Building/Construction Laborer	Arteaga Construction* FirSteps in Bids & Contract Management, LLC*
Plumber	Zien, Inc. Illingworth Corp.
Computer-Aided Drafting (CAD) Draftsman	Techstaff Inc. Argus Technical Services
Construction Contract Specialist	Argus Technical Services
Construction Inspector	Argus Technical Services
Census Supervisor	Argus Technical Services
Contracts Clerk	Argus Technical Services FirSteps in Bids & Contract Management, LLC*
Electrical Inspector	FirSteps in Bids & Contract Management, LLC*
Heat & Frost Insulator	Sprinkmann Sons Corp. FirSteps in Bids & Contract Management, LLC*
Telecommunications Project Coordinator	Argus Technical Services C. Hilse Consulting, LLC RCM Technologies
Telecommunications/Electronics Technician	Argus Technical Services Techstaff Inc.

Computer Programmer/Analyst	Argus Technical Services RCM Technologies
Roofer	FirSteps in Bids & Contract Management, LLC*

*HUB firms

* * * * *

(Item 5) Action on Resolution 9900R-024 by Director Gardner Regarding Principal Evaluations by School Staff and School Governance Councils

Background

At its meeting on March 28, 2000, the Board referred the following resolution by Director Gardner to the Finance/Personnel Committee:

WHEREAS, A number of MPS principals have expressed the desire to be evaluated by the staff and/or School Governance Council in their schools; and

WHEREAS, School-based evaluation has improved leadership, staff morale, parent participation and academic achievement in MPS schools where it has been implemented; and

WHEREAS, The decentralization of hiring authority, budget decisions, and governance renders more important than ever the participation of school parents and staff in evaluating school leadership; now, therefore, be it,

RESOLVED, That MPS principals who so volunteer in writing no later than June 30, 2000, be authorized to include within their professional evaluations for the academic year 2000-2001 the evaluations of staff and School Governance Councils in the schools they serve; and be it

FURTHER RESOLVED, That this provision is strictly voluntary on the part of principals, who may have appropriate and well-founded reasons for declining this opportunity, or declining it for the year 2000-2001; and be it

FURTHER RESOLVED, That the administration and Office of Board Governance be authorized to conduct such review of MPS Board Policies, MPS Administrative Procedures, labor agreement, and other matters related to this innovation; and be it

FURTHER RESOLVED, That the Superintendent and Director of the Office of Board Governance will report back to the Board no later than May 31, 2001, regarding the implementation and effect of this method of evaluation, with options and recommendations regarding sustaining it for future years.

Administration's Analysis

1. The Administration supports the resolution, which would provide an opportunity for School Governance Councils to conduct a supplemental evaluation of school principals who volunteer to participate in the process. The School Governance Council evaluations would become a part of the principals' professional appraisal.

2. The involvement of the School Governance Councils in the principal evaluation process will enhance collaboration between the principal and the school community and lead to increased academic achievement and parent satisfaction.

3. The Administration will work with the Administrators' and Supervisors' Council to develop an evaluation instrument for use by School Governance Councils that will become part of the Principal's Appraisal Document.

Strategic Plan Compatibility Statement

4. The MPS Strategic Plan, dated March 2000, focuses upon five strategic issues: Leadership Development, Decentralization and Financial Management, Special Education, Neighborhood Schools, and Technology. The resolution supports the Board's three goals as follows: Goal 1 – Student 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 Rule Statement

5. Administrative Policy 9.11, School Governance Councils, will be updated to reflect the Board's action with respect to this item.

Fiscal Impact Statement

6. Any costs associated with School Governance Councils conducting supplemental principal evaluations will be funded through local school budgets.

Implementation and Assessment Plan

7. An implementation timeline and process will be developed during the month of May. The Superintendent or his designee, the Office of Board Governance, the Department of Leadership Services, Labor Relations, interested principals, and representatives of the Administrators' and Supervisors' Council will work to develop the evaluation instrument that will become part of the Principals' Appraisal Document.

8. By June 2000, a process will be in place so that principals may volunteer in writing to participate in this new supplemental evaluation procedure no later than June 30, 2000.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to develop and implement a process whereby a principal may volunteer to have the School Governance Council conduct a supplemental evaluation that will become a part of the principals' professional appraisal document beginning with the 2000-2001 school year.

* * * * *

(Item 6) Report on Ethnic Diversity for the 1999-2000 School Year

Your Committee received the following report from the Administration:

Administration's Report

1. As part of the compliance with the decree of the Federal Court for the Eastern District of Wisconsin in 1976, the Milwaukee Public Schools was required to report annually to the courts the student ethnic diversity for the district.

2. Required reporting to the Federal Court ended with the 1983-1984 school year. After the 1983-1984 school year, the district continued to prepare the report for compliance with Administrative Policy 8:03, School Attendance Areas (Integration); for Administrative Policy 8:04, Student Desegregation; and for information and planning purposes.

3. The Administration is submitting to the Board the annual *Ethnic Diversity Report*. Included in the report is a chart that compares the percent of students enrolled in ethnically diverse schools with the minimum percentage established by the courts.

4. For the 1999-2000 school year, 38.6% of the eligible students attended ethnically diverse schools. The minimum requirement was computed at 42.4%. Therefore, the district is 3.8 percentage points below the court-established minimum.

5. If Milwaukee resident students attending a suburban district are included, the percentage in an ethnically diverse school would be 41.9%, which equates to 0.5% below the court-established minimum.

6. For the 1999-2000 school year, 81 schools have a student population over 70% African-American students, and 18 schools have a student population of less than 30% African-American.

7. The report indicates that the schools with a student population of less than 30% African-American are located on the south side, while those above the 70% maximum are located on the north side.

8. The district is still able to place students in ethnically diverse schools if requested in compliance with Board policies.

9. The *Ethnic Diversity Report* for the 1999-2000 school year is attached to the minutes of your Committee's meeting of April 11, 2000.

* * * * *

(Item 7) 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)	Julie Landry	Drug Prevention & Safety Coord Division of School Safety	Schedule III, Range 6A $52,800
5(r)	Penelope Williams	Drug Prevention & Safety Coord Division of School Safety	Schedule III, Range 6A $64,523

Codes:

2 African American
5 White
r Resident who must remain resident

* * * * *

Separate consideration having been requested of Item 7, on the motion of Director O'Neil the balance of the report was adopted, the vote being as follows:

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

Noes—None.

With respect to Item 7, administrative appointments and promotions, Director Werra moved that the Board retire to executive session under the provisions of Wisconsin Statutes 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, Spence, Werra, and President Thompson—9.

Noes—None.

The Board retired to executive session at 6:58 PM.

The Board reconvened in open session at 7:15 PM.

Director Braun moved to approve the administrative appointments and promotions.

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 SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk presented 25 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 March 23, 2000, at 2:00 PM; March 27, 2000, at 9:30 AM; March 28, 2000, at 9:30 AM; March 30, 2000, at 9:30 AM and 11:30 AM; March 30, 2000, at 2:00 PM; March 31, 2000, at 9:00 AM, 11:30 AM, and 2:00 PM; April 03, 2000, at 11:30 AM and 2:00 PM; April 04, 2000, at 11:30 AM and 2:00 PM; April 05, 2000, at 2:00 PM; April 06, 2000, at 9:30 AM and 2:00 PM; April 10, 2000, at 9:30 AM and 11:30 AM; April 12, 2000, at 9:30 AM and 11:30 AM; April 13, 2000, at 9:30 AM; April 14, 2000, at 9:00 AM and 11:30 PM (2); and April 17, 2000, at 9:30 AM

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 7:19 PM.

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