BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 1, 1997

Annual organizational meeting of the Board of School Directors called to order by the Director, Office of Board Governance, at 6:38 PM.

The Director, Office of Board Governance 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 1, 1997, had taken the oath of office and were duly qualified to serve:

Four-year term expiring April, 2001:

Warren Braun
Lawrence O'Neil
Bruce Thompson

The Director, Office of Board Governance, also indicated that no representative from Board district #4 could be seated at this meeting, since the outcome of the election for that district was still in doubt.

The following members responded to roll call:

Present—Directors Braun, Fisher, Gardner, O'Neil, Sinicki, Small, Thompson and Todd—8.

Absent—None.

Vacancy on Board—1.

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

ELECTION OF BOARD PRESIDENT

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

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

Director Braun	Director Fisher
Director Fisher	Director Fisher
Director Gardner	Director Fisher
Director O'Neil	Director Fisher
Director Sinicki	Director Fisher
Director Small	Director Fisher
Director Thompson	Director Fisher

Director Todd.....Director Fisher

Director Fisher—8.

Director Fisher, having been duly elected President of the Board of School Directors for the ensuing year, was escorted to the Chair by Directors Sinicki and Small.

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 Gardner.....Director Braun
Director O'Neil.....Director Braun
Director Sinicki.....Director Braun
Director Small.....Director Braun
Director Thompson.....Director Braun
Director Todd.....Director Braun
President Fisher .....Director Braun

Director Braun—8.

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. Nancy R. Noeske was designated Board Clerk for the ensuing year by unanimous consent.

APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

President Fisher indicated he would serve as the Board’s representative on the Library Board.

APPOINTMENT OF REPRESENTATIVES TO THE MILWAUKEE AREA TECHNICAL COLLEGE APPOINTMENT COMMITTEE

Directors Braun, Gardner, Sinicki, Todd and President Fisher were appointed to the Milwaukee Area Technical College Appointment Committee.

APPOINTMENT OF REPRESENTATIVE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS

Director O'Neil was appointed the Board's representative to the Wisconsin Association of School Boards.

APPOINTMENT OF REPRESENTATIVE TO CESA #1

Director Thompson was appointed as the Board's representative to CESA #1.

UNFINISHED BUSINESS

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

Accountability/Audit Committee

Communication 9697C-015 from Thomas Phillipson Regarding a Request for Public Hearing on the Impact of Decentralization on the Keeping of Attendance Records (11-25-96)

Communication 9697C-017 by Director Thompson Regarding Establishment of a Site Based Management Financial Standards Committee (1-29-97)

Communication 9697C-020 from Dennis Redovich Regarding a Request for an Opportunity to Present Information on MPS Accountability Measures such as Dropouts (2-26-97)

Communication 9697C-028 from the City Comptroller Regarding a Request for Opportunity to Present the Results of a Feasibility Study of Combining the Financial Systems for the City of Milwaukee and the Milwaukee and the Milwaukee Public Schools (3-26-97)

Resolution 9697R-062 by Directors Bills and Sinicki Regarding Creation of Neighborhood Clusters Based on High School Feeder Patterns and a Review of the Student Assignment Process and Transportation System (12-18-96)

Innovation/School Reform Committee

Communication 9697C-008 from the Milwaukee Chapter of the National Tooling and Machining Association Regarding a Partnership between MPS and Area Employers Engaged in Precision Manufacturing (10-30-96)

Communication 9697C-021 from the Milwaukee Chapter SOS Children's Villages of Wisconsin Regarding the Purchase of a Portion of the Lloyd Street School Recreation Playfield (2-26-97)

Communication 9697C-025 from the Parent Leadership Academy Regarding a Request for an Opportunity to Present the Results of Its Parent Survey (3-26-97)

Resolution 9697R-027 by Director Gardner Regarding Procedures for electing Parent Representatives in MPS Schools (6-26-96)

Resolution 9697R-052 by Directors Braun Gardner and Todd Regarding Cooperative Planning with Suburban Chapter 220 Districts (9-25-96)

Resolution 9697R-053 by Director Johnson Regarding Development of an Intervention Strategy and Funding to Assist MPS Elementary Students to Accelerate to High Academic Grade Level Standards (10-30-96)

Resolution 9697R-065 by Director Bills Regarding Expansion of the Capacity for Second Language Acquisition Leading to a Graduation Requirement or Special Certification upon Graduation (1-29-97)

Resolution 9697R-067 by Director Gardner Regarding Authorization to Expend $20000 to Fund a Mobility Study to be Conducted by Conta and Associates in Cooperation with the Public Policy Forum (1-29-97)

Resolution 9697R-073 by Director Bills Regarding a Contingent Fund Transfer to Create a Play Space for Headstart Children in the Central Services Building (4-24-97)

Legislation Rules and Policies Committee

Communication 9697C-007 from the South Division HS Alumni Association Regarding the Composition of Citizens Committees (9-25-96)

Communication 9697C-018 from Hartford Joint School District No. 1 Regarding Adoption of Federal Guidelines on Non-discrimination (1-29-97)

Communication 9697C-023 from John Szymborski Regarding an Amendment to Administrative Policy 6.24: Residency: Staff Regarding Promotions (2-26-97)

Communication 9697C-024 from the Parent Leadership Academy Regarding Allowing Time at the Regular Monthly Board Meeting for Parents to Address the Board (3-26-97)

Communication 9697C-027 from John Szymborski Regarding a Revised Proposal to Amend Administrative Policy 6:24: Residency: Staff (3-26-97)

Strategic Planning and Budget Committee

Communication 9697C-006 from South Division HS Alumni Association Regarding Closure and Reconstitution of the Central Office (9-25-96)

Resolution 9697R-059 by Director Todd Regarding Stabilizing the School Lives of MPS Children (10-30-96)

Board of School Directors

Communication 9697C-026 from the Becher-Lincoln Sports Association Regarding an Offer to Purchase Vacant Board Land at 2977 South 20th Street (3-26-97)

Communication 9697C-029 from Daniel Engstrom Regarding a Protest of a Decision to Reduce Yellow Bus Service to Rufus King Students (4-24-97)

Communication 9697C-022 from Jerald and Kathleen Peterson Regarding a Request for an Exemption from the Residency Requirement (2-26-97)

Director Gardner moved that all the items be placed on file, subject to being brought forward by one or more Board members of this Board for planning at future agenda meetings or by any other means deemed appropriate by this Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Director O'Neil requested that his resolution on the definition of an administrator be brought forward for consideration in 1997-98.

There being no objection, the request was granted.

NEW BUSINESS

Director Braun moved to refer consideration of the Board's Committee structure and the annual calendar to the May 7, 1997, Agenda Planning Meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

COMMUNICATIONS

The Director, Office of Board Governance, presented the following communication:

Communication 9798C-001 from Douglas Memorial Center requesting an extension of the deadline for notification of the names, grade-levels and locations of pupils eligible for Board-paid transportation.

Referred to the Agenda Planning meeting of the Board.

RESOLUTIONS

RESOLUTION 9798R-001

By Director Sinicki:

WHEREAS, The public school system has a commitment to educate all children; and

WHEREAS, The public school system has the responsibility of the safety and welfare of more than 100,000 children, and 10,000 employees; and

WHEREAS, All students and employees of MPS have the right to feel safe and protected when attending school or work; and

WHEREAS, Strict interventions and strategies are needed to deal with severe discipline problems; now, therefore, be it

RESOLVED, That the current MPS Administrative Policy 8.23 (1), 8.23 (2), 8.23 (5) and 8.23 (7) be amended as follows:

WEAPONS IN THE SCHOOLS
(And Criminal Offenses)

1. Weapons
   Students possessing a dangerous weapon to and from school or on school property will be immediately suspended and the police will be called. A dangerous weapon is a gun, knife razor, karate stick, metal knuckle or any other object which, by the manner it is used or intended to be used, is capable of inflicting bodily harm. All cases that clearly involve a gun, or which involve any other weapon used in a threatening manner, will be recommended for expulsion.
   Once weapon possession other than a gun has been verified, such students will lose their present school assignment. Middle and high school students will lose their rights to attend any other regular Milwaukee Public School. Instead, these middle and high school students

will

~~either~~ be recommended for expulsion for a minimum of one calendar year with no education services provided or offered by the district.

~~a. Be reassigned to a Milwaukee public alternative school behavioral reassignment program;~~

~~b. Be reassigned to one of the assessment centers; or~~

~~c. Be recommended for expulsion.~~

2. Other Criminal Offenses

Disciplinary action will also be taken against students involved in criminal offenses other than weapons possession and use.

Conduct which violates the other criminal offenses policy are: serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession/ownership and use of illegal drugs/alcohol and possession with intent to distribute illegal drugs/alcohol.

For the following offenses, the following penalties shall apply:

a. Battery - a student shall be recommended for expulsion for a minimum of 90 days, which is equivalent to one complete semester with no educational services.

b. Sexual Assault - a student shall be recommended for expulsion for a minimum of one semester with no educational services.

c. Possession/Ownership and Use of Illegal Drugs/Alcohol - a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).

d. Possession with Intent to Distribute Illegal Drugs/alcohol - a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).

e. Gang Activity - a student shall be recommended for removal from his/her present school and reassigned. After the second offense, the student shall be reassigned to an MPS alternative school which specializes I meeting the needs of at-risk or troubled students.

For extortion, robbery, arson, and bomb threats, depending on the seriousness of the criminal offenses, such students may:

a. Be allowed to continue in the assigned school (elementary, middle or high).

b. Be reassigned to another school (elementary).

c. Be reassigned to a Milwaukee public alternative school behavioral reassignment program (elementary, middle and high).

d. Be reassigned to the assessment center (middle and high).

e. Be recommended for expulsion (elementary, middle and high).

5. Behavioral Reassignments Programs

Special alternative schools (behavioral reassignment programs) have been identified for students ~~involved in weapon cases and other criminal offenses and~~ who have committed expellable offenses, other than those described in 8.23 (1) and 8.23 (2). After being assigned to a behavioral reassignment program school by the student service coordinator, the student and his/her parent must sign an educational contract which describes the behavior, attendance and academic requirements the student must maintain while in the behavioral program. When the student has shown progress in attendance, academic achievement and behavior and is ready to return to a regular school, the student services coordinator will make the appropriate assignment.

7. Administrative Transfers to All ~~City Wide~~ Schools

When it is deemed most appropriate to reassign a student to another school, ~~city wide~~ all schools will be ~~among those schools~~ considered for placement. ~~Therefore, city-wide schools will receive administrative transfers.~~ Assignment of the administrative transfers to ~~city-wide~~ all schools where waiting lists exist is consistent with the district's student assignment policies. Administrative transfers to city-wide schools ~~shall not~~ may interfere with the waiting lists. Administrative transfers to ~~city wide~~ all schools will be above and beyond the regular enrollment of that particular school. The administration will make an equitable attempt to distribute the administrative transfers throughout the district. Once a student has an

administrative transfer for behavioral reasons, the student shall be placed on probation for two months. If the student continues to display the same type of wrongful behavior, he/she shall be placed in an MPS alternative school which serves at-risk or troubled students, or with parent/guardian approval, be placed into a partnership school for a minimum of six months.

Referred to the Legislation, Rules and Policies Committee.

The Board adjourned at 7:11 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

STANDING COMMITTEES

Accountability/Audit

Directors Todd, chair; Gardner, O'Neil, Small

Innovation/School Reform

Directors Small, chair; Braun, Fisher, Sinicki, Todd

Personnel

Directors O'Neil, chair; Braun, Gardner, Small

Strategic Planning and Budget Committee

Directors Sinicki and Thompson, co-chairs; Braun, Fisher, Gardner, O'Neil, Small and Todd

Legislation and Rules Committee

Directors Fisher, chair; O'Neil, Sinicki, Small, Thompson and Todd

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 7, 1997

Agenda Planning meeting of the Board of School Directors called to order by President Fisher at 6:25 PM.

Present—Directors Braun, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—7.

Absent—Director Gardner—1.

Vacancy on Board—1.

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

May 2, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, an Agenda Planning Meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, May 7, 1997, in the Auditorium 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 with respect to agendas for future meetings of the Board and its Committees:

1. Discussion of the Board's Committee Structure and Process
2. Scheduling of Board and Committee Meetings for the 1997-98 Board Year
3. Scheduling of any Special Board and Committee Meetings for May or June ,1997
4. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, May 13, 1997
5. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, May 14, 1997
6. Review of Items to be Presented to the Strategic Planning and Budget Committee
7. Review of Items Pending before the Legislation, Rules and Policies Committee
8. Review of Items Pending Before the Board—Agenda Planning Meeting
9. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Wednesday, May 28, 1997

Since the purpose of this meeting is to discuss and schedule the consideration of items, not to take action on them, no public hearing will be given.

NANCY R. NOESKE
Director

With respect to Item 1, Discussion of the Board's Committee Structure and Process, it was agreed without objection that proposed changes would be brought to the next meeting of the Legislation, Rules and Policies Committee, to be held on May 20, 1997.

With respect to Item 2, Scheduling of Board and Committee Meetings for the 1997-98 Board Year, it was agreed without objection that the Strategic Planning and Budget Committee would review the calendar at its June meeting.

By unanimous consent, the regular meeting day of the Accountability/Audit Committee was changed from Wednesday to Thursday.

The Board reviewed the calendars and the agendas for the May and June meetings.

The Board adjourned at 8:22 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 7, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 8:23 PM.

Present—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Absent—None.

Vacancy on Board—1.

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

May 6, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that a special meeting of the Board of School Directors will be held on Wednesday, May 7, 1997, immediately upon adjournment of the 6:00 PM agenda planning meeting of the Board, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1) Considering and possibly taking action with respect a request of the Administration to purchase a site for the Wisconsin Conservatory of Lifelong Learning.
2) Conferring with legal counsel regarding litigation the Board is currently involved in with respect to a scholarship award.
3) Considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.
4) Evaluating candidates and their applications for the position of Superintendent of Schools.

With respect to Item 1), the Board, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (e), may retire to executive session to deliberate or negotiate the purchasing of public properties, and may reconvene in open session to take action on matters discussed in executive session.

With respect to Item 2), the Board, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (g), may retire to executive session to confer with legal counsel concerning strategy to be adopted with respect to litigation in which the district is involved.

With respect to Item 3), 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 and may reconvene in open session to take action on matters considered in executive session.

With respect to Item 4), the Board, 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," may retire to executive session to evaluate candidates and their applications for the position of Superintendent of Schools.

2ND REVISED NOTICE

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (c), (e) and (g) for the purposes stated in the previously read meeting notice.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Director Todd excused himself from attending the executive session.

The Board retired to executive session at 8:25 PM.

The Board adjourned from executive session at 11:00 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 13, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:05 PM.

Present—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Absent and excused—Director Todd—1.

Vacancy on Board—1.

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

May 9, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, May 13, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of evaluating applicants for the position of Superintendent of Schools and considering and possibly taking action to determine the next steps in the superintendent search process, including an extension of a contract with a consultant to provide superintendent search services.

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 retire to executive session to evaluate applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to evaluate applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

The Board retired to executive session at 6:06 PM.

The Board reconvened in open session at 7:04 PM.

Director Small moved that the Board

1) extend the scope and the timeline for the superintendent search to allow for consideration of other local candidates as well as candidates on a geographically unrestricted basis, with applications accepted until June 16, 1997; and
2) authorize the Director, Office of Board Governance, to enter into an extension of contract with Overton Consulting to provide additional search services, with the total amount of the contract not to exceed $45,000.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Small, Thompson and President Fisher—5.

Noes—Directors Braun and Sinicki—2.

The Board adjourned at 7:06 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 28, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:39 PM.

The Director, Office of Board Governance, read into the record the certification of the City Clerk that the following person, who was elected to membership on the Milwaukee Board of School Directors on April 1, 1997, had taken the oath of office and was duly qualified to serve:

Four-year term expiring April, 2001:

Charlene Hardin

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

SESQUICENTENNIAL ACTIVITIES, AWARDS, AND RECOGNITIONS

MPS SESQUICENTENNIAL CEREMONY

The Milwaukee Public Schools is celebrating its 150th birthday this school year. At the December 18 Board meeting, a special ceremony was held to commemorate the sesquicentennial of the Milwaukee Public Schools (1846-1996). Tonight, the Milwaukee Public Schools is continuing its sesquicentennial celebration by dedicating a time capsule and unveiling a sesquicentennial quilt made by students, teachers, and parents.

DEDICATION OF TIME CAPSULE

The sesquicentennial time capsule will leave a historical legacy of the Milwaukee Public Schools in 1996 for MPS students to open and learn from 50 years from now, in the year 2046. The capsule contains materials in use by the District today, including curriculum guides, K-12 document, the District's school selection catalog, *Directions*, Board meeting minutes and policies handbook, photographs, artwork, textbooks, a math proficiency exam, lunch menus, and District telephone directory.
The time capsule was built by students at Bay View High School under the direction of teacher Mark Spoerk. The students researched time capsules, sent letters to manufacturers to obtain information about materials and preservation techniques, and worked together to develop a pattern to cast the time capsule from. The students involved in constructing the time capsule are:

Chris Boziel	Tanya Jandron	Bianca Nolden
Teresa Feirtag	Tiffany Lee	Toni Osgood
Justin Gabor	Johanna Matus	Leann Price

Samerrial Hayes	Chris McDonald	James Reeve
Katie Heffner	Nicole Megal	Adam Tremel
Ming Her	Amanda Millard	

The time capsule project was coordinated by **Lynn Greb** and **George Dahlem**, Dept. of School and Community Services.

Four MPS students who won a sesquicentennial essay contest by writing essays describing what school is like today will place their essays in the capsule. The essay winners are **Montrell Randle**, Twenty-seventh Street School; **Orion Litzau**, Golda Meir Elementary School; and **Rachel Kapelke-Dale**, Roosevelt Middle School of the Arts. The contest was coordinated by **Sandra Dickerson**, English curriculum specialist.
The time capsule will be sealed and buried in the MPS Central Services courtyard in fall 1997. A commemorative marker will be placed on the site, commemorating the 1996 sesquicentennial year and the year the capsule is to be opened — 2046.

UNVEILING OF QUILTS

The MPS sesquicentennial quilts were designed by students and teachers in the Milwaukee Public Schools. Each square represents the visions and history of a school, and every MPS school is represented in the quilt. Students and teachers spent many hours in preparing the squares under the direction of **Sue Loesl**, art curriculum specialist. The quilts will hang in the Central Services auditorium as a reminder of the District's rich history and hope for future achievements.

AWARDS AND RECOGNITIONS

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, or innovation that may serve as an example to both 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:

Rosann Hollinger
Mathematics Teacher, Fritsche Middle School

Ms. Rosann Hollinger won the 1996 Presidential Award for Excellence in Science and Mathematics Teaching, the nation's highest honor for elementary and secondary teachers of mathematics and science. One teacher of mathematics and one teacher of science at the elementary and secondary levels are chosen from each of the 50 states. Ms. Hollinger is the only secondary math teacher in Wisconsin to receive the award.

Ms. Hollinger was selected after a lengthy review process in which she had to demonstrate an understanding of how students learn math and show how she engages students in direct hands-on inquiry activities during the learning process. She was also selected for her exemplary involvement in professional and leadership activities.

Ms. Hollinger, who is in her 18th year of teaching, has been Fritsche's eighth-grade math teacher for the last eight years. Principal William Andrekopoulos has praised her work with the students, calling her an exceptional teacher. She doesn't just use textbooks and tests to teach her students — she also uses the knowledge she has gained from her professional workshops and conferences to teach her students higher level mathematics.

Ms. Hollinger is involved with Wisconsin's Public Broadcasting Service Mathline, a professional development program on the Internet for teachers, having been an on-line facilitator of the Mathline for three years. Her Internet expertise led to her role as the on-line facilitator coordinator with the Wisconsin

Academy Staff Development Institute, a National Science Foundation-funded institute working to implement new teaching standards. Ms. Hollinger has also been appointed to the Wisconsin Department of Public Instruction's Math Task Force created to help write new mathematics proficiency standards. She has been a leader in Wisconsin's math reform movement.

Other Awards and Recognitions

Byron Kilbourn Elementary School received special recognition by the U.S. Secretary of Education, Richard W. Riley, in the *1997 Title I National Recognition Program.* It was one of 100 projects identified for distinction this year.

James Gutierrez, a student a Bell Middle School, has been *named a United States National Award Winner in Science by the United States Achievement Academy.* The award is given to less than 10 percent of all American middle school students. He was nominated for the national award by his teacher, Mr. Flater.

Silver Spring Elementary School was *one of four schools in the nation awarded the Exemplary School to Work Model/Practice Strategy Award for 1996-97.* Only 17 schools in the United States have received this award since its inception.

Brittany Addison, a second-grade student at Ronald McNair Academy of Science, Space, and Aviation, *won first place in the 1997 International Aviation Art Contest* for her colorful original drawing of a fighter jet drawn in a postage stamp format. The competition was open to students statewide.

Fourth-grade students at the Milwaukee German Immersion School *won first place in the fourth grade division in the state of Wisconsin's 1997 News Bowl USA*, a state and national current events knowledge competition. More than 60,000 students nationwide took part in the 1997 News Bowl USA in grades four through eight. The Milwaukee German Immersion School students' teacher is Frau Helga Miedtke.

A team of students from **Rufus King High School** *won first place in the national LifeSmarts competition* held in April 1997 in Philadelphia, PA. Twenty-two high school teams from across the country competed for the title. LifeSmarts is a national competition that quizzes students on topics including health and safety, personal finance, environment and technology, and consumer rights and responsibilities. Team members are: **Greg Whitten, Paul Getto, Stephen Meer, Ryan Peterson, and Salaja Murikipudi**. Their coach is **Dr. Jim Kroll**, guidance director at Rufus King.

Ten MPS schools were recognized by the Wisconsin Alliance for Arts Education as schools with exemplary arts programs. The award-winning schools are: **Burdick, Elm Creative Arts, Golda Meir, Milwaukee German Immersion, Sixty-fifth Street, and Tippecanoe elementary schools, Lincoln Center of the Arts Middle School, Morse Gifted and Talented Middle School, Roosevelt Middle School of the Arts, and the Milwaukee High School of the Arts.** The designation means the schools will be used as models for the state in effective arts education programs. The awards program is affiliated with the Kennedy Center Alliance for Arts Education. The schools were recognized at a news conference and reception on May 15, 1997.

The **Roosevelt Middle School of the Arts Forensic team** took *first place in the City Forensic Tournament* and *first place in the large school division at the State Forensic Tournament* held at UW-Oshkosh in March 1997. The school has won both the city and the state championships nine times in the last 11 eleven years. There are 75 students on the team and 15 achieved individual awards in both the tournaments. The students are coached by **Robert Berry and Tracy Tracy**.

Sarah Scott Middle School took *third place,* and **Burroughs Middle School** *took fourth place in the small schools division of the 1997 Middle School State Forensics Tournament held at UW-Oshkosh in March 1997.* More than 1,600 students from 72 schools across Wisconsin competed at the tournament.

Jeanne Hochstatter, principal of the Milwaukee Spanish Immersion School, has been *named a 1997 National PTA Phoebe Apperson Hearst Outstanding Educator Honorable Mention winner.* She will

receive her award at the National PTA Convention in Kansas City, MO, in June 1997. Ms. Hochstatter will be retiring at the end of this school year after 19 years of service to the Milwaukee Public Schools.

Diane Spence, a math teacher at the Milwaukee Education Center Middle School, has been *named the 1997 Outstanding Teacher of the Year by the Wisconsin Society of Professional Engineers*. She was selected for her extraordinary efforts in promoting excellence in math and science among her students.

Rita McKillip, library media specialist at Garden Homes Elementary School, *had an article written about the use of technology in the classroom published in the April 1997, issue of* Technology Connection.

The following MPS teachers are *five of six teachers selected statewide from more than 500 nominees as Lead Teachers for the 1997-98 Wisconsin Academy Staff Development Initiative Lead Teacher Institute.* They were selected for their demonstrated leadership and expertise in math, science, and technology education. The teachers are:

Kevin Haddon, Cosmic Center
Beverly O'Hara, Cooper Elementary School
Joan Smith, Irving Elementary School
Wendy Weiner, Cosmic Center
Jane Wisniewski, Lincoln Avenue Elementary School

Sheryl Gotts, health and physical education curriculum specialist, has been *selected to receive the first-ever Synergy award from the Health Education Center of Wisconsin*. The award recognizes dedication and leadership in establishing and encouraging collaborative efforts and partnerships in the area of health education.

Jane Borden and Kimberly Abler, **teachers at Tippecanoe Elementary School,** *were profiled in the April 1997 issue of a national magazine for teachers,* Cable in the Classroom. The magazine showcases the efforts of innovative educators who use today's technology to stimulate student achievement.

Mary Jakubiak and Mary Widen, teachers at Tippecanoe Elementary School, *are among six educators who received the "Excellence in Aviation Education Award" from the General Aviation Manufacturers Association*. The award honors teachers from across the country for their efforts in acknowledging and introducing aviation subjects in the classroom.

Barbara Foulks, a teacher at Custer High School, is the *recipient of the Norma Grundeman award.* The award is given to an exceptional education teacher who demonstrates and exemplifies excellence in the profession.

The Milwaukee Public Schools' "High Standards" video project won a Silver Spotlight Award from the International Television Association. The High Standards video was produced for schools, students, and parents by the Department of Educational Services and the Department of Communications and Public Affairs.

A billboard designed by students at **Hampton Elementary School** *was selected by Universal Outdoor to be displayed at N. Sherman Blvd. and W. Silver Spring Dr.* The billboard theme is "Milwaukee is a Great Place." The project was a part of a School to Work partnership the school has with Universal Outdoor.

Janie Hatton, Director of the Department of Leadership Services, *received a Distinguished Alumnus Award* from the University of Wisconsin-Milwaukee Alumni Association. The award recognizes UWM graduates who have distinguished themselves with outstanding achievements in their careers and civic involvement.

Tamaria Liddell, a senior at Custer High School, was *named the 1997 Miss Black Wisconsin* in a contest sponsored by the Black Education Hope Fund, Inc.

The following students *won awards in the "Celebrating America" student essay contest sponsored by the Wisconsin Chapter of the American Immigration Lawyers Association.* More than 180 essays were submitted from public and private schools throughout Milwaukee County.

Yvette Madrid, Allen-Field Elementary School, third place
Lizmarie Sanchez, Allen-Field Elementary School, fifth place
Trese Calmese, Maple Tree Elementary School, best school essay
Katherine Kroll, Mitchell Elementary School, best school essay
Sharia Dean, Thurston Woods Elementary School, best school essay
Lecloma Riley, Tippecanoe Elementary School, best school essay

Principal Judith Rick, and teachers Jim Rainer, Pam Buhr, and Deb Fanning of Thoreau Elementary School presented a workshop on School to Work at the National Elementary School Principals' Convention in April 1997 in San Antonio, Texas. Their presentation consisted of a lecture and slides describing how Thoreau is implementing School to Work.

George Bullox, a junior at North Division High School, *won second place and a $300 award in the Wisconsin Labor History Society essay contest*. Essays were submitted from students throughout the state of Wisconsin.

A team of fifth-grade students from the Milwaukee German Immersion School *won first place in the elementary/middle school division of the regional Stock Market Game competition*. The competition is a statewide program in which students invest a hypothetical $100,000 in the market for a ten-week period and compete for the highest return on their investments. The German Immersion School students turned their $100,000 investment into $117,000. The team members are: **Liz Petersen, Carmella Williams, Noah Dekok, and Adrian Shaw**. Their teacher is **Raymond Klammer**. A total of 195 teams competed in the regional competition.

The North Milwaukee Lion's Club awarded Franklin Elementary School the *first-place award,* and **Fifty-third Street Elementary School the** *third-place award for their outstanding safety cadet programs*.

Grand Avenue Middle School *won first placer in the Word Series competition* sponsored by the Greater Milwaukee Education Trust, the YMCA's One on One program, the Milwaukee Public Schools, and several area businesses. **Grand Avenue School's team members are Ben Hurley, Mark Norton, Jordan Sandvig, and alternate Max Grundle.** The **Vieau Elementary School team took second place.** Vieau's team included **Cecilia Castro, Selene Valle, Christopher Vega, and alternate Crystal Marquez**.

Six American Indian students from MPS were selected to attend the 11th annual National American Indian Science and Engineering Fair held in Albuquerque, NM, in April 1997. **Dawnsie Ante, a junior at Milwaukee High School of the Arts**, *was awarded the grand prize for her achievements*. She took first place in the medicine and health category in addition to receiving the Mayo Clinic certificate of merit and the Navy certificate of merit. Other award winners are:

Chaunita Isham, Riverside University High School, first place, botany
Gordon Thunder, Custer High School, third place, medicine and health
Luci Funmaker, Riverside University High School, participant
Claudia Rodriguez, Kilmer South, participant
Cameron Jenkins, Spotted Eagle High School, participate

The **Milwaukee High School of the Arts Concert Chorale group** was *selected to perform in the International Music Festival at the Lincoln Center for the Arts in New York in April 1997*. They were one of only 14 choirs chosen from an international field of entrants. The choir performed alongside choirs from Germany, South Africa, Taiwan, Korea, and other parts of the United States. **Mr. Raymond Roberts** is Director of Choral Activities at the school.

Students in the Theatre Department at the Milwaukee High School of the Arts *have been selected to perform in the American High School Theatre Festival in Edinburgh, Scotland, in August 1997*. They

were one of 16 high schools to represent the United States at the festival. The Theatre Director at the school is **Mr. Robert Hoyt**.

The **Rufus King High School Women's Ensemble** *performed at Carnegie Hall in New York City in April, 1997*. The group's director is **Ms. Nancy Ehlinger.**

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of April 8, 10, 16, 23, 24 and 30, 1997 were approved as printed.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small presented the following reports for the Committee on Innovation/School Reform:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Innovation/School Reform** presents the following reports:

INNOVATION/SCHOOL REFORM COMMITTEE (REPORT #1)

(Item 1) Action on Revised Graduation Requirements for Specified High Schools
Administration's Analysis

1. The Milwaukee Board of School Directors has encouraged schools to design and implement site-specific school programs that better meet the needs of their students. The block scheduling models found at Hamilton High School and Madison University High School are designed to prepare all of their respective students for graduation and post-secondary success.

2. The Administration is working with several other high schools on possible modifications and may bring additional recommendations for revised graduation requirements to the Board at a later date.

3. The graduation requirements proposed by Hamilton High School and by Madison University High School each accelerate the inclusion of higher standards as a part of their respective requirements for graduation for students entering in 1997-98 and students scheduled to graduate in June 2001 and thereafter.

4. The graduation requirements proposed respectively by Hamilton High School and Madison University High School, placed in contrast to MPS requirements, are as follows:

Graduation Requirements

Units:	MPS Current	MPS 2004	HAMILTON 2001	MADISON 2001

Units:	MPS Current	MPS 2004	HAMILTON 2001	MADISON 2001
English	4	4	4.5 (incl. oral comm. .5)	4
Math	2	3*	3	3
Science	2	3*	3	3
Soc. Studies	3	3	3.5	3.5
Phy. Ed.	1.5	1.5	1.5	1.5
Health	.5	.5	.5	.5
Fine Arts	1	1	1	1
Foreign Lang.	—	—	—	2
Info. Sys.Tech.	—	—	—	1
Cluster Courses	—	—	4	—
Senior Project	—	—	1	.5
Human Dev.	—	—	.5	—
Career Dev.	—	—	—	—
Pub. Speaking	—	—	—	—
Total Required	14	16	22.5	20.0
Elective Units	7	5	9.5 possible	5.0
Total Units Needed to Graduate	21	21	22.5	25

* The class of 2004 will be required to show proficiency equivalent to three years of mathematics beyond algebra and three years of high school science. This will be demonstrated through performance, not through accumulation of units.

ADDITIONAL REQUIREMENTS:

	MPS Current	MPS 2004	HAMILTON 2001	MADISON 2001
Math Proficiency	X	X	X	X
Writing Proficiency	X	X	X	X
Science Proficiency		X	X	X
Oral Assessment		X		X
Fine Arts Assessment				X
Community Membership		X		20 hrs. senior project
Attendance				15 quarters or 3.75 yrs.

Unit standing for each grade level:

	Hamilton H.S.	Madison Univ. H.S.
Sophomore standing	5 units	5 units or 10 blocks **
Junior standing	10 units	11 units or 22 blocks **
Senior standing	15 units & 7 semesters	18 units or 36 blocks **

(** "Block" = 82-minute period taken each day for nine weeks).

Strategic Plan Compatibility Statement

5. The rigorous requirements for graduation presented by both Hamilton High School and Madison University High School support MPS K-12 curriculum and the graduation requirements for the class of 2004, as well as the Board goals for academic achievement and equity.

Statute, Board Policy or Rule Statement

6. The graduation requirements proposed for Hamilton High School and Madison University High School meet and exceed those required by the State of Wisconsin and the Milwaukee Public Schools. (WI/PI 1803; MPS/Policy 9.3 - File: IKF)

Fiscal Impact Statement

7. There will be no fiscal impact on the District as a result of these revised graduation requirements.

Implementation and Assessment Plan

8. The new graduation requirements for both Hamilton High School and Madison University High School will begin with the 1997-1998 Freshman Class, scheduled to graduate in the year 2001.

9. Freshmen students and their parents will all be advised in writing of the new graduation requirements following Board approval. All entering ninth-grade students in the future will be advised of the new graduation requirements.

Committee Recommendation

Your Committee recommends that the Board approve the new graduation requirements for Hamilton High School and Madison University High School, beginning with the 1997-98 Freshman class.

* * * * *

(Item 2) Action on agreement to establish health care services to elementary schools

Administration's analysis

1. Discussions with health care providers and other interested parties over the past several years culminated last year with the establishment of the Health Resource Center, where information on health care needs of Milwaukee children could be discussed and possible solutions found to address these needs. Discussions have included various health care providers, including Blue Cross/Blue Shield, the City of Milwaukee (Dr. Paul Nannis), Children's Hospital, the Medical College of Wisconsin, representatives of universities, and representatives of the Black Health Coalition, the State of Wisconsin, and the Education TRUST, along with MPS staff and others.

2. This year, discussion began in earnest regarding how to address the health care needs of elementary students. The Superintendent, Dr. Ernestine Willis of Children's Hospital, Debra Kenner of the Education TRUST, John Vice of Children's Hospital, Tom Hefty of Blue Cross/Blue Shield, and Bill Randall were involved in the discussions. Dr. Willis, along with MPS staff, organized data from different sources, which verified the tremendous needs of our children. The data also showed that children are frequently being taken to hospitals and trauma centers, when the service needed could be met by much less costly service providers, at locations more accessible to parents and less frightening to children.

3. Recently, Dr. Willis and the Superintendent met with various HMOs, state representatives, and others to find new ways of meeting the health needs of our children. It was suggested that each of the participants pledge to meet the health needs of our elementary children by designing delivery systems that would have a strong school-based component.

4. At this time, Children's Hospital, Aurora Health Care, and several schools in the zip code area of 53206 are prepared to collaborate to provide health care to children, beginning in September 1997. Aurora Health Care has also expressed interest in working with schools in other zip codes. It is hoped that other schools/services will be included in the future.

5. Continuing discussions will be held with health service providers and principals in schools located throughout the city.

Strategic Plan Compatibility Statement

6. Addressing the health care needs of our children is a prerequisite to academic achievement.

Statute, Board Policy or Rule Statement

7. This action will supplement the current health services provided to children. It is consistent with Board Policy 8.35, Inoculation of Students, and with the Wisconsin Statute 121.02: School District Standards (G), "Provide for Emergency Nursing Services."

Fiscal Impact Statement

8. There will be no additional cost to the school district.

Implementation and Assessment Plan

9. This action culminates six years of discussion, planning, and data research regarding the health needs of the children in the Milwaukee Public Schools.

10. The implementation will be coordinated by the Health Resource Center, which is a coalition of health care providers and staff from the Milwaukee Public Schools.

Committee Recommendation

Your Committee recommends:

1. That the Board approve the establishment of health care delivery methods for elementary school children.

2. That the administration bring back to the Board a listing of schools and organizations who will be involved initially, along with their plans for providing health care services.

* * * * *

(Item 3) Authorization To Negotiate With Private Schools For Educational Services

Administration's Analysis

1. Recently it was announced that one or more private schools in the City will be closed at the end of the 1996-97 school year. Currently, 202 children attend K5-grade 8 classes at one of the schools.

2. Four schools participating in the Milwaukee Parental Choice Program have enrolled more than 65% of their students in the Choice program. Recently the Dane County Circuit Court has voided the expansion of Choice to sectarian schools so the 65% limit would apply once again. Currently, 615 pupils are enrolled at those schools. Due to the Court ruling, some of these children will be unable to continue to attend these schools.

3. It is possible that most, or all, of those children may enroll at MPS for 1997-98. MPS is required to provide a free public education to all children, even if adequate classroom space is not available.

4. Current law authorizes MPS to contract with private nonsectarian schools in the City for educational services. Where that contracting authority has been used, MPS has placed one MPS teacher in each private school.

Strategic Plan Compatibility Statement

5. Authorizing the Administration to negotiate contractual agreements with these schools would support the Board goals related to academic achievement and fiscal responsibility.

Statute, MPS Policy, or Board Rule Implication Statement

6. The Administration would ensure that these contracts conform to all statutes, policies and rules.

Fiscal Impact Statement

7. The projected cost for the contracts listed above is not known at this time.

Implementation and Assessment Plan Statement

8. All contracts will be brought to the Board for final approval, and the source of all funding will be specified.

9. All contracts will be monitored through the Department of Educational Services, Divisions of Alternative Programs and Educational Research and Program Assessment.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to negotiate contracts with the affected schools so that all of their pupils will be able to continue at their schools, contingent upon all contracts and fiscal impact statements being brought to the Board for final approval, with the source of funding specified.

* * * * *

(Item 4) Update on The Development of Eighth Grade Exit Assessments

Your Committee reports having received the following informational report from the Superintendent:

Administration’s Report

Background

1. At the February 28, 1996, Board meeting, the Board set standards for graduation from high school and requested that grade 8 proficiencies be developed in communication, mathematics, and science. The proposed Grade 8 proficiencies were to be presented to the Board no later than June 1997. The Board’s action also called for the development of benchmarks for every other grade.

2. The first step in carrying out the Board's mandate was to complete the K-12 content standards for all of the 10 MPS teaching and learning goals, as these set the expectations for student performance in elementary, middle, and high schools. The draft standards for communication, math, and science had already been reviewed, not only by MPS educators, but by members of the business community, governmental officials, community leaders, and parents. Using the input from these reviews, the writers of the standards were able to complete a second draft, which was distributed to all schools in January 1997.

3. Work then began on the grade level benchmarks. Teams of teachers were identified to develop benchmarks in five areas: communication, math, science, community membership (a new high school proficiency area), and the arts – visual arts, music, drama, dance, and literature. The arts were included because the Board had requested the preceding year that performance assessments be developed in the arts, and these were coming on line in the current school year. Benchmarks were identified for Kindergarten, Grade 2, Grade 4, Grade 6, Grade 8, Grade 10, and Grade 12. The first draft of the benchmarks was distributed for school review in February 1997. Work is in progress to revise the benchmarks, based on the input received. A second draft of the benchmarks will be completed in June and published for use at the beginning of the 1997-98 school year.

4. With the standards and benchmarks in a state that could be used for reference, work then began on developing the Grade 8 proficiencies.

Process for developing Grade 8 proficiencies

5. The Middle School Principals' Leadership Collaborative, working under a Danforth grant, took the lead in deciding how proficiencies would be developed. The collaborative appointed its assessment committee to work with the Administration in setting up a process for developing the proficiencies. This committee decided that each middle school principal would be asked to nominate up to three staff members to work on drafting the proficiencies. K-8 principals were briefed and also asked to nominate staff to join the drafting work groups. Support was provided by curriculum specialists, specially qualified high school teachers, and math/science resource teachers (MSRTs) working on the National Science Foundation Urban Systemic Initiative grant.

6. Meetings were scheduled starting in February 1997, and the drafts were completed in April. Members of the work group were asked to meet with the principal and get input from both the principal and their teacher colleagues to bring to the next meeting. All groups identified a long list of recommended content to be covered and assessed, and then prioritized the most important elements. To keep the process of assessing proficiency manageable in the future, we aimed to have three to five important proficiencies in each of the three subject areas.

7. The final step in preparing the proficiencies for Board review in June is a review process that is currently underway. The proficiencies have been sent to all middle and K-8 schools for final review by May 22. Schools were asked to share the proposed proficiencies with a student group, such as a student council, and report back on the reactions. On May 8, 1997, a meeting was held for parent coordinators representing middle and K-8 schools and other constituent groups such as Title I, Exceptional Education, and Southeast Asian parents. These representatives gave their input and were provided with sufficient background on this project to solicit additional responses from the parents with whom they work. A working committee of middle school administrators and teachers, as well as Educational Services staff, is processing the reviews to complete the final draft for Board action in June.

8. Following Board approval of the 8th grade proficiencies, work will commence during the summer to define assessments, develop detailed scoring criteria, and provide staff development to teachers.

* * * * *

Separate consideration having been requested of Item 2, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Item 2, relating to health care services for elementary schools, having been set aside for separate consideration, Director Braun moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Hardin, Sinicki, Small, Thompson and President Fisher—6.

Noes—None.

Voting "present"—Directors Gardner, O'Neil and Todd—3.

INNOVATION/SCHOOL REFORM COMMITTEE (REPORT #2)

Report and Possible Action on the Expansion of the International Baccalaureate program to additional MPS high schools

Administration's analysis

1. The International Baccalaureate (IB) Diploma Program for students in the final two years of high school is a rigorous pre-university course of studies, leading to examinations, that meets the needs of highly motivated secondary school students between the ages of 16 and 19 years. It is a comprehensive two-year curriculum that allows its graduates to fulfill requirements of various national education systems. It is based on the pattern of no single country, but incorporates the best elements of many.

The grading system used by the International Baccalaureate Organization is criterion-referenced, meaning that each student's performance is measured against well-defined levels of achievement consistent from one examination to the next.

IB subjects address the humanities and the sciences. The six academic areas are:

Language A1 (world literature)

Language A2 (second modern language)

Individuals and Societies (history, geography, etc.)

Experimental Sciences (biology, chemistry, etc.)

Mathematics

The Arts and Electives

2. Presently, the IB program is offered in only one MPS high school — Rufus King High School for the College Bound.

3. The process of expanding the IB program to more high schools would take approximately 1.5 years to complete. The process involves preparation of staff for full program implementation. Unlike Advanced Placement (AP) courses, the International Baccalaureate Organization does not allow schools to select courses from the total program, but must be fully implemented. During the development phase, staff members from each discipline receive training, visit other IB sites, and put together the program in preparation for a final review by the International Baccalaureate Organization.

Strategic Plan Compatibility Statement

4. To ensure success, the IB concept must be supported by all parties at the specific school and must have the commitment of the District.

Statute, Board Policy or Rule Statement

5. Expanding opportunities to enroll in oversubscribe specialty programs is the top priority for the FY98 budget.

Fiscal Impact Statement

6. The application fee is $2,500. Staff development fees are approximately $1,200 per teacher, with a minimum of eight teachers for initial implementation. Materials are $24.00 per subject area, and the base fee for exams and diploma registration is $461 per student. The annual fee is $7,300.

Implementation and Assessment Plan

7. Given the 1.5-year timeline mentioned above, establishing IB programs at additional schools could be done in time for the 1999-2000 school year. It is possible that satellites of the Rufus King program could be established in less time.

Committee Recommendation

Your Committee recommends that the Board direct the Superintendent to bring back a range of options to satisfy first choice in public education for the May 27 Board members' forum and as an item on the Committee's June 10, 1997, agenda.

* * * * *

Director Small moved to adopt the Committee's report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Accountability/Audit** presents the following report:

(Item 1) Report on the Deloitte & Touche Student Membership Audit (Performance Audit Report on September 20, 1996 and January 10, 1997 Integration Transfer Program as Reported to the Wisconsin Department of Public Instruction)

Your Committee reports having received the following report from the Director, Office of Board Governance:

Background

1. State Statute 120.14 requires school boards to provide for an independent audit of school district accounts and certification of the audit. The State Superintendent, under authority granted by statute 115.28 (18), has required that the audit include a review of the integration transfer program membership counts.

2. The membership audit 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 audit 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 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 attached audit of the District's September Pupil Count Report (PI 1563-A) and the January Pupil Count Report (PI 1563-B) for fiscal year 1996.

5. The audit determined that the MPS integration and integration transfer membership counts reported to the DPI met the DPI pupil count and eligibility criteria.

* * * * *

(Item 2) Response to Questions Raised by Thomas Phillipson/We Care Parents' Network at the April 17, 1997, Accountability/Audit Committee Meeting Regarding the Transportation Services Audit

Your Committee reports having received the following report from the Director, Office of Board Governance:

Background

At the April 24, 1997, meeting of the Board of School Directors, the Board took action with respect to questions submitted by Mr. Thomas Phillipson on behalf of the We Care Parents' Network about the Transportation Services Audit. The Board action directed that the Office of Board Governance answer all questions, except for the last four questions under the section entitled, "Draft Page 2."

Response

Listed below are the questions and the responses prepared by the Office of Board Governance and reviewed by the Director, Department of Parent and Student Services.

Draft Page iii, State Transportation Aid

1. What are the rules of eligibility?

The rules of eligibility are defined by Wisconsin State Statute 121.58. All transported students who reside at least two miles from the school attended or who receive transportation due to unusual hazard, as defined in the statutes, are eligible.

2. Who sets the rules?

The rules are established by the State legislators.

3. Does MPS set any rules? What are they?

State Transportation Aid is governed by Wisconsin State Statutes, Chapter 121, Subchapter IV. MPS has guidelines for transporting students, and these guidelines are consistent with State Statutes.

Draft Page iii, Special Transfer Aid

4. If the number of students transported increases, does the money MPS receives go up?

Yes. The District receives aid based on the number of eligible intradistrict and interdistrict transfer students in the program. An eligible intradistrict transfer student is a student that transfers from one district school to another school within the district to promote racial balance. An eligible interdistrict transfer student is a student that transfers from a school in one district to a school in another district to promote racial balance (e.g., MPS to a suburban district). Refer to attached Statute 121.85.

5. How much per student living in Milwaukee attending a Milwaukee School?

The amount of special transfer aid for an intradistrict transfer student is equal to 0.25 times the general equalization aid per student. Based on FY97 estimates, this would equal $4,373 x 0.25 = $1,093.

6. Does the money MPS receives go up for a Milwaukee resident who attends a suburban school? By how much?

The amount of special transfer aid received for an interdistrict resident student transfer (a Milwaukee resident that transfers to another district to promote racial balance) is equal to the amount of general equalization aid per student. Although these students are no longer enrolled in a Milwaukee Public School, the District is allowed to include the students in the enrollment count submitted to the state. Based on FY97 estimates, the special transfer aid per interdistrict resident student transfer is $4,373.

7. Does it go down the same way for both groups?

Yes.

8. Can MPS use money from this fund for after-school programs?

The special transfer aid awarded to the District is combined with the general equalization aid received each year and can be allocated to any function approved by the Board during the budget process. Special transfer aid is awarded not only to help defray the cost to transport the intradistrict and interdistrict transfer students, but also to provide additional state aid to the participating school districts for educational programs.

9. How was the $1,967,816 "profit" in FY96 spent?

All special aid revenue is pooled with the District's general revenues and used to fund various programs.

10. Did MPS have to get permission from any person or agency to spend the "profit"?

The Board of School Directors, as part of the budget process, approves how these aids are expended.

Draft Page 2, State Transportation Aid

11. Why is this projected to go down $241,390 for FY97?

The $2,300,000 budget estimate for state transportation aid for FY97 is conservative and was developed before the exact amount of students eligible for transportation aid was known. The reduction can be attributed to decreases in the estimated number of students and the estimated distance those students are transported.

Draft Page 2, Special Transfer Aid

12. Why is this projected to go down $2.7 million in FY97?

Special transfer aid is expected to decrease by $2.7 million in FY97 due to a change in the formula used by the state to calculate the amount of aid awarded per intradistrict transfer student. These students were formerly counted as 1.325 students for general equalization aid calculations, but will be counted as 1.25 in FY97 and beyond.

Draft Page 4, Table 2

13. Transporting Exceptional Students went up $858,377 from FY95 to FY96. This is 9.13%. Why is this the fastest growing cost by percentage? What can be recommended to slow this growth?

The cost to transport exceptional education students is the fastest growing cost by percentage for two reasons. First, the student transportation service contracts for exceptional education door-to-door service were competitively bid between FY95 and FY96, and rates increased by over 16%. Second, from FY92 to FY97, the number of students that require this service has increased by over 21%. Less than 9% of all students receive this type of service. (See Table 3 on page 8 of Audit #704.)

District administration is trying to slow the growth of exceptional education student transportation costs by placing as many exceptional education students as possible on regular buses ("inclusion") and by negotiating/extending the current contracts to get the best rates.

* * * * *

(Item 3) Action on the MPS Accountability Plan for Schools and Central Services

Administration's analysis

1. On June 26, 1996, the Milwaukee Board of School Directors approved a revised accountability plan for implementation beginning in the 1996-97 school year, with the 1996-97 school year considered a transition year to inaugurate the revised plan and to finalize the school-based measures, which are an integral part of the plan.

The Accountability Plan was developed with an emphasis on rigor and high standards. All of the system-wide measures are now correlated with the School to Work initiatives in order to assess the impact of School to Work on student achievement.

The Accountability Task Force, comprising principals, parents, teachers, business/community representatives, and administrators, held five meetings during the 1996-97 school year and will continue to

meet in 1997-98. Task force members bring input to the meetings from their constituents and from the public through scheduled focus group meetings.

The Administration utilized the services of the *Center for Performance Assessment*, Denver, Colorado, in developing the accountability plan. The key consultant is Dr. Douglas Reeves. The primary objectives for the 1996-97 school year were as follows:

a. Monitor the pilot year of the Accountability Plan, gathering information from schools and the public.

b. Develop a final draft of the school-based accountability measures (Tier 2).

c. Expand the Accountability Plan to include accountability measures for Central Services.

2. The key features of the revised school accountability system are:

- a three-tier system of measures:

—system-wide (Tier 1) measures

—school-based (Tier 2) measures

—qualitative (Tier 3) narrative report.

- improvements in communications with the District's stakeholders by adding school-based measures and narrative reports to the system-wide measures.

- a focus on technology for student-based records to allow the District and schools to track the progress of individual students.

- a process to reflect a range of performance for each measure.

3. The system-wide accountability measures presented to the Board in June 1996 and piloted during the 1996-97 school year are as follows. Where a Board goal had already been established, it is included with the measure. In several cases, there is no Board goal, and the Administration is now recommending one.

Elementary System-wide Measures

1. **Grade 3 Reading —** percent of students who have been in the school since third Friday who are performing above the state standard set for the Wisconsin Third Grade Reading Test. Board Goal — at least 85%

2. **Grade 5 Writing —** Percent of students who have been in the school since third Friday and whose two ratings totaled 6 or more on the MPS holistic 4-point rubric for writing assessment. Board Goal — at least 65%

3. **Grade 5 math —** Percent of students who have been in the school since third Friday and who are at or above the national 50% percentile on the total of two ITBS sub-tests — "Math Problems and Data Interpretation" and "Concepts and Estimation." Board Goal — at least 50%

4. **Attendance —** Rate based on the monthly attendance reports that schools send to the Division of Student Services. Board Goal — at least 95%

5. **WSAS 4th Grade (Reading) —** National percentile rank for the mean NCE (Normal Curve Equivalent) score of regular education students who have been in the school since third Friday taking sub-test in the Wisconsin Student Assessment System. Board Goal — at least 50th percentile

6. **Science Achievement —** Percent of Grade 5 students who have been in the school since third Friday and who have received a proficient score on an MPS science performance assessment. Recommended Board Goal — at least 65%

Middle School System-wide Measures

1. **Grade 7 Writing** — Percent of students who have been in the school since third Friday whose two ratings totaled 6 or more on the MPS holistic 4 point rubric for writing assessment. Board Goal — at least 65%

2. **WSAS Grade 8 (reading)** — National percentile rank for the mean NCE (Normal Curve Equivalent) score of regular education students who have been in the school since third Friday the preceding

year and who took the reading sub-test in the Wisconsin Student Assessment System. Board Goal — at least 50th percentile

3. **WSAS Grade 8 (math)** — National percentile rank for the mean NCE (Normal Curve Equivalent) score of regular education students who have been in the school since third Friday the preceding year and who took the math sub-test in the Wisconsin Student Assessment System. Board Goal — at least 50th percentile

4. **Attendance** — Rate based on the monthly attendance reports that schools send the Division of Student Services. Board Goal — at least 92%

5. **90% Attendance GPA** — Based on compilation of final grades for students with 90% attendance. Board Goal — at or above 2.75

6. **Science Achievement** — Percent of Grade 7 students who have been in the school since third Friday who receive a proficient score on an MPS science performance assessment. Recommended Board Goal — at least 65%

High School System-wide Measures

1. **WSAS Grade 10 (reading)** — National percentile rank for the mean NCE (Normal Curve Equivalent) score of regular education students who have been in the school since third Friday the preceding year and who took the reading sub-test in the Wisconsin Student Assessment System. Board Goal — at least 50th percentile

2. **Writing Proficiency Exams** — Percent of students demonstrating proficiency based on MPS assessments required for graduation. Recommended Board Goal — juniors at least 60%; seniors at least 95%

3. High School Algebra — Percent of first time 9th-grade students successfully completing the MPS algebra requirement by the end of 9th grade. Board Goal — at least 75%

4. **Science Achievement —** Percent of students who have been in the school since third Friday and who have received a proficient score on an MPS science performance assessment. Recommended Board Goal — at least 65%

5. **90% Attendance GPA** — Based on compilation of final grades for students with 90% attendance in those classes for which students receive grades. Board Goal — at or above 2.75

6. **Math Proficiency Exams** — Percent of students successfully demonstrating proficiency based on MPS assessments required for high school graduation. Recommended Board Goal — juniors at least 60%; seniors at least 95%

4. An **Accountability Plan for Alternative Schools** has been developed, consistent with Wisconsin state at-risk regulatory requirements and consistent with the MPS comprehensive accountability plan. The Accountability Plan for Alternative Schools assures the Board and the community that all alternative schools will have rigorous assessments in mathematics, science, and communications, as well as other areas required by MPS.

5. The **Central Services Accountability Plan**, while still in draft form, is being developed with a focus on supporting schools in the accomplishment of their accountability measures. The measures are connected with departmental goal setting and evaluation. It is similar in structure to the three-tier accountability plan for schools. Each department will select six system-wide indicators (Tier 1) in 1997-98 from the following areas of focus:

- School to Work
- Cost Control
- Customer Satisfaction
- Communications and Community Advocacy
- Risk Management
- Student Achievement

- Direct School Support.

Each department will also identify five departmental measures (Tier 2), two of which must relate directly to advocacy and support for schools and student achievement. Each department will also provide a brief narrative (Tier 3).

6. Pilot implementation of the Accountability Plan in 1996-97 occurred as follows:

Fall 1996: Schools selected their school-based measures. The consultant and Central Services staff provided assistance as schools refined their educational plans to include the accountability measures.

March 1997: A menu of school-based measures was drafted based on a review of the current school-based measures. The Accountability Task Force reviewed the new menu and draft copies were sent to schools for input. Schools will choose their school-based measures for 1997-98 from the final menu.

Spring 1997: Central Services departments are identifying departmental accountability indicators from the seven areas of focus listed above.

April-May 1997: Seminars were held for schools on "Data-driven Decision-Making."

April-June 1997: Schools update educational plans for 1997-98 for submission by June 30, 1997. In elementary schools, when all of the second-grade students are not reading on grade level, the school is required to have a Tier 2 measure that focuses on reading.

Summer 1997 Data from the accountability system, including the school narratives, will be reflected in district reports for the 1996-97 school year.

Strategic Plan Compatibility Statement

7. The MPS Accountability Plan directly supports the Board goals for academic achievement and equity. The data provided by the Accountability indicators will not only provide schools with accurate knowledge about their achievement levels, but will provide the Board with the information needed to make informed, data-driven decisions about the implementation of programs and schools.

Statute, Board Policy or Rule Statement

8. The MPS Accountability Plan is consistent with the policies of the Board of School Directors, in particular Section 7.00 – Instruction, Section 8.00 Students, and Section 9.00 School Community Relations.

9. At the direction of the Board in June 1996, the Administration sought and received a waiver from Wis. Statutes §115.45 and §118.153 and "Improving America's Schools Act," Title XIV, Part D, Section 14401, to allow the MPS accountability system to meet the evaluation requirements of state statutes for P5 and At Risk programs and federal statutes for Title I programs, so that schools can operate under a single accountability system.

Fiscal Impact Statement

10. There was no fiscal impact as a result of revising the Accountability Plan.

Implementation and Assessment Plan

11. The Center for Performance Assessment and Central Services staff members will continue to provide assistance, individually and in groups, as schools refine their educational plans to address the accountability measures.

12. The accountability data for 1996-97 will be reflected in district reports for this past school year. The process of awarding points for improvement and identifying schools as Schools of Excellence, Schools of Achievement, or Schools in Progress will occur at the end of the 1997-98 school year.

13. Central Services departments will identify their department accountability indicators for implementation in the 1997-98 school year. Departments will receive points for progress in achieving their goals, similar to the point system for schools. The Center for Performance Assessment will continue to provide assistance in developing department accountability indicators.

Committee Recommendation

Your Committee recommends that the Board instruct the Superintendent, in cooperation with the Director of the Office of Board Governance, to schedule a meeting among the Board, the Administration, and the Accountability Task Force to discuss the effectiveness, appropriateness, and consistency of Board-mandated goals for Tier 1 accountability measures, and that the Director of the Office of Board

Governance

prepare a summary of that discussion and presentation to be brought back no later than the August Accountability/Audit Committee meeting.

* * * * *

(Item 4) Report on the Teacher Evaluation Process

Your Committee reports having received the following informational report from the Superintendent:

Administration's Analysis

In response to a recommendation in the Teacher Evaluation Process Audit (Audit Number: 501), which was released March 1995, the Board of School Directors directed the Superintendent to form a Teacher Evaluation Task Force to review the teacher evaluation process.

In March 1995, the Department of Educational Services coordinated the formation of a Teacher Evaluation Focus Group, which comprise principals, assistant principals, teachers, parents, university personnel, and Central Services staff representing the Divisions of Curriculum and Instruction, Exceptional Education and Supportive Services, Staffing Services, and Labor Relations, as well as the Department of School Administrative Support and Accountability.

In April 1995, a series of meetings was held, during which the focus group discussed teacher expectations and the components of a new teacher evaluation process. Throughout the development and modifications of the new *Teacher Evaluation Handbook*, input was sought and obtained from principals, assistant principals, and Central Services staff who will be using the document.

- During May and June 1995, a retired MPS principal and a retired Curriculum and Instruction staff member developed the first draft of the *Teacher Evaluation Handbook.*

- In October, the Teacher Evaluation Focus Group was reconvened to review the modifications that had been made to the *Teacher Evaluation Handbook.*

- On November 7, 1995, a draft of the *Teacher Evaluation Handbook* was presented to principals at their monthly division meetings.

- On March 5, 1996, principals reviewed the March version of *the Teacher Evaluation Handbook* and provided input.

- On March 7, 1996, assistant principals and staff from the Divisions of Curriculum and Instruction and Exceptional Education and Supportive Services reviewed the March 1996 version of the *Teacher Evaluation Handbook* and provided input.

- On March 25, 1996, the Teacher Evaluation Focus Group was reconvened to review the March 1996 version of the *Teacher Evaluation Handbook.*

- During March 1996, a small writing group met to make additional modifications to the *Teacher Evaluation Handbook,* based on feedback from principals, assistant principals, and the Teacher Evaluation Focus Group.

- On April 2, 1996, principals were asked at the April Principals Meeting for input on the Summative Teacher Evaluation Detail Form.

- On April 18, 1996, a special meeting was held for principals to provide feedback on the Instructional Observation Form and to again look at the *Teacher Evaluation Handbook.* Based on feedback from principals, efforts were made by the writing committee to make the handbook more user friendly.

- On April 26, 1996, Superintendent Jasna called a special meeting for all principals to discuss the *Teacher Evaluation Handbook* and to select the observation form that would be used.

At the May 1, 1996, negotiation session, the Administration presented *the April, 1996 Working Copy of the Teacher Evaluation Handbook* to the Milwaukee Teachers' Education Association (MTEA).

As part of the 1995-1997 contract settlement, The MBSD and MTEA agreed to establish a joint committee to review *the April, 1996 Working Copy of the Teacher Evaluation Handbook* and present recommendations to the Superintendent and the Executive Director of the MTEA no later than March 15, 1997. The joint committee was formed and met regularly from November 18, 1996, to February 11, 1997.

During this time, the Administration's representatives also met regularly with the Superintendent, as well as members of the Administration's representatives who are serving on the Teacher Evaluation and Mentoring (TEAM) Board and the Career Ladder Committee. During these sessions, the group reviewed the progress that was being made and provided feedback with regard to proposed changes that were being discussed relative to the new teacher evaluation approach. In addition, a special session was held on January 22, 1997, for the administrators on the TEAM Board to review the handbook and to provide additional input.

On March 3, 1997, the co-chairpersons of the Joint Committee submitted the committee's recommendations to the Superintendent and the Executive Director of the MTEA. The Superintendent reviewed the recommendations and instructed the Department of Educational Services, in collaboration with the Departments of Human Resources and Leadership and Support, to develop an implementation plan. Based on the joint committee's recommendations, as approved by the Superintendent, the *Teacher Evaluation Handbook* was modified and has been reviewed by small groups of administrators, including representatives from the Departments of Educational Services, Human Resources, and Leadership and Support, as well as principals.

On May 8, 1997, the *Teacher Evaluation Handbook* was presented to the Milwaukee Teachers' Education Association. The MTEA was given the opportunity to discuss any concerns it had regarding the new evaluation approach. Every attempt was made to resolve identified concerns to the satisfaction of both the Administration and the MTEA.

On June 17, 1997, an all-day inservice on the New Teacher Evaluation Approach is planned for all principals, all assistant principals, and other staff members responsible for the evaluation of teachers. This inservice is being jointly planned by the Departments of Educational Services, Human Resources, and Leadership and Support.

It is the intent of the Administration to implement the new teacher evaluation approach district-wide in August 1997.

* * * * *

Separate consideration having been requested of Items 2 and 3, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Item 2, an informational report relating to responses to questions raised by a member of the public, having been set aside for separate consideration, the Chair ordered the report accepted.

Item 3, relating to the MPS accountability plan for schools and central services, having been set aside for separate consideration, Director Braun moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

Temporarily absent—Director Hardin—1.

REPORT OF THE LEGISLATION, RULES AND POLICIES COMMITTEE

(Item 1) Action on Various Amendments Proposed by the Superintendent to Board Governance and Administrative Policies Included in the Superintendent's Proposed FY98 Budget:

Administrative Policy 2.04: Superintendent's Cabinet
Administrative Policy 3.04: Fund Transfer Authority
Administrative Policy 3.05: Funds Carryover
Administrative Policy 3.09: Purchasing and Bidding Requirements
Board Governance Policy 4.07: Asset Protection

Background

The FY98 budget adopted by the Board on April 24, 1997, contained a number of proposed policy changes. These changes were considered by the Legislation, Rules and Policies Committee on March 24, 1997, and were held in Committee. It is necessary for the Committee to take action on these policy changes prior to the budget becoming effective on July 1, 1997.

The Administration is prepared to explain the rationale for the requests to amend the policies.

Committee Recommendation

Your Committee recommends that Administrative Policies 2.04, 3.04, 3.05 and 3.09 and Board Governance Policy 4.07 be amended as follows:

ADMINISTRATIVE POLICY 2.04: SUPERINTENDENT'S CABINET

Any person serving in any of the following positions serves at the pleasure of the superintendent:

Deputy superintendent
Executive assistant to the superintendent
Director, department of leadership services
Director, department of communications and public affairs
Executive director, department of human resources
Director, division of insurance and risk management
Director, division of staffing services
Director, division of labor relations
Director, department of finance
Director, department of school/community services
Director, division of facilities and maintenance
Director, division of community recreation
Director, division of school safety
Director, department of educational programs
Director, division of ~~alternative programs~~ small community schools
Director, division of bilingual/multicultural education
Director, division of curriculum and instruction
Director, division of ~~educational~~ research and ~~program~~ assessment
Director, division of special services
Director, department of parent and student services
Director, division of student services
Director, department of technology
Director, division of school technology support

ADMINISTRATIVE POLICY 3.04: FUND TRANSFER AUTHORITY

3. School Fund Transfer Authority

   The school principal or administrator of an alternative school shall have authority to make line item adjustments in the school budgets within authorized funding for the fiscal year.

5. Contractual Pay Adjustments
The superintendent or his/her designee shall be authorized to effectuate fund transfers from the "unallocated salaries" account to the appropriate school, alternative school, department and program budgets to adjust budgets for negotiated pay raises. These fund transfers shall be reported to the Board no later than the month following effectuation of the transfer.

ADMINISTRATIVE POLICY 3.05: FUNDS CARRYOVER

4. Operating Funds

a. Departmental/School Deficits. Year-end deficits incurred shall be carried over into the next year. If a school, alternative school or department incurs a deficit in excess of 3% of the total revised school/alternative school/department budget, the superintendent shall submit a report to the Board relative to the cause and future impact of the deficit.

b. Departmental Surpluses. Carryovers for special projects or planned purchases may be allowed on the basis of written justification. Annual Board approval for carryover of departmental surpluses is required.

c. School Surpluses. 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.

ADMINISTRATIVE POLICY 3.09: PURCHASING AND BIDDING REQUIREMENTS

Requirements for the purchase and bidding of supplies, equipment, services, new construction and remodeling, shall be in accordance with the following:

1. Effective July 1, 1990, the following Board policies shall apply to contracts for the purchase of supplies, equipment, services, new construction and remodeling:

a. Formal bids or requests for proposal shall be solicited for the purchase, rental or lease of materials, supplies, equipment and computer systems with an estimated unit cost or combined cost of $25,000 or more.

b. Formal bids or requests for proposal shall be solicited for the purchase of services with an estimated total cost of $25,000 or more.

c. Formal bids or requests for proposal shall be solicited for the contracting of new construction or remodeling with an estimated total prime contract cost of $50,000 or more.

d. Purchase, rental or lease of materials, supplies, equipment and computer systems with an estimated unit cost or combined cost of $10,000 or more shall be processed through the Office of Purchasing Services.

BOARD GOVERNANCE POLICY 4.07: ASSET PROTECTION

Identical language to Administrative Policy 3.09 exists in Board Governance Policy 4.07: Asset Protection. The same addition should be inserted in this policy:

5. a. (4) Purchase, rental or lease of materials, supplies, equipment and computer systems with an estimated unit cost or combined cost of $10,000 or more shall be processed through the Office of Purchasing Services.

* * * * *

(Item 2) Resolution 9798R-001 by Director Sinicki to Amend MPS Administrative Policy 8.23: Student Discipline: Weapons in the Schools and Criminal Offenses

At its meeting on May 1, 1997, the Board referred the following resolution, which was introduced by Director Sinicki, to the Legislation, Rules and Policies Committee:

WHEREAS, The public school system has a commitment to educate all children; and

WHEREAS, The public school system has the responsibility of the safety and welfare of more than 100,000 children, and 10,000 employees; and

WHEREAS, All students and employees of MPS have the right to feel safe and protected when attending school or work; and

WHEREAS, Strict interventions and strategies are needed to deal with severe discipline problems; now, therefore, be it

RESOLVED, That the current MPS Administrative Policy 8.23 (1), 8.23 (2), 8.23 (5) and 8.23 (7) be amended as follows:

WEAPONS IN THE SCHOOLS
(And Criminal Offenses)

1. Weapons

Students possessing a dangerous weapon to and from school or on school property will be immediately suspended and the police will be called. A dangerous weapon is a gun, knife razor, karate stick, metal knuckle or any other object which, by the manner it is used or intended to be used, is capable of inflicting bodily harm. All cases that clearly involve a gun, or which involve any other weapon used in a threatening manner, will be recommended for expulsion.

Once weapon possession other than a gun has been verified, such students will lose their present school assignment. Middle and high school students will lose their rights to attend any other regular Milwaukee Public School. Instead, these middle and high school students will ~~either~~ be recommended for expulsion for a minimum of one calendar year with no education services provided or offered by the district.

~~a. Be reassigned to a Milwaukee public alternative school behavioral reassignment program;~~
~~b. Be reassigned to one of the assessment centers; or~~
~~c. Be recommended for expulsion.~~

2. Other Criminal Offenses

Disciplinary action will also be taken against students involved in criminal offenses other than weapons possession and use.

Conduct which violates the other criminal offenses policy are: serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession/ownership and use of illegal drugs/alcohol and possession with intent to distribute illegal drugs/alcohol.

For the following offenses, the following penalties shall apply:

a. Battery — a student shall be recommended for expulsion for a minimum of 90 days, which is equivalent to one complete semester with no educational services.
b. Sexual Assault — a student shall be recommended for expulsion for a minimum of one semester with no educational services.
c. Possession/Ownership and Use of Illegal Drugs/Alcohol — a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).
d. Possession with Intent to Distribute Illegal Drugs/alcohol — a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).
e. Gang Activity — a student shall be recommended for removal from his/her present school and reassigned. After the second offense, the student shall be reassigned to an MPS alternative school which specializes in meeting the needs of at-risk or troubled students.

For extortion, robbery, arson, and bomb threats, depending on the seriousness of the criminal offenses, such students may:

a. Be allowed to continue in the assigned school (elementary, middle or high).
b. Be reassigned to another school (elementary).

c. Be reassigned to a Milwaukee public alternative school behavioral reassignment program (elementary, middle and high).
d. Be reassigned to the assessment center (middle and high).
e. Be recommended for expulsion (elementary, middle and high).

5. Behavioral Reassignments Programs
   Special alternative schools (behavioral reassignment programs) have been identified for students ~~involved in weapon cases and other criminal offenses and~~ who have committed expellable offenses, other than those described in 8.23 (1) and 8.23 (2). After being assigned to a behavioral reassignment program school by the student service coordinator, the student and his/her parent must sign an educational contract which describes the behavior, attendance and academic requirements the student must maintain while in the behavioral program. When the student has shown progress in attendance, academic achievement and behavior and is ready to return to a regular school, the student services coordinator will make the appropriate assignment.
7. Administrative Transfers to All ~~City-Wide~~ Schools
   When it is deemed most appropriate to reassign a student to another school, ~~city-wide~~ all schools will be ~~among those schools~~ considered for placement. T~~herefore, city-wide schools will receive administrative transfers.~~ Assignment of the administrative transfers to ~~city-wide~~ all schools where waiting lists exist is consistent with the district's student assignment policies. Administrative transfers to city-wide schools ~~shall not~~ may interfere with the waiting lists. Administrative transfers to ~~city-wide~~ all schools will be above and beyond the regular enrollment of that particular school. The administration will make an equitable attempt to distribute the administrative transfers throughout the district. Once a student has an administrative transfer for behavioral reasons, the student shall be placed on probation for two months. If the student continues to display the same type of wrongful behavior, he/she shall be placed in an MPS alternative school which serves at-risk or troubled students, or with parent/guardian approval, be placed into a partnership school for a minimum of six months.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 3) Action on Proposed Amendments to Various Board Rules and Polices Regarding the Board's Committee Structure and Operations: Expansion of the Personnel Committee to Include Personnel Transactions and Finance, Facilities and Transportation Matters, Realignment of Other Committee Duties and Powers, Consideration of Board Members' Resolutions, Elimination of the Board Agenda Planning Meeting and Establishment of a Process to Allow Committees to Transfer Items Between Themselves without Board Approval

Background

1. At its May 7, 1997, Agenda Planning Meeting, the Board referred a proposed modification in the Board's Committee structure and operations to the Legislation, Rules and Policies Committee. The proposed changes include the following:

Expansion of the charge of the Personnel Committee to include personnel transactions, budget administration, finance, facilities and transportation review.

Reassignment of some audits from the Accountability/Audit Committee to other Committees, and the addition of technology review to the scope of the Committee.

Elimination of the hearing on the Superintendent's proposed budget.

Automatic consideration of Board members' resolutions at the next Committee meeting, with other items to be scheduled at the discretion of the chair.

Elimination of the board agenda planning meeting, with the Committee agendas to be set by the Board president and the Committee chair.

Establishment of a process to allow Committees to transfer items between themselves without Board approval.

2. Implementation of these changes would require amendments to various Board Rules, Board Governance Policies and Administrative Policies. Suitable language has been prepared and is reproduced in the Recommendations section of this item. It should be noted that rule changes reported out of Committee at this meeting would be presented to the Board at its May 28, 1997, meeting and acted upon at the June 18 meeting. Policy changes could be acted on by the Board on May 28, although the Board might wish to hold these over to June 18 for action, since they are dependent on the adoption of the rule changes.

Office of Board Governance's Analysis

Expansion of the charge of the Personnel Committee to include personnel transactions, budget administration, finance, facilities and transportation review.

The Board functioned with this type of a Committee from May 1983 through April 1987. It was known as the Finance/Facilities and Personnel Committee. Under the current proposal, the Committee would be called the Finance/Personnel Committee. Most of the items now considered by the Board under Regular Items of Business would be considered by this Committee instead.

Given the Committee's continuing responsibility for hearing disciplinary appeals and the possible tendency of the Administration to "delegate upwards," this Committee may find itself with lengthy agendas. In May of 1987, the Board reassigned the personnel functions of the Finance/Facilities and Personnel Committee to a separate Committee — the Personnel and Negotiations Committee.

Reassignment of some audits from the Accountability/Audit Committee to other Committees, and the addition of technology review to the scope of the Committee.

While it is reasonable to assign the review of a particular audit to the Committee having charge of that function, this presents two problems: the Accountability/Audit Committee has its charge significantly reduced, and it is unclear how the Annual Plan of Audits is to be developed for Board consideration and approval.

Automatic consideration of Board members' resolutions at the next Committee meeting, with other items to be scheduled at the discretion of the chair.

If "other items to be scheduled at the discretion of the chair" means items originated by the Administration, this needs to be clarified.

Elimination of the Board agenda planning meeting, with the Committee agendas to be set by the Board president and the Committee chair.

One advantage of the Agenda Planning Meeting is that the agendas are set publicly and are known almost the entire month in advance. The proposed method would require a more extensive system of coordination and notification and an increase in staff time involved, which could be a significant problem.

Establishment of a process to allow Committees to transfer items between themselves without Board approval.

This is a significant change from the past practice of the Board, which has required Committees to report only to the Board itself.

At one time, language was included which allowed all Committees to act on some fiscal matters, thus eliminating the need for the referral of an instructional item, for example, to the Finance Committee. It was difficult to keep track of what was where, resulting in timing issues.

Again, a more elaborate system of notice would be required to keep the public abreast of changes.

Strategic Plan Compatibility Statement

None of the proposed changes would be in conflict with the Board's strategic plan.

Statute, Board Policy or Rule Statement

The statutes allow the Board to determine whatever arrangements it wishes for its Committees.

Fiscal Impact Statement

It is assumed that the Finance/Personnel Committee would meet monthly. This would result in an increase in court reporter's fees and duplication costs for the preparation of the Blue Book for the

Committee. With all financial items going to this committee, timing problems may arise, necessitating additional meetings of this committee.

Implementation and Assessment Plan

Since the Committees ordinarily do not meet during the month of July, the changes could be implemented with the August round of Committee meetings.

Language has been prepared to allow the Board to implement any of the changes proposed and is included in the Recommendation section below. All of the rule changes are presented in their entirety. Some policy changes have been prepared to allow greater flexibility and to eliminate the need for amendments in the future, should the Committee structure change again. For example, language requiring a report to the Board has been rewritten to provide for a report to the Board or the appropriate Committee. Such language changes have been presented in summary form.

Committee Recommendation

Your Committee recommends that the Board adopt the following amendments to Board Rules, Governance Policies, Administrative Policies, and Administrative Procedures:

AMENDMENTS TO BOARD RULES

1.08 Committee <u>Agendas and</u> Reports

<u>Committee Agendas</u>

<u>(1) Committee agendas shall be determined by the president and the committee chair, in consultation with the superintendent and the director of board governance.</u>

<u>(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.</u>

<u>Committee Reports</u>

(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, <u>items referred to it by another committee</u> 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.

1.09 Regular Items of Business

The Board may at each Board meeting give public hearing on all regular items of business. The Board shall consider and take action on all matters coming to the Board as regular business, <u>unless considered by one of the Board's committees</u>. Regular business shall include, but may not be limited to instructional, community relations, personnel, and negotiations, finance and facilities matters.

~~Financial matters shall include matters pertaining to the Board contingent fund, contracts and bids required by law, 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 Board shall~~

~~establish fund transfer policies specifying those transfers that may be authorized by the superintendent and those which require review and approval of the Board.~~

~~Facilities matters shall include 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 passed by the Board, except as the Board shall otherwise provide for in its policies.~~

~~Personnel matters shall include 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.~~

~~Negotiations matters shall include negotiations with organized employees, approval of all salary schedules, grievances and complaints of employees unless otherwise provided for in these rules and employee transportation.~~

~~Other items to be considered under personnel matters include:~~

~~(a) Salary Schedules. The Board shall consider all proposals or requests for revisions or changes in salary schedules, and shall make recommendations thereto. 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 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 assistants, and the results of such examination shall be available for inspection by the Board. 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. 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 Board in January and June, and at such other times as may be necessary, it shall be the duty of the Board 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. The Board shall consider and approve all recommendations.~~

~~LEGAL REF.: W.S. 119.40~~

2.01 Standing, Special and Functional Committees

(l) There shall be five regular standing committees of the Board. The committees on innovation/school reform, on accountability/audit and on finance/personnel shall have five members each.

All Board members shall be members of the committee on strategic planning and budget. The ~~president of~~

~~the Board shall be chair of the committee on legislation, rules and policies and 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 may be appointed by the Board or the president from time to time consisting of Board members and/or other persons.

2.05 Committee on Accountability/Audit — Powers and Duties

~~(1)~~ 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; reform initiative monitoring; executive limitations compliance; decentralization monitoring; ~~financial analysis reports~~ technology and policy modification 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) 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.~~

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.

(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, 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.

(3) 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 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.

2.10 Committee on Innovation/School Reform — Powers and Duties

(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.

AMENDMENTS TO BOARD GOVERNANCE POLICIES

Policy BG 4.06

FINANCIAL CONDITION

9. Provide the appropriate committee and the Board with expenditure and revenue reports and projections concerning the status of the budget on less than a quarterly basis.

Policy BG 4.07

ASSET PROTECTION

c. All formal bids required by items a.(1), a.(2), and a.(3), as well as all proposed sole source purchases in excess of $50,000, shall be presented to the appropriate committee and the Board with the recommendations of the superintendent. The contracts may be executed after approval by the Board.

7. Shall not effectuate fund transfers in conflict with the following:
The approval of the appropriate committee and the Board shall be required for transfers:

a. Initiated by a Board member;

b. Exceeding $100,000 within any department, program or school budget annually on a cumulative basis;

c. Exceeding $100,000 between departments, programs, schools or special accounts;

d. Creating changes in policy;

e. Creating a new area of activity for the district;

f. Increasing authorized staff levels;

g. Between statutory funds;

h. Involving the district contingent fund.

All other fund transfers shall be authorized as appropriate by the superintendent or his/her designee. The superintendent shall report transfers to the appropriate committee and the Board in the meeting cycle following such action.

AMENDMENTS TO ADMINISTRATIVE POLICIES

Policy 3.02

BUDGET CONTROL

The superintendent or his/her designee shall prepare monthly reports and periodic forecasts for the appropriate committee and the Board relative to the status of the budget.

The superintendent or his/her designee shall be authorized to implement expenditure controls for the purpose of ensuring that expenditures do not exceed projected revenues. The revised budget revenue estimates and the expenditure controls implemented shall be reported to appropriate committee and the Board no later than the month following effectuation of the expenditure controls.

The authorization of positions shall reside with the Board except as modified for school staffing under policy 6.19. The superintendent shall report staffing levels exceeding budget authorizations and the monetary impact to the appropriate committee and the Board on a monthly basis.

Policy 3.04

FUND TRANSFER AUTHORITY

1. Fund Transfers Requiring Board Approval

- The appropriate committee and the Board shall consider fund transfer requests submitted by the administration.

2. Fund Transfers Authorized by Administration

All other fund transfers shall be authorized as appropriate by the superintendent or his/her designee. The superintendent shall report transfers to the appropriate committee and the Board in the meeting cycle following such action.

4. Average to Actual Salary Adjustments

The superintendent or his/her designee shall be authorized to effectuate budget transfers for the purpose of revising fiscal year budget allocations to reflect funding adjustments from average salaries to actual salaries for budgets based on average salaries. These fund transfers shall be reported to the appropriate committee and the Board no later than the month following effectuation of the transfers.

5. Contractual Pay Adjustments

The superintendent or his/her designee shall be authorized to effectuate fund transfers from the "unallocated salaries" account to the appropriate school, department and program budgets to adjust budgets for negotiated pay raises. These fund transfers shall be reported to the appropriate committee and the Board no later than the month following effectuation of the transfer.

6. Enrollment Growth and Teacher Reserve Funds

The superintendent or his/her designee shall be authorized to effectuate fund transfers between the "enrollment growth" and the "teacher reserve fund" accounts and the school budgets as necessary for the purpose of adjusting school staffing to the appropriate level. Monies remaining in the enrollment growth and teacher reserve fund accounts may be utilized by the superintendent at his/her discretion in the support of Board goals. These transfers shall be reported to the appropriate committee and the Board no later than the month following effectuation of the transfer.

Policy 3.07

FISCAL AUDITS

The Board shall have all the district's books and accounts audited annually by a certified public accountant and the respective audits shall be transmitted to the appropriate committee and the Board within two months after the audit is issued.

Audits of the financial records of the Milwaukee Public Schools shall be conducted semiannually by staff auditors and by a certified public accounting firm approved by the Board.

The audit reports shall be transmitted by the appropriate committee ~~on accountability/audit~~ with its recommendations to the Board.

AMENDMENTS TO ADMINISTRATIVE PROCEDURES

Procedure 6.23(3)

FILLING PRINCIPAL VACANCIES

11. Nomination

The superintendent shall recommend a candidate to fill the vacancy.

No candidate may be recommended unless: (1) he/she is certified in Wisconsin for the position, (2) he/she appears to have all the prerequisites for obtaining certification for the position, (3) he/she can obtain certification within two years, (4) the department of public instruction grants a waiver permitting the candidate to fill the position or (e) he/she falls within an approved minority recruitment plan.

After he/she has made a choice, the superintendent may carry out any further reference checks or other necessary reviews, including an on-site visit, not yet done, which he/she in his/her discretion may deem appropriate.

After his/her final reviews, if any, are completed, the superintendent shall make his/her recommendation to the appropriate committee or the Board.

* * * * *

(Item 4) Action on Proposed Amendments to Various Board Rules and Policies to Allow for the Assignment of Staff to the Committees of the Board

Background

1. At its May 7, 1997, Agenda Planning Meeting, the Board referred a proposed modification in the Board's Rules and Policies to allow for the assignment of a staff member to each Committee, working under the direction of the chair and the Director, Office of Board Governance

2. The proposal calls for the reassignment of Office of Board Governance staff, specifically some of the auditors, to provide staff for each Committee. The proposal strongly parallels the operation of the Common Council, which provides staff support for each of its eight committees (seven standing and one special). Complete information on staff arrangements for the Common Council and its committees, comparing city operations to Board operations for functions of the Board, is attached. The following table provides a summary of this information, along with a comparison with the Board:

	Common Council	**Board**
Number of elected representatives	17	9
Staff assigned (does not include auditors)	92	7
Total Budget (exclusive of audit services, aldermen's and Board members' salaries)	$ 5,270,332	$ 786,890
Total City/Board budget	$936,360,141	$832,779,752
Number of Committees	8	5

The main features of the Common Council structure include:

Staff member assigned to each committee (an individual staff person may serve up to three committees);

Staff member assigned to each alderman full time;

Committees, with staff assistance, prepare their own agendas;

Extensive analysis of proposals submitted by the administration and subsequent briefing of committee members prior to committee meetings;

Legislative Reference Bureau available to provide research and analytical services.

3. It is the opinion of the Office of Board Governance that implementation of a Common Council model would significantly alter the relationship between the Board, the Administration and the Office of Board Governance. Specifically, the restructuring would have the following results:

Increase in Board administrative overhead costs by adding a staff person dedicated to committee functions.

More administration time would be required to research and redraft Board item research requests from committee members.

Increased lead time for the submission of agenda items to permit the needed research. All items would probably need to be submitted three to four weeks prior to the Committee meeting.

Specific deadlines would have to be established, and items not meeting the needs of the committee would have to be referred back to the Administration to be reworked.

An additional layer of complexity to the Committee process.

More demands on individual committee members' time to review items prior to committee meetings. More demand on committee chairs' time to set agendas and raise questions.

Staff assistant would be required to work with the Administration on a daily basis to develop additional information for and answers to committee members' questions prior to committee meetings.

Committee chairs would have to adhere to a detailed job description. A specific job description would need to be developed for the staff assistants.

Assignment of auditors to staff Committees would preclude their functioning, and limit their effectiveness, as auditors. Not only is the amount of time needed for the Committee work expected to be significant, but, more important, it would make it impossible for an individual to maintain the professional independence and objectivity required by professional auditing standards (Yellow Book, AICPA, IIA, etc.).

Strategic Plan Compatibility Statement

4. Audit services are an integral part of the Board's accountability plan for the District. If audit services are reduced, alternative methods of fulfilling the objectives of the audit function would have to be considered.

Statute, Board Policy or Rule Statement

5. The statutes allow the Board to determine any arrangements it wishes for its operations.

Fiscal Impact Statement

6. If the plan is implemented with existing staff, audit services would be reduced, necessitating either a reduction in audits or an additional expense to contract with outside audit service providers.

Implementation and Assessment Plan

7. Since the Committees ordinarily do not meet during the month of July, the changes could be implemented with the August round of Committee meetings.

8. The Office of Board governance has prepared the appropriate language to implement the proposal. This language is reproduced in the Recommendation section below.

Committee Recommendation

Your Committee recommends that the following proposed amendments to Board Rules and Governance Policies not be adopted:

PROPOSED BOARD RULE CHANGE

1.08 Committee Agendas, <u>Staff</u> and Reports

Add after Committee Agendas:

<u>Committee Staff</u>

<u>The director of board governance shall assign a staff member to each committee to assist in its operations.</u>

PROPOSED BOARD GOVERNANCE POLICY CHANGES

Policy BG 3.05

DIRECTOR OF BOARD GOVERNANCE'S ROLE

1. Director of Board Governance

Add:

c. The director of board governance shall be responsible for the assignment of a staff member to each committee to assist the committee in its operations.

* * * * *

Separate consideration was requested of all items.

Item 1, relating to policy amendments proposed in the FY98 budget, having been set aside for separate consideration, Director Small moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Hardin—1.

Item 2, relating to amendments to the student discipline policy, having been set aside for separate consideration, Director Braun moved to refer the matter back to Committee for a City Attorney's opinion and an fiscal analysis by the administration.

The motion to refer prevailed, the vote being as follows;

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

Noes—Directors Sinicki, Todd and President Fisher—3.

In accordance with Board Rule 1.11, the Chair ordered Items 3 and 4 held over for consideration at the regular June meeting, inasmuch as they contained recommendations to amend Board Rules.

REPORT OF THE PERSONNEL COMMITTEE

Director O'Neil presented the following report for the Personnel Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel submits the following report:

Your Committee reports having given hearing in the matter of the appeal of Eugene Hem from the Superintendent's decision to suspend him for ten days from his teaching responsibilities with the Milwaukee Public Schools.

Your Committee finds that there existed cause to discipline Eugene Hem based on unexplained failure to account for students absent from school, insubordination, and demonstrated disrespect for operating rules and supervisory authority.

Your Committee recommends, for the above reasons, that Eugene Hem be terminated from employment as a teacher with the Milwaukee Public Schools.

Director Sinicki moved that the Board retire to executive session, pursuant to the provisions of Wisconsin Statutes, Chapter 19.85 (1) (c), to consider the report of the Personnel committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 8:40 PM.

The Board reconvened in open session at 9:38 PM.

Director Small moved:

> The Board finds that there existed cause to discipline Eugene Hem, based upon his reckless abandonment of students under his personal supervision and his unexplained absence without notice from his assigned place of teaching. This misconduct created an impermissible and egregious risk of harm to the students and of liability to MPS.
>
> In these circumstances, together with his willful insubordination and demonstrated disrespect for operating rules and supervisory authority, the Board has decided that Eugene Hem be suspended for 30 days without pay.

The motion was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented twelve expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of April 30 and May 1, 5, 6, 7, 8, 9, 13, 15, 19, 20, and 21, 1997.

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

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommendations on City-Funded Projects included in the Capital Plan Administration's Analysis

1. At its meeting of June 26, 1996, (Proc. pp. 134-136) the Board considered recommendations of the Administration relative to the development of a new long-range facilities master plan and the submission of a five-year plan to the City of Milwaukee for inclusion of funds in its 1997 budget. The Board subsequently took action to refer the recommendations back to the Strategic Planning and Budget Committee.

2. At its meeting of August 21, 1996, the Strategic Planning and Budget Committee took the following action:

a. Authorized the Superintendent to request $21,300,000 for capital needs in 1997 from the City of Milwaukee.

b. Requested that the Administration develop a five-year capital plan for consideration by the Committee at its next scheduled meeting.

c. Decided to review the facility standards prior to development of a new ten-year master plan.

d. Requested that the Administration develop a new long-range ten-year facilities master plan for 1998-2008.

The Committee also provided information to the Administration regarding projects it would like included in the five-year plan to be submitted to the City for funding consideration.

3. At its meeting of August 28, 1996, (Proc. pp. 238-239) the Board took the following action:

a. The Board approved the Superintendent's request for funds from the City for FY97.

b. That the Administration develop a new long-range, ten-year facilities master plan for the years 1998-2008, pending committee review of the facilities standards.

This action was a follow-up to a communication from the Superintendent to the City, indicating the amount of funds which were required for 1997 so that they could include the request in their budget deliberations.

4. At its meeting of August 29, 1996, the Strategic Planning and Budget Committee authorized the Superintendent to negotiate a request to the City for MPS fiscal years 1997 and 1998, based on a five-year capital plan involving Rufus King, Roosevelt Middle School, Wilbur Wright School, Eighth Street School, additions and alterations including the Wisconsin Conservatory of Lifelong Learning, and deferred maintenance, not to exceed $80 million for a period of five years. All of these projects, as well as projects for St. Thomas, 31st Street, Craig Montessori and the COSMIC Center, were subsequently referred to the Board for consideration at a special meeting to be held on September 4, 1996. The action of the Committee was subsequently approved by the Board at its special meeting on September 4, 1996 (Proc. pp. 261-262).

5. Discussions with the City produced a total of $8.5 million in borrowing for various projects in 1997, instead of $21.3 million approved by the Board.

6. During the past year, the Administration has been pursuing implementation of the various projects in the five-year capital plan. In particular, additional information and detail regarding the Rufus King, Roosevelt Middle School of the Arts, and Wisconsin Conservatory of Lifelong Learning projects has been developed and is included in the proposed allocations for the years 1998-2002. In addition, a new project to provide modifications for the Early Childhood Center to be located at 68th Street School has also been included. This project was approved by the Board at its meeting of November 25, 1996 (Proc. pp. 433-435).

The proposed borrowing plan for 1998-2002 includes funds totaling $37.0 million for Expansion of Capacity projects, $38.6 million for Major Maintenance projects, and $10.0 million for ADA Compliance projects. Sources of funds include borrowing totaling $75.6 million by the City for Expansion of Capacity and Major Maintenance projects with the funds for the ADA projects to be provided from either the Common School Fund or the City of Milwaukee depending upon interest rates and loan terms. Major changes from the 1997-2001 five-year plan include:

a. A reduction of $10 million for the Wisconsin Conservatory of Lifelong Learning project to reflect use of an existing MPS facility.

b. Increase of $2.0 million for the Rufus King project to reflect an updated scope of work and estimated costs.

c. Increase of $2.0 million for the Roosevelt Middle School of the Arts to reflect updated cost estimates and refinement of the educational requirements.

d. A reduction in the Eighth Street School project of $500,000 to reflect reduction of major maintenance needs which have already been budgeted for or completed.

e. An increase of $550,000 in the Additions, Alterations, and Technology to provide more support for school and district-wide technology needs.

f. Inclusion of $500,000 to fund modifications required for the new 68th Street Early Childhood Center.

Strategic Plan Compatibility Statement

7. The recommendation is consistent with the Board goal of Fiscal Responsibility to aid in making informed decisions about allocations of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

8. Board Policy 3.01 requires that the Board approve all matters pertaining to budget development and control.

Fiscal Impact Statement

9. Borrowing relating to the Expansion of Capacity and Major Maintenance projects will have no fiscal impact on the budget since funds are borrowed by the City of Milwaukee and debt service related to this borrowing is included in their budget. Debt service related to borrowing for the Americans With Disabilities Act (ADA) projects has been included in the FY98 budget approved by the Board on April 24, 1997.

Implementation and Assessment Plan

10. Ongoing meetings have been held during this school year with City staff to review specific needs of projects identified in the five-year plan. Upon approval by the Board, the Administration will continue discussions and reach a final agreement with the City of Milwaukee for inclusion of funds as part of their budget process, which will begin in early June and conclude in October. When a final agreement regarding specific amounts for each project is reached, the Administration will report to the Board. Each project will proceed with Board approval as funding permits. All projects have been planned to permit multi-year funding to occur without major disruption to the construction sequence.

Recommendation

That the 1998-2002 multi-year capital needs plan be approved to permit negotiations for funding from the City of Milwaukee to move forward.

* * * * *

Director Braun moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 2) Action Regarding the Disposition and/or Use of the Clairmont Property

Administration's Analysis

1. At its meeting of August 27, 1986, (Proc. pp. 282-283) the Board authorized the purchase of the Clairmont Trucking Company, located at 2977 South 20th Street, at a cost of $250,000. The site consisted of 4.03 acres and included a terminal building with 18,662 sq. ft. of dock area, 3,720 sq. ft. of office space.

and a 7,945 sq. ft. garage building. The site was to be utilized for a driving range as part of the Transportation Specialty Program at Pulaski High School. In 1991, a 4,500 sq. ft. pole barn was

constructed on the property in support of this program, at a cost of $43,032. The site continued to be utilized for this purpose until 1993 when the program was changed to an automotive specialty. Pulaski High School continues to utilize the pole barn as storage for its Automotive Specialty Program.

2. At its meeting of June 28, 1989, (Proc. pp. 126-127, 131) the Board authorized the immediate sale of the entire parcel and the delay of implementation of required building code changes.

3. At its meeting of April 4, 1990, (Proc. pp. 592-593) the Board authorized the sale of a 210' x 200' portion of the site to the City of Milwaukee for $45,000 to permit the construction of a new fire station to replace two older facilities. The sale was never consummated by the City as a result of a determination that poor soil bearing conditions would not permit construction of the facility. The fire station was subsequently constructed on property owned by Milwaukee County located directly west of the site.

4. During the past year, the Administration has received a number of inquiries from private companies and agencies relative to the availability of the property for purchase. While most of the inquiries have not resulted in further interest, there are two serious proposals which have been generated as a result of these inquiries. These proposals are as follows:

a. Total Delivery — This proposal would permit purchase of the property by Total Delivery for use as a trucking operation. Total Delivery would lease back space in the terminal building, as well as the pole building previously built by MPS, to the school district for use as storage. In addition, Total Delivery would provide training opportunities for MPS students.

b. Becher-Lincoln Street Sports Association — This proposal would permit the organization to purchase the property and develop it into the Henry Aaron Sports Complex, consisting of two Little League baseball diamonds, a weight/exercise room, equipment/uniform shop, gift shop, and baseball museum.

5. The Administration has carefully considered both of these proposals and, while both have considerable merit, the sale of this property is not recommended at this time for a number of reasons:

a. While the total site has not been actively used by Pulaski High School for the past several years, the Division of Facilities and Maintenance Services (DFMS) has been utilizing the site for storage of vehicles and materials due to a lack of storage elsewhere in the District. The site is the only area for storage of baseball field mix, topsoil, snowplow blades, bulk stone, wood chips, and salvaged materials/equipment from schools. Although the proposal from Total Delivery would enable approximately 9,000 sq. ft. of the site to be leased back, the District would still lose a portion of the only remaining storage area left in the district.

b. Although sale of the parcel would generate revenue for the District, the District would incur additional operations costs in either leasing back space at this site or in leasing space at another location to compensate for lost storage space.

c. The long-term flexibility of the District in salvaging and storing materials for future use would be compromised. For example, ballasts salvaged during the lighting retrofit project are being stored at this location, pending reuse or sale. While some of the potential leased space could be used for this purpose, it is unlikely that little, if any, space would actually be used, since other storage needs have a higher priority. As a result, any cost savings due to salvaging of materials would be negated.

d. The capability to better accommodate code compliance activities, such as creation of a refrigerant reclamation area, would be eliminated.

Strategic Plan Compatibility Statement

6. The proposal is consistent with the 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

7. Board authorization is required to dispose of surplus property and to authorize the City Real Estate Agent to execute the appropriate documents.

Fiscal Impact Statement

8. Should the Board wish to sell the property, the District will receive revenue from the sale. At the present time, no sale price has been determined for the property. In the past, there have been three

appraisals completed on the property: In 1985, the Teamsters Union commissioned an appraisal which set the property value at $550,000 for use as a trucking company. In December 1989, AmeriCorp Valuations completed an appraisal of a one-acre parcel occupied by the garage building, setting a value as vacant land of $85,000. In October 1990, the Department of City Development commissioned an appraisal of the entire parcel which set the value as vacant land at $87,000. Annual maintenance and utility costs are less than $10,500. It should be noted that the District has invested approximately $300,000 in the site.

If the property is sold at a price of $1-$3 per sq. ft., there will be an annual cost of approximately $80,000 incurred to lease storage space for the materials currently stored at the site.

Implementation and Assessment Plan

9. Should the Board decide to authorize the sale of the property, a new appraisal would be required, and the City Real Estate Agent would negotiate the sale and prepare the appropriate document and resolutions for review by the City Attorney and approval by the Common Council. The final purchase offer would be brought to the Board for its approval. At the time of closing, all proceeds would be placed in the Construction Fund.

Superintendent's Recommendations

1. That the former Clairmont Trucking property located at 2977 South 20th Street not be sold and that the property no longer be considered surplus.

2. That the Division of Facilities and Maintenance Services continue to use the property for district storage of vehicles and materials.

* * * * *

Director Thompson moved to hold the item at the Board level and to direct the administration to examine the instructional options for this facility, including working with people in the trucking industry to investigate cooperative procedures.

The motion to hold prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 3) Action on Recommendation to Award a Contract for Early Childhood Education Services

Administration's analysis

1. The Milwaukee Board of School Directors and the Administration have made the expansion of early childhood opportunities a priority in the District. The Administration has set a goal of 1,000 new early childhood enrollees for the 1996-97 school year, and an additional 625 FTEs for the 1997-98 school year.

2. 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 use of facilities within the community. The agreements are the result of the Administrations' efforts to locate appropriate facilities in the community.

3. At its March 26, 1997, meeting, the School Board authorized the Administration to enter into contracts with:

- V.E. Carter Developmental Group, Inc. $ 713,250
- United Community Center/Bruce Guadalupe $ 1,154,400
- Seeds of Health, Inc. $ 780,000
- YMCA of Greater Milwaukee $ 430,000

Total	$ 3,077,650

The Administration is seeking authorization to enter into contracts with the following agencies: Next Door Foundation, LaCausa, Inc., Urban Day School, and MMABSE II. All contracts are from August 28, 1998, through June 13, 1998. The negotiated per pupil cost will be $4,300 for K4-K5 students. A summary is provided below.

	FTEs		
Agency/School	FY98	Grades	Cost
Next Door Foundation	40	K4	$ 172,000
LaCausa, Inc.	50	K4	$ 215,000
Urban Day School	40	K4-K5	$ 172,000
MMABSE II	50	K4-K5	$ 215,000
Total	180		$ 774,000

4. The Administration has continued to work with MPS schools to expand early childhood classes in non-school facilities. For FY98, 215 FTEs will be located at community sites. Schools will receive $1,112,670 from the Early Childhood expansion account to cover the cost of providing services.

5. The Administration is continuing to negotiate with other community groups. Agreements for approximately 110 FTEs remain to be finalized. The required upgrades to the facilities have been identified, and additional contracts will be brought to the School Board at a later date.

Strategic Plan Compatibility Statement

6. Approval of these agreements would support the Board goals related to academic achievement.

Statute, Board Policy or Rule Statement

7. These contracts and leases conform to all statutes, policies and rules.

Fiscal Impact Statement

8. The projected cost for the contracts listed for approval this month and the cost for the contracts approved on March 26, 1997, total $3,851,650. The allocation to MPS schools is projected at $1,112,670. Total amount allocated to date is $4,964,320. The FY98 budget includes $5.5 million for early childhood expansion.

Implementation and Assessment Plan

9. The agreement will be monitored through the Department of Educational Services, Divisions of Alternative Programs and Educational Research and Program Assessment.

Superintendent's Recommendation

That the Board authorize the Administration to enter into contracts with the following agencies:

1. Next Door Foundation for $172,000.
2. LaCausa Inc. for $215,000.
3. Urban Day School for $172,000.
4. MMABSE II for $215,000.

* * * * *

Director Sinicki left at 10:15 PM.

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 4) Action on Site for the New School for Community Service

Administration's Analysis

1. On January 10, 1996, the Department of City Development (DCD) notified the Administration that a major residential development — Westown Village — is to be constructed on the block bounded by Seventh Street, Eighth Street, Wisconsin Avenue, and Wells Street. Located on this block is the former Junior Achievement Demmer facility, which is being leased by the District to house the New School For Community Services. This development requires the relocation of the school. Upon notice from DCD, the Administration immediately began discussions with officials from DCD and the City Attorney's office as to our relocation benefits. The school specifically requested that they needed to remain in the "downtown" area to effectively carry out their educational mission.

2. On April 17, 1996, (Proc. pp. 715-716) the Board approved the request of the Superintendent to obtain independent counsel to represent the District, since the City Attorney had indicated a conflict of interest in this matter. As a result, the firm of Gonzalez, Saggio, Birdsall & Harlan S.C. was retained. Based upon advice of Counsel, the Administration sought an appraisal from Appraisal Resource Group to determine the value of the District's leasehold improvements at the Demmer facility.

3. During subsequent months, the administration and staff from the school toured fifteen (15) potential sites in the downtown area to determine their adequacy for the program. By September 1996, potential new sites for the school had been narrowed down to the MMAC Building located at 758 North Milwaukee Street. Based on discussions with DCD, work to determine detailed costs for occupying the new location was undertaken. Since that time, the Administration has been working with the owners and DCD to determine the economics of the proposed lease and to begin negotiations with the City relative to relocation benefits for the district.

Based upon discussions with the owners, a framework for a lease agreement has been developed and lease negotiations have begun. This framework contains the following elements:

a. MPS would lease the entire second floor of the facility, or a total of 12,124 sq. ft. MPS would sublease 2,020 sq. ft. to the Milwaukee Teacher Education Center (MTEC) to serve as office/administration space for its operation.

b. Rental rate for the space would be $9.05 per sq. ft., which includes all costs except for cleaning services, which would be performed by MPS utilizing Operations Services personnel from the Division of Facilities and Maintenance Services. This rate compares to $9.41 per sq. ft. currently being paid at the Demmer building. All costs related to remodeling the space, which total $232,428, will be paid by relocation benefits ($198,283), MTEC ($4,145), and the owner ($30,000). No funds from MPS will be required for the tenant improvements.

c. The new lease for the property at 758 North Milwaukee Street has been reviewed by the law firm of Gonzalez, Saggio, Birdsall & Harlan S.C. and includes specific language that protects Milwaukee Public Schools' interests in the event of the sale of the property to another party in the future.

d. Lease terms are separate from the discussions on the benefits to be received from the leasehold benefits at 734 North Eighth Street.

Strategic Plan Compatibility

4. The recommendation is consistent with the practice of using informed decisions about allocations of resources for District programs, functions and operations.

Statute, Board Policy or Rule Statement

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

Fiscal Impact Statement

6. The square-foot cost of the proposed lease is $9.05, compared with $9.41 at the Demmer facility. However, annual costs will be greater since the total square footage of 10,000 sq. ft. is more than the 6,500 sq. ft. being leased at the Demmer facility. The larger space is needed to replace free space currently being utilized at the Central Library, which will no longer be within convenient walking distance to the school. Annual lease costs for the Demmer site are $61,165 and will be $109,722 at the new site. However, we will sub-lease 2,020 sq. ft. to MTEC, which will reduce our net cost to $90,500. Funds have been allocated in the FY98 budget to cover the lease cost.

Implementation and Assessment

7. Upon approval by the Board, the Administration will finalize the lease document with Richter Realty, who represents the owner, Crown Life. Concurrently, we will finalize relocation benefits with DCD and leaseholder interests with the owner of the Demmer property. Both of these efforts will continue to involve our legal counsel and appropriate District staff. This new lease will be reported back to the Board in July, as required by Board Policy BG4.08.

Superintendent's Recommendation

That authorization be given to the Superintendent to enter into a lease agreement at the terms outlined in the lease proposal for the property at 756 North Milwaukee Street to house the New School For Community Services.

* * * * *

Director Braun moved to approve the Superintendent's recommendation.

Director Gardner moved to amend by making the approval contingent upon hiring members of the Service Employees International Union and bringing the sublease back to the Board for approval.

The motion failed of adoption on a tie vote:

Ayes—Directors Braun, Gardner, Hardin and President Fisher—4.

Noes—Directors O'Neil, Small, Thompson and Todd—4.

Director Braun moved to amend by requiring the sublease to be brought back to the Board for approval.

After discussion and there being no objection, Director Braun withdrew his motion.

Director Small moved to amend by striking the words "enter into" and replacing them with the word "negotiate."

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Director Gardner moved to amend by adding the following words: "and that the lease include provisions that all cleaning and maintenance services at the site be provided by members of the Service Employees International Union, compensated at wage and benefit levels equivalent to those of employees of MPS."

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Todd and President Fisher—7.

Noes—Director Thompson—1.

Director Gardner moved to amend by adding the following words: "and that the sub-lease between MPS and the Milwaukee Teacher Education Center be approved by the MPS Board of Directors, regardless of final cost."

The amendment failed of adoption on a tie vote:

Ayes—Directors Braun, Gardner, Todd and President Fisher—4.

Noes—Directors Hardin, O'Neil, Small and Thompson—4.

The question being on the motion to approve as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 5) Informational Report on $6 Million Reductions from Central Services Accounts for FY98

Administration's Report

As communicated to the Board on May 8, 1997, the Administration has identified several major fiscal categories for reductions. The major categories, with dollar and percent reductions, are shown below. More detailed information is provided in the attachment.

Milwaukee Public Schools

FY98 Budget: Recommended $6 Million Reductions

From Central Services Accounts

• Savings from vacancies and new positions	$ 909,853	15%
• Savings from consultants, contracted services, and part-time certificated accounts	1,742,111	29%
• Acceleration of allocations from centralized accounts to schools	1,550,000	26%
• Other savings from centralized accounts	1,798,036	30%

TOTAL	$ 6,000,000	100%

The recommended reductions are the result of a detailed review of department and centralized accounts, as well as input from the School Budget Committee. Please note that savings from position salaries are derived from vacancies and new positions. The Administration further recommends that open positions affected by this reduction be ***de-funded*** only, with the decision to eliminate these positions postponed until the *plan to redesign central services* has been completed by the Superintendent. This approach will provide the new Superintendent with needed flexibility.

* * * * *

(Item 6) 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

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

LaFollette School

Staff Electric Co., Inc.
Post Office Box 917
Butler, WI 53007
Low bidder, Base Bid of $149,890 plus $4,940 for Mandatory Alternate Bid 1 to provide outlets in Room 10 and Corridor 4A, plus $14,900 for outlets in additional rooms for a total contract of $169,730

MASONRY RESTORATION WORK

Anna F. Doerfler School

Spray-O-Bond Company
N56 W13855 Silver Spring Drive
Menomonee Falls, WI 53051
Low bidder, Base Bid of $138,820

LOCKER REPLACEMENT

Custer High School

Penco Products, Inc.
N71 W29845 Ridgeview Lane
Hartland, WI 53029
Low bidder, Base Bid of $177,500

HEATING SYSTEM RECONDITIONING WORK

Hawley School

Butters-Fetting Co., Inc.
1669 South First Street
Milwaukee, WI 53204
Low bidder, Base Bid of $75,792 minus $11,385 for Mandatory Alternate Bid 1 to delete two new Internal Heat Transfer Systems, minus $1,610 for Mandatory Alternate Bid 2 to delete the two new Type NS-3 humidifiers, minus $4,025 for Mandatory Alternate Bid 3 to delete all specified air balancing work for a total contract of..... $58,772

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Greenfield School

Craf-Tron Electric Inc.
1321 Waterville Lake Road
Oconomowoc, WI 53066
Low bidder, Base Bid of $74,450 plus $600 for Mandatory Alternate Bid 1 to provide outlets in additional rooms on the second floor, plus $8,200 for Mandatory Alternate Bid 2 to provide outlets in additional rooms on the lower level for a total contract of..... $83,250

Webster Middle School

WIL-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007
Low bidder, Base Bid of $74,418 plus $15,858 for Mandatory Alternate Bid 1 to provide outlets in additional rooms on the first floor plus $14,892 for Mandatory Alternate Bid 2 to provide outlets in additional rooms on the second floor for a total contract of..... $105,168

REMODELING

Metropolitan High School of the Arts and Technology
(Formerly Lapham Park Assessment Center)

William Sackerson
Construction Co., Inc.
4749 South Whitnall Avenue
Cudahy, WI 53110
Low bidder, Base Bid of $314,731 plus $13,950 for Mandatory Alternate Bid 1 to provide new ceilings and light fixtures in Rooms #103, 206 and 203 for a total contract of $328,681

ROOF REPLACEMENT

Brown Street School

Specialty Associates Inc.
11122 West Rogers Street
West Allis, WI 53227
Low bidder, Base Bid of $77,650

Whittier School

Specialty Associates Inc.
11122 West Rogers Street

West Allis, WI 53227
Low bidder, Base Bid of $147,570

NEW PARKING & TOT LOTS

Division 1 - Congress School

T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007
Low bidder, Base Bid of $71,500

Division 2 - Kagel School

T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007
Low bidder, Base Bid of $105,200

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Audubon Middle School

WIL-Surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007
Low bidder, Base Bid of $102,665 plus $4,121 for Mandatory Alternate Bid 1 to provide additional outlets in additional rooms, plus $4,829 for Mandatory Alternate Bid 2 to provide additional work in Rooms 119 and 120 for a total contract of..... $111,615

Fifty-third Street School

Pieper Electric, Inc. %
5070 North 35th Street
Milwaukee, WI 53209
Second low bidder, Base Bid of $135,211
Note: Low bidder submitted a bid which contained a mathematical error and was released.

Trowbridge Street School

Pieper Electric, Inc.
5070 North 35th Street
Milwaukee, WI 53209
Low bidder, Base Bid of $100,147

Authorization to Make Purchases

B-5200 Cylinders and Locks (F&M for Various)

Recommend authorization to purchase various Schlage cylinders and locks totaling $74,433.88 less 1% 10 days from the low bidder, Precision Metals Inc..

SS-316 Lease-Purchase of Various Apple and DOS Computer Equipment (Kilmer South)

Recommend authorization to purchase 30 Apple computers with 9 printers, 40 Gateway 2000 computers with 4 printers, software, and related items totaling an estimated $147,000. A three-year lease-purchase will be used to pay for them. These will be placed in the Plato lab, a writing lab and a science/math lab resource room to allow all students to have access to technology.

SS-317 Various Apple and Dell Computer Equipment (Sarah Scott)

Recommend authorization to purchase various Apple Macintosh computers and Dell computers, a file server, printers, networking, and support totaling an estimated $115,000.

SS-318 18 Pentium Computers, 4 Printers, Internet Connection (Milwaukee Spanish Immersion)

Recommend authorization to purchase 18 Pentium computers, 4 printers, wiring, networking items, software, Internet connection and installation totaling an estimated $74,000

SS-319 11 Dell Computers and 11 Macintosh Computers (Madison)

Recommend authorization to purchase 10 Dell computers, 1 Dell laptop computer, 10 Macintosh computers, 1 Macintosh laptop computer and related items totaling an estimated $53,000.

SS-320 20 Dell Computers, 12 Compaq Computers, 6 Printers (Mitchell)

Recommend authorization to purchase 20 Dell Computers, 12 Compaq computers, 6 printers, Jostens software and related items totaling an estimated $76,000.

SS-321 31 Macintosh Computers and 1 Printer (Granville)

Recommend authorization to purchase 23 Macintosh computers, 8 Macintosh laptop computers and related items totaling an estimated $69,000.

SS-323 12 Dell Computers and CCC SuccessMaker Software (Longfellow)

Recommend authorization to purchase 12 Dell computers for classroom use, and a file server and site licenses and support for a Computer Curriculum Corporation's Successmaker software lab, totaling an estimated $79,000.

SS-324 24 IBM Computers, 1 File Server, Novell Software and Networking (South Division)

Recommend authorization to purchase 24 IBM computers, a file server, Novell software and networking totaling an estimated $83,000. These will upgrade an existing computer lab.

SS-325 Lease-Purchase and Purchase of Macintosh Computers (Washington High)

Recommend authorization for a computer project totaling an estimated $116,000. A three-year lease-purchase will pay for the 46 Macintosh computers, a printer, and related Apple items totaling $95,000.

SS-329 1 each Sander Machinery (F & M Mill Shop)

Recommend authorization to purchase a Timesaver sander totaling $53,073.00 from G.C. Peterson Machinery. A sole source rationale was provided.

RFP-215 Document Imaging System

Recommend award totaling $57,242 to CISCORP and other vendors to purchase an Electronic Imaging System for the Department of Finance that will allow for the electronic management, storage, and retrieval of accounts payable and other financial records currently stored in central files in the Administration Building. Request for Proposals were submitted, and CISCORP was selected based on price, capability, and experience. Funding will be from the Technology Strategic Plan.

B-5202 Dishwashing Chemicals, Dispensers and Services (School Nutrition Services)

Recommend authorization to buy dishwashing chemicals, dispensers and services from Purdy Products, Inc. at an estimated annual cost of $152,641.35. The initial contract period is for one year. At its March meeting, the Board granted a waiver to its policy #4.09. That action will allow five annual renewal options if prices and terms are mutually agreeable.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of April 30, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$679,559,46	$0	$679,559,467	$480,797,286	$198,762,18	70.8%
Categorically Aided	64,763,909	24,612,422	89,376,331	51,441,222	37,935,109	57.6%
School Nutrition	24,541,141	0	24,541,141	18,920,369	5,620,772	77.1%
Construction	21,500,000	0	21,500,000	17,913,251	3,586,749	83.3%
Extension	6,770,753	0	6,770,753	6,138,672	632,081	90.7%

B. Statement of Expenses as of April 30, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$679,559,46	$16,994,070	$696,553,537	$546,845,233	$149,708,304	78.5%
Categorically Aided	64,763,909	27,022,618	91,786,527	62,777,975	29,008,552	68.4%
School Nutrition	24,541,141	40,704	24,581,845	20,744,667	3,837,178	84.4%
Construction	21,500,000	10,889,634	32,389,634	27,065,065	5,324,569	83.6%
Extension	6,770,753	63,996	6,834,749	4,705,954	2,128,795	68.9%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through April 30, 1997, and payrolls through April 18, 1997.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Bell	Gloria Carney	$778	Accelerated Reading Program
Burdick	Andrea Leung	$50	Arts in Community Education fees
Carleton	T. & M. Schuster	$112	Kindergarten class I-Max Theatre
Clarke Street	Elmer Winter	$85	Math Department
Douglass	Carol Schaeve	$435	Scholastic library books
Douglass	Carol Schaeve	$55	Library books
Garden Homes	D. Truvillion	$839	Walkie talkie
Hamilton	James Schmidt	$175	Exercise equipment
Irving	PTC	$1,500	Graduation, student incentives
King, Jr.	Wisconsin Energy Corp	$800	Fifth grade Orlando trip
King, Jr.	Stephen Adams	$50	Fifth grade Orlando trip
King, Jr.	Unison Consulting	$400	Fifth grade Orlando trip
King, Jr.	Milw. Metropolitan CU	$100	Fifth grade Orlando trip
King, Jr.	Quad Graphics	$50	Fifth grade Orlando trip
King, Jr.	Andersen Consulting	$1,200	Fifth grade Orlando trip
King, Jr.	David Zach	$100	Fifth grade Orlando trip
King, Jr.	Central City Network	$260	Fifth grade Orlando trip
King, Jr.	Patricia Ellis	$50	Fifth grade Orlando trip
King, Jr.	Charlyn Pozza	$50	Fifth grade Orlando trip
King, Jr.	Trudy Mollan	$50	Fifth grade Orlando trip
King, Jr.	Cynthia Ellwood	$400	Fifth grade Orlando trip
Manitoba	Beth Marx	$315	Violin
MHSA	W. James Dielen	$1,470	Beseler enlarger, software
MHSA	Rexnord	$1,500	Three cabinets - art storage
MHSA	Cindy Sackmann	$100	Band Department
Milw. Trade and Technical	Harnischfeger	$5,000	Electric fork lift
Milw. Trade and Technical	Harley Davidson	$500	Two keyboards, one modem, nine monitors
Milwaukee School of Languages	Aetna	$500	Athletic equipment

Music Educ. Office	Lindley Henson	$2,000	Harp — student lessons
Ninety-fifth Street	Family Music Center	$150	Sparky Rucker Concert
Pleasant View	Nat. Resources Foundation	$700	Camp Side By Side
Pleasant View	Nat. Resources Foundation	$700	Camp Side By Side
Pleasant View	First Trust Company	$1,200	Camp Side By Side
Pulaski	Terry Johnson	$290	Four tennis rackets
School Age Parent Program	Pieper Power Foundation	$100	Senior Luncheon
School Age Parent Program	Harnischfeger	$500	Senior Luncheon
Silver Spring	Inland Foundation	$2,250	Computer Lab
WCLL	Dubuque Foods, Inc.	$2,500	RIF Books for distribution

Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached This is an informational report and no action is required.

Superintendent's recommendations

1. That the Board approve the contracts as listed above.

2. That the Board authorize the purchases, as listed above

3. That the Board accept the report of revenues and expenses listed above.

4. That the Board accept the donations, with appropriate acknowledgment to be made on behalf of the Board.

* * * * *

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 7) 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; Affirmative Action Report and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the attached report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommends that the Board approve the attached appointments of teachers, effective as indicated.

Renewal of Probationary Personnel

3. The superintendent nominates for reappointment the probationary teachers, teacher-librarians, principals, assistant principals, and members of the support staff listed in the attachments, contingent upon proper Wisconsin certification.

Approval of Leaves of Absence

4. The Superintendent recommends that the Board approve the attached leaves of absence effective as of the dates indicated.

Report on Resignations

5. The resignations listed in the attachment have been accepted by the Superintendent, effective as of the dates indicated. This is an informational report and no action is required (pages 193-194).

Affirmative Action Report

6. The Affirmative Action Report for the month of April is attached. This is an informational report, and no action is required.

Approval of Prevailing Wage Rates

7. 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 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 are attached.

Superintendent's recommendations

1. That the Board approve the classified personnel transactions, teacher appointments, reappointment of probationary personnel, and leaves of absence as listed below.

2. That the Board grant authorization to pay the prevailing wage rates detailed in the communications in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the dates indicated on the communications.

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Lukicia Jackson Barton	Clerk Typist I $14,480.00/yr.	05-19-97

Tina Montgomery Human Resources	Clerk Typist I $17,464.20/yr.	05-19-97
Emma Rios Allen-Field	Clerk Typist I $14,480.00/yr.	05-12-97

PROMOTIONS

Karen Boeing Roosevelt	School Secretary I $16,562.89/yr.	05-13-97
Astrid Browning Golda Meir	School Secretary I $16,562.89/yr.	05-13-97
Albert Cross Juneau	Building Service Helper II $21,896.42/yr.	04-20-97
MaryEllen DeVito Greenfield	School Secretary I $16,562.89/yr.	04-30-97
Jeffery Franklin Madison	Building Service Helper II $21,896.42/yr.	04-20-97
Cathy Green Central Services	Boiler Attendant Trainee $22,936.42/yr.	04-21-97
Richard Hardy Roosevelt	School Engineer III $38,660.18/yr.	04-21-97
Kathleen Hoffman Comm. Rec. & Ed. Serv.	School Secretary I $16,562.89/yr.	05-05-97
Diane Kessen Keefe	Food Service Manager III $15,838.36/yr.	04-21-97
Jerome Lange Hamilton	Boiler Attendant Trainee $22,936.42/yr.	04-21-97
Thompson Love Fac. & Main.	School Engineer I $31,653.44/yr.	05-05-97
Annette Oliver Whittier	School Secretary I $16,562.89/yr.	06-06-97
Victor Rivera Wheatley	School Engineer II $35,546.94/yr.	05-05-97
David Rodriguez, Jr. 38th	School Engineer II $36,816.26/yr.	04-21-97
Karen Sauer Ed. Research	School Secretary I $19,964.88/yr.	06-02-97
David Stefanski Fac. & Main.	Building Service Helper II $21,896.42/yr.	04-21-97
Jennifer Tyacke	School Secretary I	06-06-97

Lloyd	$16,562.89/yr.

RETURNS FROM LEAVE

Lisa Moeck Fac. & Main.	Boiler Attendant $25,563.46/yr.	04-21-97

CHANGES IN STATUS

Annie Davis Kluge	School Secretary I - Hourly $10.35/hr.($8,280.00/yr.)	04-21-97
Joan Davis Bell	Handicapped Children's Assistant $12,301.67/yr.	04-18-97
Diane Hoya Bay View	School Secretary I $21,043.11/yr.	05-07-97
Nancy Milbeck Allen-Field	Handicapped Children's Assistant $12,301.67/yr.	04-07-97
Cheryl Moore Human Resources	School Secretary I $22,391.72/yr.	04-14-97
Arlene Roberts Burbank	Food Service Manager II $18,423.22/yr.	03-24-97
Angela Robinson Muir	School Secretary I $22,398.48/yr.	05-27-97

* * * * *

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between February 19, 1997, and March 3, 1997, inclusive:				
(r)	Joel J. Kieckhaefer Art	B	24,684	0	02-20-97
	Effective between March 4, 1997, and March 14, 1997, inclusive:				
(r)	Lisa A. Rohde Hearing Impaired	B	24,684	0	03-10-97
	Effective between March 17, 1997, and March 27, 1997, inclusive:				
(nr)	Christopher P. Berry C. D.	BB	32,398	5	03-17-97
(nr)	Diane M. Hardy ESL	B	25,919	1.5	03-17-97
	Effective between April 7, 1997, and April 17, 1997, inclusive:				
(r)	Laura M. Biesterveld Grade 2	B	24,684	0	04-07-97

(nr)(b)	Susan M. Russell L. D.	BB	36,285	9.9	04-07-97
(r)	Kimberly A. Warning E. D.	B	24,684	0	04-07-97
(r)	Nicole S. Kassner Art	B	24,684	0	04-17-97

Effective between April 18, 1997, and April 30, 1997, inclusive:

(r)	Rosanne Abston Grades 1 & 2	B	24,684	0	04-23-97

Effective September 1997, payroll:

(nr)	Tynisha T. Bentley Elementary	B	24,684	0	08-26-97
(r)	Keelar A. Byrdsong Elementary	C	34,866	5	08-26-97
(r)	Brenda L. McCoy L. D.	B	24,684	0	08-26-97
(nr)	Kevin T. McDonough Hearing Impaired	B	24,684	0	08-26-97
(r)	Marilyn L. Morrow English	B	24,684	0	08-26-97
(nr)	Nancy A. Obenberger Speech Pathology	C	37,655	7	08-26-97
(nr)	Adrienne J. Olson E. D.	B	24,684	0	08-26-97
(nr)	Beth A. Olson Spanish/ESL	B	24,684	0	08-26-97
(nr)(b)	Donna L. Sayler Bilingual Math./Spanish	BB	42,169	14	08-26-97
(nr)(b)	Russell L. Sayler Mathematics	BB	41,469	12	08-26-97
(r)	Julie A. Stephany English/Spanish	B	24,684	0	08-26-97
(r)	Cassandra A. Taylor English	B	24,684	0	08-26-97

(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)

Allen, Shunda L.
Alt, Edward M.
Anschuetz, Sally L.
Asch, Laurie A.
Baldwin, Bridgette A.
Bell, Preston C.
Berry, Christopher P.
Bersch, Matthew R.
Bersch, Michael L.
Bond Jr., Milton C.
Britt, Eugenia H.
Brodzeller, Candace C.
Browning, Melissa J.
Buford, Tonya A.
Byrd, Clavon
Castaneda, Maria I.
Chapman, Sandra L.
Chappelle, Lee Anne P.
Cord, Barbara J.
Cox, Courtney M.
Crosetto, Ann L.
Cruz, Justin B.
Cusic, Cynthia A.
Daniels, Dennis E.
Delancenserie, Patrick H.
Drake, Rick S.
Duncan, Jimmy L.
Elias, Susan J.
Ellis, Tamera L.
Fadness, Sarah L.
Ferrell, Kelly L.
Garofani, Sondra C.
Gillespie, Andre L.
Green, Doris A.
Grimm, Maureen M.
Gruber, Jennifer A.
Guzman, Laura M.
Haar, Michael J.
Hagemeier, Heidi L.
Hannah, Chyann T.
Hanson, Barbara A.
Hardy, Diane M.
Hartnett, Daniel J.
Hohenfeldt, Denise G.
Hollowell, Ahmed D.
Ivy, Jeannece M.
Jaeger, Amy L.
Jaekels, Juliana M.
Jessen, Jenna J.
Johnson, Rodney
Kaczmarek, Ann E.
Kieckhaefer, Joel J.
King, Cheryl L.
Klein, Julie A.
Klein, Theresa L.
Koch, Charles A.
Koll, Rachel A.
Kormanik, Karen A.
Kuehn, Keleen M.
LaCocque, Patricia A.
Lapp, Cindy L.
Luckett, La'Sonja R.
Maney, Stephanie R.
Martin, Carletta M.
Mason, Kenneth J.
Maxwell, Melissa A.
Mays, Nicole L.
McClain, Marie S.
McCurdy, Marqurite Y.
McLean, Nancy J.
Miota, Michael P.
Mitchell, Denise S.
Mooney, Jr., Wesley J.
Morgan, Robbin P.
Olsen, Nada M.
Pape, Phillip J.
Paul, Joseph D.
Pauli, Lee J.
Peck, Rick G.
Perry, Annette
Pokrandt, Karen A.
Post, Rosanne
Rasimus, Kerrilynn
Reed, Kathryn E.
Reich, Dara H.
Richardson, Gloria J.
Rohde, Lisa A.
Roscoe, LaShawn E.
Ross, Janice L.
Rouleau, Amy L.
Sand, Ilene E.
Sepic, Debra A.
Shaw, Camille A.
Somppi, Elizabeth M.
Stewart, Waymon V.
Straszewski, Lucille M.
Thomas, Lovie J.
Thompson, Crystal L.
Thornton, Wintford H.
Tillen, Paula G.
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.
Zarnowski, Mary E.
Zielinski, Cynthia A.
Zizzo, Sebastian J.
Zolecki, Andrea S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Aigamaua, Karen S.
Allen, Candyce A.
Allen, Charles E.
Allen, Dorinda M.
Anderson, Jesse M.
Anderson, Meghan B.
Anderson, Tracy L.
Anich, Mary Beth
Avila, Maria G.
Baltutis, Tracy
Banks, Kathleen
Baribeau, Allen E.
Baron, Kenneth L.
Barth-Czarkowski, Barbara R.
Barton, James P.
Bartz, Timothy J.
Becker, Lori A.
Behnke, Mary Anne
Beitz, Corrine M.
Belken, Gloria J.
Bell, Dianne K.
Blaha, Andrew M.
Bleimehl, Andrea L.
Blueberry, Lucy
Bly, Robert R.
Bochat, Steven J.
Boeck, Jill E.
Boettcher, Duke
Bolm, Jane A.
Bouakongxaya, Khampheua
Boyer, Dyan L.
Brazzoni, Jr., Armando C.
Bremer, Kim A.
Brennan, Kari G.
Brier, Susan J.
Brown, Karol E.
Brown, Kelvin B.
Brown, Thelma M.
Bruno, Thomas S.
Buhr, Jo Ann C.
Burgher, Michele L.
Byrd, Lisa C.
Cafaro, Kara M.
Caous, Gary V.
Carmichael, Lori C.
Cary, Dennis C.
Catalano, James E.
Cerda, Rosa M.
Chaparro-Hernandez, Luz E.
Chappell, Nicole L.
Chavez, Elin J.
Christopher, Corpella P.
Christopherson, Kirsten M.
Cifax, Patricia L.
Cole, Marlys M.
Coleman, Rogers
Comfort, Cynthia L.
Corley, Nicole C.
Corsten, Leysa J.
Cross, Tiffany R.
Cruz, Aida R.
Cullen, Kelly A.
Curro, Tina G.
Dalkin, Kimberly A.
Dallam, Rebecca
Danes, Magdalena
Daniels, Audrey
Davis, Catherine A.
DeCamp, Tara R.
DeLain, Laura N.
Dell, Ruth C.
Denor, Jessica S.
Diaz, Diana R.
Dlugi, Geraldine L.
Doherty, Rebecca A.
Dorn, Michelle C.
Dresden, Heidi L.
Dreyer, Shelley L.
DuPree-Cain, Tiffany N.
DuSaint, Patriq A.
Dye, Buelah M.
Dyke, Elizabeth S.
Eggert, David B.
Ehrmann, Robin K.
Eltrich, Thomas E.
Emmling, Steven P.
Enderle, Melissa L.
Erdmann, Jennifer M.
Ertl, Kristin J.
Eschner, Diane B.
Fabitz, Kimberly D.
Fairbanks, Joseph A.
Falk, Susan M.
Fansler-Mazza, Elaine
Farchione, Janet J.
Farren, Jefferey S.
Feldkamp, Diane M.
Finnerty, Colleen M.
Forgy, Ervin L.
Forjan, Kristin M.
Foster, IV, Charles J.
Fote, Lori A.
Fowler, Trenette R.
Fox, Lindalu
Frederick, Cheri A.
Freimuth, Jean A.
Gagliano, Angy C.
Galvan, Christine
Garcia-Barber, Monica M.
Gardinier, Annemarie S.
Gifford, Rebecca S.
Girard, Susan M.
Goeman, Karen L.
Goldner, Sean J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Gonring, Molly O.
Gould, Beth W.
Gould, III, John F.
Green, Karen A.
Green, Melinda F.
Gregerson, Christina L.
Gribble, Corine E.
Gruber, Lynn R.
Hahm, Wendy M.
Harris, Dedric L.
Harris, Gina M.
Harris, Reginald
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.
Hurlebaus, Kerri L.
Idell, Ruth
Jackson, Tyra Y.
Jaeger, Karen J.
Janicki, Jane C.
Jefferson, Holly L.
Johnson, Darlena C.
Johnson, Rebecca K.
Johnson, Sharon V.
Johnson, Stephanie A.
Johnson, Tamara J.
Jones, Gloria T.
Jones, Lisa A.
Jung, William H.
Jurgens, Danette H.
Kademan, Sara E.
Kastner, Thomas W.
Keener, Phyllis A.
Kell, Lauren F.
Keller, Gina M.
Kelley, Kathleen P.
Kerr, Susan L.
Kindness, Jean M.
Klein, Julie A.
Klein, Paula J.
Kleiser, Michelle J.
Knight, Alice M.
Kohl, Andrew M.
Kohnke, Daphne T.
Kowalski, Nicolette M.
Kraemer-Vogt, Melodee J.
Kroeger, Marsha L.
Krug, Patricia Y.
Krukar, Jeffrey D.
Kruschke, Theresa R.
Kuchinski, Amber J.
Kujath, Jennifer J.
Kuluras, Marlee A.
Kurek, Susan T.
LaFond, Lisa M.
Laird, Lola D.
Lamb, Susan M.
Lambro-Jafar, Lisa A.
Larsson, Marla J.
Lasecki, Robin M.
Lathrop, Kirsten M.
Leather, Nicola J.
Lelinski, Ann M.
Lenoach, Alica M.
Leverence, Timothy M.
Liebl, Diane L.
Liebl, Joanna S.
Loeffler, Colleen
Logan, Barbara M.
Long, David F.
Lopez, Luis A.
Ludwig, Deborah A.
Madler, Timothy E.
Manville, Debra L.
Markert, Susan A.
Marlow-Gutierrez, Ann M.
Marshak, Stefanie F.
Martin, Tracy L.
Martinez, Abril
McClellan, Patricia J.
McClure, William A.
McCluskey, Alison P.
McIntyre, Ethel L.
McManus, Maria C.
Mehn, Melody S.
Mehra, Mona
Meulemans, Rochelle A.
Meyer, Christine M.
Miller, David C.
Miller, Julie A.
Miller, Sheila M.
Molnar, Heather A.
Moore, Darryl A.
Moore, Neallie J.
Mork, Rebecca J.
Moser, H. Edward
Mucha, Linda L.
Muszytowski, Linda
Mytych, Maureen K.
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.
Nordhaus, Paul M.
O'Brien, Kathleen M.
O'Brien, Mary K.
Ocampo, Loretta M.
O'Connell, Megan C.
O'Connell, Sue C.
Olson, Sara J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Paar, Kendra
Pacala, Leonard C.
Pace, Toni M.
Parins, Jennifer L.
Passley, Wilbert G.
Patti, Angela T.
Paul, Sharon M.
Peters-Freeman, Nicol T.
Petersen, Anna R.
Peterson, Joan D.
Peterson, Judith M.
Peterson, Patricia L.
Pietsch, Deborah S.
Pitchford, Edith M.
Podell, Laura J.
Posner, Rachel
Potts, Mary E.
Prellwitz, Amy L.
Radtke, Lisa M.
Ranieri, Ronald M.
Rasmussen, Cristy L.
Rayburn, Regina M.
Raymond, Scott G.
Rehm, Curtis A.
Reinelt, Sharon A.
Reinke, Brian L.
Resch-Bartz, Lynn E.
Rezner, Melissa A.
Rieger, Lisa M.
Rios, Nydia
Ritzert, Timothy E.
Robinson, Alison A.
Rupert, Everett E.
Sabbar, Redouane
Sabel, Marcie L.
Sadowski, Lara S.
Sande, Elizabeth W.
Sanders, Donald C.
Sarenac, Lisa J.
Sattler, Heather R.
Sauve', Valerie A.
Savignac, Katherine M.
Sayaovong, Pangying T.
Schaefer, Heidi
Schendel, John A.
Schlomer, Matthew D.
Schmidt, Christopher J.
Schmidt, Erica M.
Schneiker, Katherina A.
Schuldt, Karin L.
Schuler, Amanda L.
Schultz, Deann L.
Schultz, Heidi L.
Schultz, Linda L.
Schulz, Robin K.
Schuster, Linda M.
Schwab, Teri L.
Scianni, Renee S.
Seals, Tasha M.
Sensenbrenner, Sharee L.
Sherkow, Diane C.
Shinkle, Catherine E.
Siegner, Kristin A.
Simon, Rebecca A.
Smith, Connie F.
Smith, Denise R.
Smith, Jennifer L.
Smith, Peggy A.
Soto, Ricarda
Souers, Timothy R.
Spivey, Ann M.
Sublett, Debra C.
Suitor, M. Lee
Surmer, Dana A.
Swan, Melissa L.
Swan, Robin B.
Tadych, Terri S.
Tarantino, Colleen M.
Thao, May Soua
Theisen, Amy L.
Thiele, Maria-Christina
Thomas, Annie B.
Thomas, Calliope S.
Thomas, Raina M.
Thomas, Tyra A.
Thompson, Mary K.
Tiezzi, Linda J.
Tiffany, Patricia M.
Tillman, Jennifer A.
Tillmann, Ann
Traughber, Kathleen J.
Treichel, Ellie K.
Trochinski, Becky S.
Turner, Maurice E.
Vajda, Jennifer L.
Vance, Penny A.
Van Den Busch, Carey M.
Van Dorn, Stephan M.
Van Dusen, Maria C.
Vang, Mao T.
Van Gemert, Jill M.
Van Offeren, Jamie L.
Vargas, Linda M.
Vitrano, Jennifer M.
Vogel, Julie A.
Wagner, Tanya M.
Warner, Cherita L.
Warthen, Chrishirella F.
Weathers, Bernadette N.
Weaver, Krista M.
Weber, Erica J.
Westphal, Barbara E.
Whitaker, Alina D.
Wied, Melissa R.
Wiegert, Julie A.
Williams, Kevin P.
Williams, LaConia M.
Willis, Caryn I.
Wingers-Smith, Laura A.
Wohlgemuth, Laurie A.
Word, Alesha N.
Zimmer, Jr., Donald M.
Zimmermann, David S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Agbaji, Erica N.
Ambrosh, Karen A.
Archer, Anne M.
Bagrowski, Julie B.
Bargo, Nora L.
Barrett, Jennifer H.
Benson, Jeanie K.
Best, Andrew P.
Bierman, Tracy J.
Boettcher, Gregory
Boettcher, Kim M.
Boggs, Stefanie L.
Bottum, Julie A.
Brophey, Dianna S.
Brown, Monique D.
Burrows, Beth K.
Carr, Shannon L.
Carson, Kellie M.
Carter, Willie T.
Chandler, Sharon L.
Cuellar, Cynthia S.
DeShong, Karen L.
Enk, Rachelle L.
Flewellen, Dawn M.
Flynn, Carrie S.
Fuhrmann, Jennifer M.
Glander, Timothy M.
Gonzalez de Nunez, Maria C.
Green, Rex
Griffin, Laura M.
Hahn, Richard V.
Harrington, Cheri R.
Harris, Sharonda M.
Hauser, Christopher J.
Herrider, Karen E.
Hoffman, Lawrence M.
Jackson, Laura A.
Johnson, Latricia C.
Johnson, Reginald
Jordan, Sandra K.
Kaquatosh, Richanda E.
Kardell, Scott C.
Kirksey, Nicole C.
Klosterman, Neil S.
Konieczny-Heideman, Jean M.
Large, Lee Ann
Luckett-Roberson, Loula
Maxfield, Jeannette L.
Mester, Josef G.
Miller, Leela P.
Moncrieffe, Joann
Mosesson, Marni H.
Murray, Shannon E.
Nash, David J.
Newman, Wilford L.
Newport, Heather J.
Ogunbowale, Gregory Y.
Ortiz, Migdalia N.
Pankau, Jennie R.
Pietruszka, Rebecca L.
Riemer, Julie M.
Roehr, Kristin R.
Ross, Gretchen D.
Rottkamp, Ellen M.
Rybka, Cheryl E.
Scherrer, Julie M.
Schmanski, Carrie A.
Schwabe, Susan E.
Schwarz, Carol Kay
Silvernail, Barbara G.
Stalker, Stacy M.
Steevens, Patricia M.
Summers, John W.
Tome, Gary S.
Ulrich, Nancy C.
Ward, Jason
Watson, Ruth C.
Werner Shannon M.
Wisniewski, Tammy S.
Woida, John J.
Wolferd, Danielle G.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Acevedo, Jose A.
Adair, Jeanne M.
Alexander, Ivy B.
Allen, Sherri L.
Allmann, Paula K.
Alunkal, Susan A.
Alvarez-From, Angela M.
Anderson, Alan K.
Anderson, Kelly R.
Anderson, Michelle L.
Anderson, Samuel L.
Bachmann, Jennifer M.
Bacun, Bari L.
Balistreri, Thomas D.
Banks, Betty A.
Baranzyk, Timothy W.
Bark, Allen F.
Barry, Joleen M.
Bastian-Romero, Nicole R.
Baumeister, Marie A.
Bayer, Catherine L.
Beal, Felice A.
Beamon, Lori R.
Beck, Kathy L.
Beitzel, Monica A.
Belton, John R.
Bendada, Abdallah
Beneteau, Cheryl A.
Berry, Marina C.
Biersack, Elisabeth M.
Biersack, Tracy E.
Bisio, Christina M.
Blomgren, Gary A.
Bourrage, Rodney D.
Broadwater, Jean M.
Bukiewicz, Nancy A.
Burns, Mable L.
Bursek, Brenda L.
Butler, Janet D.
Callesen, Jeffrey A.
Canser, Nneka S.
Carbin, Christine L.
Carney, Kathleen K.
Carpenter, Nancy L.
Ceizyk, Lenore J.
Christman, Tracy L.
Ciepluch, Deborah A.
Clayton, Ronald K.
Cleveland, Melody D.
Coan, Michelle L.
Copening, Nina L.
Corby, Tiffany A.
Correll-Hufnal, Amy L.
Craig, Amy J.
Craig, Annette A.
Crawford, Lena M.
Crowley, Keila D.
Crump, Pauline
D'Alessio-Lenczner, Lisa M.
David, Georgina K.
Davis, Denise
Davis, La Shawnda R.
Dawson, Debra L.
Dawson, Fred T.
Dawson, James A.
De Groot, Elizabeth M.
De La Cruz- Gutierrez, Raquel
De Priest, Brenda I.
Dierks, Jack L.
Dimas, Epifanio
Dingman, Lori A.
Dittmer, Julie A.
Dobbs, Suzanne R.
Dolan, Christina K.
Dorsch, Melissa M.
Eichstedt, Mary A.
Eimon, Carolyn A.
Emerson, Mary A.
Encarnacion, Luz D.
Encarnacion, Marta
Erdmann, Debbie L.
Erlandson, Mark A.
Esser, Jennifer R.
Evans, Larry
Everson, Todd M.
Ewert, William M.
Ewig, Laura A.
Ewing, Portia D.
Eyers, Maria C.
Feiereisen, Lori A.
Fendt, Dominic J.
Finley, Catherine A.
Firer, Susan A.
Flater, Andrew E.
Flegel, James J.
Ford-Jackson, Angela G.
Freeman, Bryan R.
Freeman, Dianne A.
Freeman, Michelle M.
Frontier, Jennifer A.
Fuller, Brett A.
Gallina, Christine A.
Gallitz, Jordan A.
Galvan, Eduardo M.
Ganas, Catherine L.
Gandy, Shanda L.
Garcia, Eduardo
Gardiner, Laura H.
Gardner, Amy R.
Gasser, Daniel D.
Gastrow, Diana M.
Gauger, Tyrone A.
Gauthier, Joseph G.
Gerbasi, Amy S.
Germanson, Frank E.
Gest, Margarita
Gholson, Collita P.
Gietzen, Catherine J.
Gillard, Kerry L.
Gleason, Tina M.
Glueckert, Jennifer L.
Goetz, Susan M.
Green, III, Charles W.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Green, Karen J.
Gregory, Kathryn A.
Griffin-Rice, Tammy D.
Grochowski, Susan L.
Grogan, Terrence P.
Gruszewski, Amy S.
Gundry, Judith M.
Halaska, Lisa
Hallman, Colleen V.
Hamberg, Pamela A.
Hamley, Timothy R.
Hannemann, Elizabeth M.
Hansen, Christopher J.
Hansen, Pamela M.
Hansome, Cherylynne M.
Hanson, Gary L.
Harmon, Darlyn K.
Harmon, Dawn L.
Harris, Aimee C.
Harris, Ijoister
Harvey, Brenda N.
Haury, William G.
Hauser, Kari A.
Herman-Ukasick, Beth A.
Herrera, Maria G.
Herrera-Delgadillo, Lucia
Herring, Timon A.
Hessenauer, Laura L.
Higley, David C.
Hitz, Kathleen J.
Hodge, Melissa J.
Hollweck, Nancy K.
Holly, Vincent
Holt, Sandra A.
Howard, Janel L.
Hurst, Suzanne M.
Hurtado-Perez, Jose M.
Ingram, Heather M.
Ingram, Tony A.
Ireland, Barbara J.
Jagmin, Karen A.
Jakus, Alison C.
Janopoulos, Jennie
Jasinski, Kathryn E.
Johnikin, Kevin D.
Johnson, Benjamin O.
Johnson, Jan M.
Johnson, Jon S.
Jones, Pamela A.
Jonet, Bonnie L.
Jordan, Edgar X.
Joseph, Carolyn F.
Jostock, Valerie A.
Karman, Kevin R.
Katter, Katherine L.
Kelln, David J.
Kennedy, Cynthia A.
Kleban, M. Grace
Klug, Elizabeth A.
Koneazny, Christina M.
Kreklow, Lisa M.
Kringel, Jennifer A.
Krueger, Deborah N.
Krystowiak, Mary B.
Kuper, Leslie L.
Kurka, Jeffrey T.
Lammers, Frank
Landry, Julie A.
Lathan, Norma J.
Lebron, Luz M.
Lee, Kimberly M.
Lee, Wilder C.
Lehman, Jennifer J.
Lendved, Patricia A.
Lietzow, Bert A.
Lindgren, Frederick C.
Lindsay, Michelle L.
Loebel, Dale S.
Loeffel, Michelle E.
Loppnow, Marcus J.
Lotz, Kathleen R.
Lucas, Jennifer L.
Luckett, Zannetta R.
Lugo, Juan A.
Lutz, Kathleen L.
Lynch, Carrie A.
Macedo-Garcia, Griselda
Malacinski, Tanya M.
Malik, Rahman
Mallory, Barbara L.
Manzke, Timothy B.
Marra, Rebecca M.
Marston, Cheri N.
Martin, Jennifer D.
Martin, Kim M.
Martin, Rose M.
Matranga, Elisabetta R.
May, Rhonda K.
Mayeur, Roxane L.
McGivney, Megan K.
McNally, Julie M.
Mehring, Kristen L.
Mertins, Amy L.
Mikell, Brenda R.
Miller, Natasha L.
Miller, Susan M.
Mintz, Amie C.
Morris, Michelle D.
Mosier, Lisa M.
Mozejewski, Gail M.
Mrochinski, Amy C.
Muller, Rose Mary
Muslim, Kamillah L.
Nathan, Rhoda F.
Neese, Jane A.
Neumann, Jolen M.
Neuschaefer, Suzanne K.
Newell, Antoinette
Nichols, Linda K.
O'Brien, Patricia M.
Odom, Janice M.
O'Donnell, Kelly A.
Offenbacher, Judith M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

O'Keefe, Kelly L.
Opland, Danah D.
Owens, Mary E.
Panasiuk, Heide M.
Pangallo, Nancy G.
Paniagua, Deborah A.
Parker, Frelesha A.
Parworth, Garett L.
Patterson, Deborah A.
Patterson, Reginald
Patton, Tim
Phillips, Robert N.
Pierson, Cynthia J.
Piggee, Lorna L.
Plumley, Micheal D.
Porter, Christina J.
Powell, Angie R.
Powell, Tosha L.
Pratt, Dianne P.
Quirk, Kathleen M.
Radloff, Sara R.
Ramirez, Roberto Z.
Ramstack, Thomas P.
Reeves, Meredith K.
Reinke, Cheryl A.
Reiter, Amy A.
Rian, Eric Z.
Ricard, Jennifer S.
Robarge, Tracy A.
Robinson, Vincent
Rodriguez, Antonio
Rodriguez, Ector M.
Rondou, Sandra A.
Rosado, Ada E.
Rosado, Luis A.
Ross, James W.
Saavedra-Rivera, Julieta
Salmon, James H.
Santner, Krista S.
Schaefer, Kim C.
Schley, Julie A.
Schlichting, Eva Marie
Schmidt, Heidi R.
Schmidt, Nicole W.
Schmitz, Marcy R.
Schroeder, Kim J.
Schultz. Terri S.
Schulz, Christine M.
Schwark, Amy L.
Scott, Cagney D.
Seston, Steven M.
Shaw, Regina D.
Shurte, Ann L.
Simonsen, Lynn P.
Singleton, Jeanine
Sisk, Bert M.
Slaybaugh-Pyatt, Kathleen A.
Smiley, Alberta A.
Smith, Jennifer L.
Smith, Nicole V.
Sonnemann, Rene L.
Spalla, Bryan D.
Spearman, Angela D.
Spoerk, Mark J.
Sprengel, Jean M.
Stanioch, Carolynne V.
Stroede, Jean E.
Strojny, Susan M.
Stuart, Andrew E.
Suminski, Jane E.
Sutter, Kristine M.
Szocik, Robert J.
Taylor, Rebecca J.
Taylor, Synthia A.
Tessmer, Anne M.
Theisen, Paul A.
Thelen, Darcy A.
Thornton, Lisa D.
Tilley, Joseph K.
Tjugum, Roxane L.
Toman, Patricia L.
Tracy, Mary K.
Treder, Bonnie J.
Trulen, Paula K.
Tucker, Wendy R.
Udoeyop, Edet E.
Uhen, Barbara A.
Uhrin, Christine M.
Ulrich, William F.
Urben, Penelope L.
Verban, Nicholas M.
Vite, Andrea L.
Volke, Cynthia J.
Vollmers, Teresa M.
Wachs, Rochelle E.
Waldheim, Mary C.
Walker, Heidi J.
Wallace, Tracy R.
Warner, Tasha D.
Washington, Doncella R.
Washington, Krissy N.
Wasielewski, Kristin M.
Weiss, Dale N.
Welch, Melissa A.
West, Michelle E.
Wick, Gretchen L.
Wigen, Edelmira R.
Williams, David A.
Williams, Marcella C.
Wise, Traci E.
Wittig, Catherine A.
Wolfe, Stephanie A.
Womack, Jr., Aaron
Worman, Christopher M.
Wright, Tina M.
Xiong, Nou
Yanke, Jeffrey J.
Yanke, Richard M.
York, Heather E.
Zembrosky, Diane B.
Zima, Kelly S.
Zuehlke, Paul K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Barton, Matthew F.
Becker, Rebecca L.
Benkowski, Jeffrey J.
Braun, Lane J.
Carlton, Judy L.
Carter, Jennifer J.
Cervera, Marjorie R.
Childs, Thresessa D.
Curtis, Anne E.
Davis, Holly A.
Duvall, Dawn M.
Ebben, Maureen R.
Evans, Ramon E.
Fetherston, Amy L.
Filardo, Joan S.
Fitch, Rebecca L.
Foley, Nelson
Franks, Elizabeth C.
Freiberg, Matthew E.
Frontier, Anthony C.
Gamblin, Akira W.
Gardiner, Glen L.
Gardner, Dawn M.
Gerdes, Patricia, J.
Grimm, Stephen B.
Gross, James B.
Johannsen, Mary S.
Kaine, Patricia A.
Kerst, Ronny H.
Kolinski, Robert D.
Koshak, Lisa K.
Lockheart, Lea A.
Luebke, Tammy A.
Luedtke, Louis A.
Lunney, Michael B.
Meyer, Ramona L.
Misorski, Andrew J.
Paul, Douglas E.
Peltier, Kimberly A.
Rossa, Andrew J.
Santiago, Maria L.
Schwichtenberg, Tammy L.
Soiney, Daniel G.
Starzyk, Michelle A.
Staten, Mary E.
Stephens, Patricia C.
Strickland, Duane E.
Talma, Lu Ann J.
Taylor, Kimberly F.
Toninato, Terri L.
Ulschmid, Nancy K.
Verhaalen, Alanna D.
Vey, Alan L.
Vidal, Nicole R.
Vigorito, Amy J.
Villodas, Maria L.
Walker, Milena G.
Walsh-Doud, Jean Ann
Whitney, Amy E.
Young-Benson, Louise A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Acevedo, Maria A.
Adams-Zeise, Michelle M.
Angeles, Beatriz
Aviles, Ruth
Banach, Erin K.
Banta, Kristin H.
Barrett, Mary E.
Basurto, Pauline E.
Begos, Demetrios
Benassi, Peter J.
Bennett, Rhondell B.
Benson, Hillary L.
Beyer, Karen A.
Biddle, Vivienne B.
Blakesley, Gena L.
Blank, Diane M.
Boario, Rachel A.
Bolin, Linda K.
Bonds, Anthony
Bontempo, Susan M.
Bovee, Jon E.
Brenner, Cheryl M.
Brighten, Camille A.
Brosky, George
Browning, Arletta M.
Bryant, Laurel S.
Buchholz, Tim J.
Buss, Nancy L.
Cadwell, Megan M.
Carey, Susannah Q.
Carney, Jennifer A.
Cartier, Jeffrey S.
Castellon, Jesus
Catlin, Theresa S.
Chmielewski, Mary Jo
Cigliana, Jerry D.
Cimperman, Patricia A.
Clontz, Donna L.
Cole, Connie M.
Crossot, Michael D.
Cruz, Ramon
D'Acquisto, Christopher A.
Damrow, Kathleen A.
Davis, Nochelle Y.
Dencker, Diane G.
Derby, Judith B.
Dey, Donald F.
Dombrowski, Walter C.
Doubek, Jeffrey J.
Dupies, John J.
Edmond, Katrina R.
Edwards, Gayle
Ellis, Brenda L.
Elsner, Mary L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Engle, Robert P.
English, James T.
Eppert, James E.
Esarco, Antigone M.
Fails, John G.
Fein, Leah I.
Fields, Denise M.
Fish, Margaret M.
Fisher, Tiffany H.
Folz, Kathleen R.
Fonk, Molly E.
Fowler, Erika J.
Freiberg, Marlene H.
Garcia, Irasema F.
Gennerman, Theodore M.
Gilbert, Beth A.
Gilmore, Charissa M.
Graham, Yalonda S.
Grant, Jeanne R.
Gray, Herbert R.
Greene, Catherine A.
Gross, Julie M.
Haas, Randall A.
Hagen, Michelle A.
Haig, Maureen A.
Halsey-Schmidt, Rebecca A.
Hamann, Linda A.
Hamburg, Linda L.
Hanigan, Anne M.
Hapeman, Julie L.
Harris, Jeroline J.
Harycki, Julie L.
Hatab, Ali M.
Hegelmeyer, John A.
Helgren, Kimberly J.
Herring, Betty J.
Hershenson, Steven M.
Herzog-Kraus, Dawn R.
Heun, Mary A.
Hey, David W.
Hindman, Michelle M.
Hooper, Michelle D.
Horan, Cherie M.
Hubbell, Kimberly K.
Hubing, Kathleen S.
Hummel-Dosmann, Shelley K.
Hutchins, Justine M.
Hutchins-Watson, Dana E.
Huyck, Deborra A.
Ibach, Melisa J.
Ivory, Leon R.
Jaramillo, Daniela A.
Jefson, Christy A.
Joachim, Thomas R.
John, Constance E.
Johnson, Jill M.
Johnson, Marcia C.
Jung, Heidi S.
Justus, Dannette J.
Kaebisch, Kristy L.
Kalkoske, Todd A.
Kampschroer, Kimberly A.
Kargel, Lynn M.
Kendzierski, S. Sonia
Kent, Kathryn A.
Klawien, Thomas M.
Klein, Stacy L.
Korducki, Marina C.
Kovacevic, Aleksandra
Krajcik, Colleen C.
Kranendonk, Jean A.
Kranich, Kelly A.
Kraszewski, Carrie L.
Krumbein, Jeffrey V.
Kurczewski, David J.
La Haye, Mary Beth
La Porte, Danielle K.
Lawrence, Darold
Leavens, Debora K.
LeBlanc, Charles D.
Lemmen, Linda L.
Lepak, Lori A.
LeVeque, Jack F.
Lindsey, Darice J.
Loberg, Jeannie M.
Loehr, Lesley M.
Logan, Gail K.
Lohre, Regina M.
Mandella, Colleen A.
Mannion, Melissa M.
Manuel, Mary E.
Markofski, Meloney D.
Martinez, Antonio L.
Martinez, Manuel A.
Massie, Dorothy M.
Mazzulla, Mary K.
McClain, Rae E.
McCluskey, Pamela M.
McDorman, Brian J.
McGuire, Angela M.
McKinney, Shahanna W.
McKissick, Lois A.
Mehta, Judith L.
Mennicke, Paul D.
Meyer, Ann L.
Michalos, Susan M.
Michael-Berry, Susan A.
Miller, Sarah L.
Mims-Howell, Jennifer N.
Misky, Lisa A.
Moczulewski, Rebecca L.
Mondry, Amy E.
Montagne, Matthew J.
Morrell, Nola E.
Moze, Dolores J.
Mrozek, Mark R.
Nestoras, Niki
Nettesheim, Renee M.
Nichols, Tyrone E.
Nokovic, Julia
Novakovich, Zorka Z.
Ocampo-Lewis, Lourdes
O'Laughlin, Kathleen A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Oldenburg, Tracy L.
Olson, Amy E.
Orkowski, Harold J.
Parlier, Matthew R.
Pascavis, Lynn R.
Patrick, Lolita A.
Pellegrin, Amy B.
Peppers, Cynthia
Perry, Julianna F.
Petrie, Julie A.
Pick, Lisa E.
Pitts, Arlene M.
Plank, Julie A.
Podolske, Carol S.
Poehlman, Michele L.
Powell, Suzanne K.
Prioletta, Michelle M.
Radtke, Dena L.
Ramsey, Kimberly D.
Reichardt, Tracy L.
Reinert, Tracy A.
Reiser, Martha L.
Reiss, Barbara L.
Rian, Patricia A.
Riley, Carla Y.
Rivera, Nancy L.
Robinson, Terese
Robles, Walter
Roenspies, Melissa D.
Roland, Stephanie R.
Rosin, Laurie R.
Sablan, Dorinda L.
Sanders, Bettie G.
Sanford, Vickie M.
Santos, Miriam J.
Scace, Virginia N.
Schaefgen, William F.
Scharnek, Kendal J.
Scharnek, Thomas C.
Schaub, Theresa M.
Schiro, Anthony G.
Schmitz, Gary R.
Schneider, Aimee C.
Schoenung, Karla J.
Scholl, Kathleen
Schowalter, Mary L.
Schultz, Mary Anne S.
Schultz, Therese A.
Schulz, Bonnie B.
Schwab, Jamie Lee
Scott, Willie J.
Sedlak-Swider, Christine C.
Seelman, Catherine M.
Shea, Mary P.
Simmons, James
Slawson, Christine M.
Slightam, Julie A.
Sondag, Stacy K.
Spann, Elverta K.
Spencer, Robert O.
Spidell, Mary M.
Stell, Barbel A.
Stout, Dona M.
Strege, Staci L.
Strey, Becky L.
Stritchko, Gregory M.
Strutz, Lisa A.
Stuiber, Patricia R.
Szczepkowski, William P.
Taylor, Christopher H.
Terrell, Darrell
Thompson, Anthony P.
Tlachac, Amy L.
Traylor, Sandra K.
Trowbridge, Debra M.
Van Fossen, Lou Ann C.
Van Pelt, Michael R.
Vega, Karen J.
Vincent, Mark N.
Wagner, Christine A.
Wagner, Donald J.
Wagner, Steven L.
Walker, La Mont M.
Walker, Vera V.
Weidner, Mary K.
Weinberger, Mary A.
Wellmuth, Laura L.
Werner, Robert A.
Wessel, Julie A.
White, Veneta M.
Wicks, Priscilla R.
Wilde, Amy L.
Wiley, Yolanda Y.
Williams, Debra K.
Williams, Ouida M.
Williams, Jr., Ralph V.
Witty, Erin A.
Woida, Robin K.
Woyte, James A.
Wright, Renee
Yarrington, Sheila K.
Yatchak, Frederic V.
Zablocki, John M.
Zaharias, Robert B.
Zelewski, Sandra K.
Zimmermann, Joseph D.
Zollicoffer, Stephanie Y.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

Adell Fair
Ramelann Kalagian
Robert R. Meyer
Ronald E. Price
Deborah A. Thompson

PRINCIPALS
(Completing Two Semesters)

Phillip J. Dosmann
Sara Marquez

PRINCIPALS
(Completing Three Semesters)

Willie J. Fuller

PRINCIPALS
(Completing Four Semesters)

Nancy H. Conner
Arleen C. Dansby
Everlena Hyche
Minnie Pulliam-Novy
Margaret A. Rogers
Robert W. Wenner

PRINCIPALS
(Completing Five Semesters)

Susan M. Apps
Olivia S. Cervera
Marguerite J. Guy
Debra J. Jupka
Clara B. Moore
Andrew L. Patterson
Robert G. Plath

PRINCIPALS
(Completing Six Semesters)

Edward G. Kovochich
Kenneth C. Wald
Mary Ann Zapala

ASSISTANT PRINCIPALS
(Completing One Semester)

Alvin K. Baldwin
Milton L. Collins
Gardenia Farris
Billy R. Fisher

ASSISTANT PRINCIPALS
(Completing Two Semesters)

Carolyn A. Armour
Rosana Benishek
Edith M. Bivens
Michael J. Burns
Lavina E. Doberstein
Timothy C. Duax
Anna M. Hooker
Sharon D. McDade
Mary B. Pitrof
Keith P. Posley
Annie E. Rheams

ASSISTANT PRINCIPALS
(Completing Three Semesters)

Patricia L. Joseph
Jeri Jayne W. Stillman

ASSISTANT PRINCIPALS
(Completing Four Semesters)

James C. Bellehumeur
Bettye L. Bunch
Jim S. Casas
Jordan M. Fishman
Mary K. Garcia Velez
Thyra M. Handford
Florence Harris
Augustus Harris
Ella A. Hayes
Sylvester J. Jolley
Doris F. Kennedy
John E. Kincaid
Mary L. Lamping
Jonathan D. Leinfelder
Kathleen G. Lenz
Roseann Lococo
Sharon L. McKinney
Cynthia Y. Miller
Annie O. Oliver
Marion L. Reiter
Ada I. Rivera
John A. Sanchez
Harold D. Schmidt
Mark E. Tenorio

ASSISTANT PRINCIPALS, cont'd AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Jane K. Bogart
Juan Cardona
Cheryl A. Hamberlin
Mary H. Maresh
Yvette D. Martel
Sharon A. Munson
Krisann Pergande
Anita K. Sparks

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Jose M. Acevedo
Lonnie J. Anderson
Kathleen M. Bloom
Mary J. Bowie
Karen A. Boyle
Bridget J. Hartney
Jacquelyn Humphrey
Cynthia K. Jones
Hammadi M. Masrour
Jerry W. Mitchell
Dean C. Nemoir
Gail R. Sanders
Marybeth Sandvig

SUPPORT STAFF
(Completing One Semester)

Cecelia A. Edmond
Robert J. Gavronski
Monica A. Kaskey
Sandra K. Procopio
Virginia G. Stamper
Russell W. Thomas

(Completing Two Semesters)

Douglas A. Kloss
Michelle J. Lenski
Timothy J. McElhatton

(Completing Three Semesters)

Thomas C. McIntosh

(Completing Four Semesters)

(None)

(Completing Five Semesters)

Kathleen M. Dermody
Nancy A. Domoracki
Darlene D. Liston

(Completing Six Semesters)

Marianne T. Sobkowiak

APPROVAL OF CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to June 13, 1997:		
Betty Russ Banks	Siefert	March 19, 1997
Jeanne DeHaro	Wisconsin Ave.	April 24, 1997
April Ellertson	Keefe	April 10, 1997
Cleo Jenkins	Grand	April 9, 1997
Gloria Thomas	Morgandale	May 1, 1997
Marilyn Wackler	Marshall	April 30, 1997
Maternity Leave, to June 13, 1997:		
Nancy Ullmann	Bryant	April 28, 1997
Maternity Leave, to January 23, 1998:		
Carolyn Neumann	Parkview	April 25, 1997

Maternity Leave, to June 15, 1998:

Margaret Charek	Franklin	May 17, 1997
Wendy Godager Bode	Brown	August 26, 1997

Personal Leave, to June 15, 1998:

Heather Highley	Webster	April 7, 1997
Janet Mays	Fratney	August 26, 1997

Sabbatical Leave, to June 15, 1998:

Clare Boyle	Fritsche	August 26, 1997
Joyce Cable	21st Street	August 26, 1997
Phillip Due	Leave	August 26, 1997
Dona Laufer	Sherman	August 26, 1997
Stevie Summers	Engleburg	August 26, 1997
Lonna Wiedmeyer	Grant	August 26, 1997

Study Leave, to June 15, 1998:

Sheri Easter	Stuart	August 26, 1997

Extension of Legislative Leave, to January 23, 1998:

Valorie Olson	Leave	August 26, 1997

Extension of Maternity Leave, to January 23, 1998:

Jacalyn Oliva	Leave	August 26, 1997

Extension of Maternity Leave, to June 15, 1998:

Tami Baker	Leave	August 26, 1997
Cheri Baron	Leave	August 26, 1997
Beth Baumhardt Frisch	Leave	August 26, 1997
Angelena Malone	Leave	August 26, 1997
Linda Meleski	Leave	August 26, 1997
Jody Merchant	Leave	August 26, 1997
Teri Norton	Leave	August 26, 1997
Brenda Scharping	Leave	August 26, 1997
Jane Soko	Leave	August 26, 1997

Extension of Personal Leave, to June 15, 1998:

Julie Guyette	Leave	August 26, 1997
Barbara Heidelberg	Leave	August 26, 1997
Jude Kesl	Leave	August 26, 1997
Elissa Kravetz	Leave	August 26, 1997
Lisa Krickeberg	Leave	August 26, 1997
Ann Marie Noll	Leave	August 26, 1997

CURTAILMENT OF LEAVE:

Charles Kramer -- Curtailed a personal leave that was granted from January 27, 1997, through June 13, 1997.

Kathleen Murphy -- Curtailed a child rearing leave that was granted from November 20, 1996 through June 13, 1997.

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Joyce A. Allen	Teacher	06-13-97
Dolores E. Austin	Teacher	06-13-97
Sylvester Beard	Teacher	06-13-97
Joseph A. Brenner	Teacher	06-13-97
Ardenne E. Bunde	Teacher	06-13-97
Mary G. Cano	Teacher	06-13-97
Nancy Cecil-Mitchell	Social Worker	06-20-97
Constance J. Cibik	Teacher	06-13-97
Sally A. Clark	Teacher	06-13-97
Pamela J. Clemence	Teacher	06-13-97
Robert L. Crawford	Teacher	06-13-97
Leonard P. Dale	Social Worker	06-19-97
James R. Edwards	Teacher	06-13-97
Sandra R. Egerer	Teacher	04-30-97
Grace Ellen Ehr	Teacher	06-13-97
Judith A. Engel	Teacher	06-13-97
Kristy L. Frank	Teacher	06-29-97
William F. Gebhardt	Teacher	06-13-97
Monica L. Godwin	Teacher	06-13-97
Berta L. Golden	Teacher	06-13-97
LaFayette G. Golden	Principal	09-18-97
Ann M. Hahn	Speech Path.	06-13-97
Aaron L. Hannemann	Teacher	07-19-97
William Hanson	Teacher	06-13-97
David A. Highlands	Teacher	06-13-97
Deborah A. Hoffman	Teacher	04-28-97
Theresa C. Hosster	Teacher	10-13-97
Archie L. Ivy	Principal	08-18-97
Albin G. Kaczmarek	Principal	06-18-97
Lois A. Kalmbach	Librarian	06-13-97
Cleadoretta Keys	Teacher	06-13-97
Lillie C. Kimbrough	Librarian	06-13-97
Daedrie J. Kleppe	Psychologist	06-19-97
Elizabeth M. Kwass	Teacher	06-13-97
William E. Lansford	Social Worker	06-19-97

Gaetano A. LaRoche	Teacher	04-14-97
Avis Lebow	Teacher	06-13-97
Jack A. Love	Teacher	06-13-97
John D. Macho	Teacher	06-13-97
Ceola M. Mayberry	Asst. Prin.	07-01-97
Gerri McNamara	Teacher	06-13-97
Michael R. Mehren	Teacher	06-13-97
Tara L. Moseley	Teacher	04-14-97
Ann M. Muhich	Teacher	06-13-97
Lucia M. Murtaugh	Asst. Prin.	06-16-97
Celia G. Newbold	Teacher	05-02-97
Nandona C. North	Counselor	06-13-97
Phyllis M. Peters	Teacher	06-13-97
Julie A. Pryor	Teacher	07-07-97
Nadine K. Rajnovic	Teacher	06-13-97
Lois L. Ramberg	Teacher	06-13-97
Elizabeth L. Reuter	Teacher	06-13-97
Kristine A. Rimbey	Teacher	06-13-97
Gessner S. Rivas	Teacher	04-11-97
Jo-Ellen Rubach	Teacher	08-26-97
Karolyn M. Samman	Teacher	06-13-97
James L. Schmit	Asst. Prin.	06-20-97
Joan T. Singer	Teacher	06-13-97
Melba H. Stockhausen	Teacher	06-13-97
Juanita L. Stokes	Teacher	06-13-97
Carol A. Story	Teacher	06-13-97
Elizabeth F. Strong	Teacher	06-20-97
Susan Z. Tannenbaum	Teacher	06-13-97
Mary A. Tatalovich	Teacher	06-13-97
Michael J. Tatalovich	Teacher	06-13-97
Veronica M. Tinnon	Counselor	08-31-97
Orrin K. Tjugum	Teacher	06-13-97
Dawnmarie Traindl	Teacher	05-01-97
Benno Treu	Teacher	06-13-97
Luciana M. Vaughn	Counselor	06-13-97
Emma J. Wallace	Teacher	06-13-97
Inez O. Wilson	Teacher	06-13-97

* * * * *

(Item 8) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

The Superintendent recommends that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

3(r)	Tong Cha	Southeast Asian Community Liaison Division of Bilingual Multicultural Education	Schedule III, Range 00C $22,954

3 - Asian/Oriental/Pacific Islander

r - Resident

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

* * * * *

UNFINISHED BUSINESS

(Item A) Change of the date of the regular June board meeting from June 25 to June 18, 1997

At its Agenda Planning meeting on May 7, 1997, the Board decided to change the date of the regular June Board meeting from June 25 to June 18 and requested the Board Clerk to prepare the appropriate notice for action on May 28.

Board Rule 1.02 sets the date of the regular Board meeting as the last Wednesday of the month.

In order to change the date, it is necessary to move that Board Rule 1.02 be suspended and that the date of the regular June 1997 Board meeting be changed from June 25 to June 18, 1997.

* * * * *

Director Small moved to suspend Board Rule 1.02 and change the date of the regular June Board meeting from June 25 to June 18, 1997..

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication 9798C-002 from Mary Bills to Create a Door and Landscaped Play Space for Headstart Children at the Central Services Building

Referred to the Innovation/School Reform Committee.

Communication 9798C-003 from Ross A. Torsrud Regarding the Improvement of Students' Health Conditions and Care

Referred to the Innovation/School Reform Committee.

Communication 9798C-004 from Ross A. Torsrud Regarding a Plan for Neighborhood Clusters Based on a Middle School-Elementary School Relationship

Referred to the Innovation/School Reform Committee.

Communication 9798C-005 from Ross A. Torsrud Regarding a School-To-Work Program to Make an Operational Shop Available in at least Three Middle Schools

Referred to the Innovation/School Reform Committee.

Communication 9798C-006 from Dennis W. Redovich Regarding a Longitudinal Study of MPS Dropouts

Referred to the Accountability/Audit Committee.

Communication 9798C-007 from John Szymborski Regarding a Proposed Amendment to Administrative Policy 6.24: Residency: Staff

Referred to the Legislation, Rules and Policies Committee.

Communication 9798C-008 from Jerald A. Peterson Requesting an Exemption from the Employee Residency Requirement

Received and ordered placed on file, with the Director, Office of Board Governance, directed to send a letter to the requester explaining the reasons.

Communication 9798C-009 from Vance Coleman and others Regarding the Continuation and Moving of the Partnership High School Intact Under New Sponsorship

Referred to the Innovation/School Reform Committee.

Communication 9798C-010 from the City Comptroller Requesting an Opportunity to Appear before the Board to Present the Findings of a Study to Determine the Feasibility of Combining Financial Systems for the City of Milwaukee and the Milwaukee Public Schools

Referred to the Accountability/Audit Committee.

Communication 9798C-011 from Peter R. Flaig Regarding a Teacher at North Division High School

Received and ordered placed on file.

RESOLUTIONS

Resolution 9798R-002

By Director Thompson:

WHEREAS, Milwaukee Public Schools (MPS) is committed to giving individual schools control over their budgets to the greatest extent practicable as part of MPS's larger effort to be responsive to students, parents, and teachers; and

WHEREAS, The policy of giving individual schools control over their budgets, known as "site-based management," has been shown by several MPS schools — particularly Hi-Mount — to be an effective method of achieving the educational goals of MPS, including reductions in class size by hiring additional teachers; and

WHEREAS, The effort to increase the number of schools that operate under the principles of site-based management has been hampered in some cases by the lack of complete and updated policies, standards, and procedures related to the budgeting, expenditure, reporting, accounting, and auditing of public funds; and

WHEREAS, In the absence of such policies, standards, and procedures, legitimate questions have been raised about the budgeting, expenditure, reporting, accounting, and auditing of funds at some schools; and

WHEREAS, It is essential to the integrity of MPS and to the public's confidence in MPS that complete and updated policies, standards, and procedures be in place to guide the budgeting, expenditure, reporting. accounting, and auditing of funds by any school that participates in full or in part in site-based management; and

WHEREAS, The development and implementation of such policies, standards, and procedures in an expeditious fashion is vital to MPS; now therefore, be it

RESOLVED That:

1. A Site-Based Management Financial Standards Committee be established to recommend to the MPS Board such policies, standards, and procedures relating to site-based management budgeting, expenditures, reporting, accounting, and auditing as the Committee deems necessary and appropriate to place site-based management financial decision making and oversight on a footing of irreproachable integrity;

2. The Site-Based Management Financial Standards Committee shall consist of the Comptroller of the City of Milwaukee, the Superintendent of the Milwaukee Public Schools, and three other experts in finance, accounting, or auditing who are selected by the Superintendent and approved by the Board;

3. The Committee shall submit its final recommendations for action to the MPS Board by no later than September 1, 1997.

Referred to the Accountability/Audit Committee.

Resolution 9798R-003

By Directors Thompson, Small, Gardner, Todd:

WHEREAS, The present MPS school selection process creates great frustration among parents and students unable to get a place in the high school of their choice, and

WHEREAS, By ignoring academic effort and achievement, the school selection process undermines the message from parents and MPS itself that hard work and study will be rewarded, and

WHEREAS, The school selection process encourages families who can afford to send their children to suburban, private, or religious schools to withdraw their children from MPS, and

WHEREAS, Taking account of academic achievement would allow the most qualified students to participate in the most academically challenging programs, and

WHEREAS, The school selection process has a disproportionate impact on high-achieving African-American students who may have a probability as low as-one-in-six of getting into their first-choice high schools, and

WHEREAS, By filling scarce seats with students who have shown little interest in study, MPS makes inefficient use of resources, now therefore, be it

RESOLVED That:

1. All high schools be authorized to develop admission standards for Fall 1998 enrollment that (1) give priority to students whose GPAs exceed a given value, (2) prioritize students according to GPA, or (3) set such other admissions standards as are appropriate to the school's mission.
2. High schools may apply these standards in selecting students from their waiting lists for 1997 admission.
3. In applying these standards, the high school may not discriminate on race, gender, religion, or national origin, except to the extent that such distinctions are needed for the school to meet the MPS standards for Racially Balanced Schools.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-004

By Director Thompson:

WHEREAS, Students, parents, and teachers identify disruptive students as interfering with the education of other students and driving out serious students from MPS, and

WHEREAS, Disruption is often a sign that the student is not benefitting from his or her school, with many of these students having been programmed to fail by not receiving the support and structure they need, and

WHEREAS, Too often the response to disruptive students meets neither the needs of the other students or their own needs, now therefore, be it

RESOLVED, That the Administration develop a comprehensive plan to handle students who would otherwise disrupt classes, including:

A tabulation of the numbers and types of students with a history of disruption, including (but not limited to) students who are promoted socially, but are academically unprepared, and those reentering MPS from institutions such as Wales;

An assessment of present and potential programs to meet the needs of these students, including summer school, various support services, charter schools, evening programs, contracts, alternative programs, etc.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-005

By Director Thompson:

WHEREAS, Uncertainties about the actual cost of educating a student in MPS have made it very difficult to set payments to innovative schools, such as Hi-Mount, partnership schools, contracted schools, and charter schools, without accusations that the schools are receiving either a disproportionately large or disproportionately small amount of money, and

WHEREAS, There are similar arguments about the funds available to individual MPS schools, the allocations between schools, and the differences between levels of schools, and

WHEREAS, A goal of the Milwaukee Board of School Directors is to maximize resources available in the classroom for the benefit of students; now therefore, be it

RESOLVED, That administration prepare a report before starting discussions of the 1998-99 budget on the per-student cost of education, to include the following elements:

- The per-student cost of education for regular students and for those students having special needs of each identifiable type, including all overhead and central office costs, up to and including an allocation of the superintendent cost, but excluding programs whose beneficiaries are not MPS students.
- Recommendations of reallocations between various kinds of students, for example from high school to elementary students.
- Recommendations as to which spending decisions should be made at the school level and which should remain centralized.

Referred to the Strategic Planning and Budget Committee.

Resolution 9798R-006

By Directors Thompson and Small:

WHEREAS, The Board has set high standards for all students enrolled in the Milwaukee Public Schools (MPS); and

WHEREAS, Riverside University High School, behind Rufus King High School, is selected most by parents and students in the Milwaukee area because of its reputation for academic excellence; and

WHEREAS, Many parents and students who selected Riverside were not admitted as a result of the district's school selection process, now therefore; be it

RESOLVED, That the Superintendent be directed to implement for the 1998-99 school year, three eligibility requirements for students who wish to attend Riverside University High School; and be it

FURTHER RESOLVED, That the eligibility requirements be as follows:

That eligible students and their parents/adult advocates must attend an orientation session in January prior to the citywide selection process to acquaint the families with Riverside's expectations, its rigorous curriculum, and its discipline policies

That eligible students must have two signed reference forms from current teachers so that students may share their choice of a high school with their current teachers who will then have the opportunity to encourage or redirect the students' endeavors

That eligible students must write a 200- 300 word, multiple paragraph essay explaining why they want to attend Riverside University High School, with these essays serving as samples of their writing abilities; and be it

FURTHER RESOLVED, that the references and the essays be submitted to Riverside University High School before the beginning of the citywide selection process in February of each year; and be it

FURTHER RESOLVED, That in accepting the three eligibility requirements, the students and parents/adult advocates acknowledge the pivotal role that a parent plays in a student's education and the differences between a middle school and high school.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-007

By Directors Small and Thompson:

WHEREAS, The Milwaukee High School of the Arts (MHSA) is a city-wide specialty school with a diverse student population that attracts students from throughout the Metro-Milwaukee area, and

WHEREAS, MHSA has developed a proposal that will assist the District in establishing a school selection process that will meet the needs of various student populations and will ensure a better match between the student and the school, and

WHEREAS, This proposed school selection process could be applicable to self-selected schools or to the entire system of schools, and

WHEREAS, This proposal supports the Board's belief that public school choice and equity are important components in the education of youth, and

WHEREAS, This proposal is a two-stage early selection admission policy that would give students and parents who have a commitment to the arts placement at MHSA prior to any financial commitment to a private or parochial school, and

WHEREAS, This proposal will assist MPS in meeting its goal of guaranteeing that the Milwaukee Public Schools will be the schools of choice for all Milwaukee residents, THEREFORE LET IT BE

RESOLVED, That the Milwaukee Board of School Directors adopt the following two-stage admission policy for the Milwaukee High School of the Arts, beginning with the 98-99 school year:

Stage-One Admission:
An audition/portfolio process in November/December for 50% of the 1998-99 ninth-grade class for the purpose of appropriate school placement.

Stage-Two Admission:
A second opportunity for students to enter MHSA through the current MPS three-choice selection system.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-008

By Directors Small, Thompson and Todd:

WHEREAS, Rufus King is a city-wide 1996 Blue Ribbon school with a strong college preparatory program including accelerated courses in all subject areas, and 95% of its students are college bound, and

WHEREAS, Students are expected to come to King with strong academic goals, including good attendance habits and good conduct, and

WHEREAS, The emphasis on academic excellence is reflected in the challenging college-bound curriculum strengthened by the strongest International Baccalaureate (IB) program in the State of Wisconsin, and

WHEREAS, Application of this proposed admissions policy will meet MPS standards for racially balanced schools and will result in greater racial balance in an academically challenging IB program, and

WHEREAS, This proposal will give Milwaukee students and parents who are committed to a rigorous academic program a better opportunity for placement at Rufus King prior to any commitment to a private or parochial school, and

WHEREAS, This proposal would assist MPS in meeting its goals of guaranteeing that MPS will be the schools of choice for all Milwaukee residence and would illustrate its movement toward higher standards; now therefore, be it

RESOLVED That the Milwaukee Board of School Directors adopt the following admission policy for Rufus King High School, beginning with the 1998-1999 school year:

By February 1, students will submit portfolios to the Rufus King Review Board, made up of school-based faculty and parents and Central Service and community group representatives. Portfolios should include a fall data exchange sheet, a handwritten essay on why college should be a part of their future, plus each student's choice of two items from the following list:

Academic teams
Honor classes
Special talents
Co-curricular activities/community involvement
Leadership ability

Referred to the Innovation/School Reform Committee.

Resolution 9798R-009

By Director O'Neil:

WHEREAS, The Board has set high standards for all students enrolled in the Milwaukee Public Schools (MPS); and

WHEREAS, The district has developed a rigorous math proficiency exam where students must receive a passing grade as a graduation requirement; and

WHEREAS, All ninth grade students are required to take algebra; and

WHEREAS, The Board has stressed the importance for the mastery of math, science reasoning, and communications concepts to take place in elementary and middle school; and

WHEREAS, Project SEED, a National Diffusion Network Project of the US Department of Education, which has been operating the last 33 years as a non profit organization, though formerly federally funded; and

WHEREAS, Other major school districts such as Dallas, Philadelphia, Detroit, and Indianapolis have implemented Project SEED; and

WHEREAS, Project SEED is a supplemental one semester program for students in grades 3-6; and

WHEREAS, Clarke Street School has participated in a classroom demonstration of Project SEED, teaching fifth graders some high level math concepts using both mental and physical concepts in teaching math; now therefore it be

RESOLVED, That the Superintendent be directed to initiate a pilot program of Project SEED in elementary and/or middle schools during the 1997-98 school years; and be it

FURTHER RESOLVED, That the Superintendent be directed to conduct an evaluation of the program and bring back to the Board, no later than June 1998, recommendations regarding the possible expansion of the program within MPS.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-010

By Director Todd:

WHEREAS, It is appropriate to have all Board actions regarding employee residence included in the Board's Rules and Policies Manual; and

WHEREAS, *Administrative Policy 6.24: Residency: Staff* does not contain a complete statement of the Board's actions; now, therefore, be it

RESOLVED, That *Administrative Policy 6.24: Residency: Staff* be amended to include the following provisions:

Milwaukee city residency will be required as follows:

1. Any new employee in administrative and supervisory position.

2. When an employee moves from another bargaining unit to the ASC bargaining unit.

3. Any employee who is promoted.

4. All ASC employees presently living in the city must continue to maintain their residency in the city of Milwaukee.

Referred to the Legislation, Rules and Policies Committee.

Resolution 9798R-011

By Directors Fisher, Gardner, Hardin, O'Neil, Small, Thompson and Todd:

WHEREAS, Increasing numbers of students have applied for admission to Rufus King High School for the College-Bound and Riverside University High School during the last several years; and

WHEREAS, The number of students who applied during the 1996 school selection process for admission to King and Riverside as their first choice, and were denied admission, now exceeds one thousand; and

WHEREAS, New college-bound programs at Hamilton High School, Madison University High School, and Bay View High School are already over-subscribed; and

WHEREAS, The MPS motto for 1995-96 was "First Choice Within MPS", and "First Choice Within MPS" was the board's first Strategic Planning and Budget priority during 1995-96 and 1996-97; and

WHEREAS, The more than one thousand students now on the King and Riverside wait lists, and their families, represent a resource for MPS, public education, and the City of Milwaukee that we cannot afford to discourage, waste, or send elsewhere; now, therefore be it

RESOLVED, That the Board instruct the Superintendent to synthesize and present, in time for adoption at the June board meeting, options within MPS for all students who chose King, Riverside, Hamilton, or Milwaukee High School of the Arts as their first choice, and were denied admission to those schools; or who chose the college-bound programs at Madison or Bay View high schools as their first choice, and were denied admission to those programs; so that these students can be offered options for 1997-98 they consider satisfactory, and in which they are willing to enroll; and be it

FURTHER RESOLVED, That the Board instruct the Superintendent to present options at new or non-MPS schools for students from these wait lists who do not find the presented options satisfactory, and in which they are not willing to enroll.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-012

By Directors Small, Thompson and Todd:

WHEREAS, During the 1996-97 Strategic Planning and Budget Process to create the MPS 1997-98 Budget, the Board of School Directors instructed the administration to reallocate six million dollars ($6,000,000) from Central Service accounts to MPS schools with grades K-3; and

WHEREAS, In this matter, as in all others, the board reserves to itself the right to review and amend all budget allocations, reallocations, and revisions; and

WHEREAS, The allocations made by the Administration require review to determine whether the letter and spirit of the board's instructions have been fulfilled; now therefore be it

RESOLVED, That the Board review and, if it so desires, amends, the Superintendent's reallocation of six million dollars ($6,000,000).

Referred to the Strategic Planning and Budget Committee.

Resolution 9798R-013

By Director Gardner:

WHEREAS, The MPS Board of School Directors' goal for the percentage of MPS students who take the State of Wisconsin Third Grade Reading Test who score in the above standard category has been, since accountability measures and board goals were instituted, 85%; and

WHEREAS, The percentage of MPS students who met the Board measure increased from 65% in 1992-93 to 77% in 1995-96; and

WHEREAS, The racial disparity between African-American and White students on the 1995-96 test decreased to only 2%; and

WHEREAS, This progress in both system-wide student achievement and reduction in racial disparity for student achievement should have warranted the profoundest gratitude, congratulations, and respect from the MPS Board of School Directors; and

WHEREAS, Instead of gratitude, congratulations, or respect, the principals, administrators, teachers, and staff who made this remarkable achievement happen were instead rebuked and insulted with the acknowledgedly unachievable requirement that all MPS elementary, K-8, and K-12 schools achieve above standard reading scores for 100% of their students; and

WHEREAS, In addition, all elementary, K-8, and K-12 schools that fail to meet that requirement must include that goal as a Tier Two accountability measure; and

WHEREAS, Test scores that had been 78%, 75%, and 77% in 1993-94, 1994-95, and 1995-96, respectively, plummeted to a district-wide average of 68% during 1995-96; and

WHEREAS, This failure is attributable in part to the aforementioned action of the MPS board, which action has been named by credible MPS elementary school principals, straining to maintain decorum and politeness, "insensitive", "ridiculous", "ignorant", and "stupid", among words fit for inclusion within the seemly dignity of an MPS Board of School Directors Resolution; and

WHEREAS, For all our faults and limitations, we just may be savvy enough to review, evaluate and reverse a now obvious and demonstrable mistake before it further damages principals' accountability, teachers' morale, student achievement, and Board credibility; therefore be it

RESOLVED, That the board action requiring all MPS schools that administer the Wisconsin Third Grade Reading assessment to perform fifteen points above the Wisconsin state average, and fifteen points above the previously established board goal of 85%; and the accompanying action requiring all MPS elementary, K-8, and K-12 schools that do not meet 100% pass rates to have 100% pass rates as mandatory Tier Two accountability measures, be immediately rescinded.

Referred to the Accountability/Audit Committee.

Resolution 9798R-014

By Director Gardner:

WHEREAS, Bob Jasna has served the Milwaukee Public Schools District faithfully and well as a teacher, principal, administrator, Assistant Superintendent, Deputy Superintendent, and Superintendent for many years; and

WHEREAS, As Superintendent Bob Jasna's administration has produced remarkable accomplishments in improving student achievement, instituting high expectations and standards, expanding choice within MPS, elevating staff accountability at all levels, increasing the number and percentage of Milwaukee children enrolled in MPS, developing innovative education programs, replicating successful programs and schools, improving fiscal economies and controls, decentralization, and safety for students and staff; and

WHEREAS, The MPS Board of School Directors awarded the Superintendent a performance bonus of thirty thousand dollars ($30,000) for his achievements in 1995-96; and

WHEREAS, June 30, 1996 is Superintendent Jasna's last day of employment in MPS; and

WHEREAS, Flowers, plaques, and speeches are nice, but money sends messages to the entire district and beyond; therefore be it

RESOLVED, That the MPS Board of School Directors secure from Superintendent Bob Jasna, at least twenty-four hours prior to the June board meeting, a list of achievements accomplished to date during the 1996-97 school year; and be it

FURTHER RESOLVED, That the MPS Board of School Directors retire into executive session at its June Meeting to consider whether to award the Superintendent a performance bonus, now or after his retirement; and if so, how much of a bonus to award; and be it

FURTHER RESOLVED, That the MPS Board of School Directors publicly report no later than September 30, 1997, as part of its proceedings, its decision whether to award a performance bonus to the Superintendent for his accomplishments during the 1996-97 school year and, if so, how much bonus to award.

Referred to the Agenda Planning meeting of the Board.

Resolution 9798R-015

By Director Gardner:

WHEREAS High Standards Start Here; and

WHEREAS, MPS are Milwaukee's #1 Schools of Choice; and

WHEREAS, First Choice Within MPS is the Board's first Strategic and Budget Priority; and

WHEREAS, High Standards require standards; and

WHEREAS, First Choice requires choices; now, therefore be it

RESOLVED, That all MPS high schools, including all MPS alternative, partnership, charter, and innovative schools be authorized to establish, as conditions of application and admission, requirements that students visit the school, interview school representatives, write an essay stating why the student wishes to attend the school, submit one or more portfolios of previous academic and specialty work, complete written and performance assessments to assist the student in determining the appropriateness of the school and its program for the student, and secure recommendations from current and previous teachers; and be it

FURTHER RESOLVED, That all schools adopting such requirements shall state how requirements assist the school in achieving and sustaining racial balance and diversity as established by the MPS Board of School Directors, and expanding secondary school options for ex ed students.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-016

By Director Gardner:

WHEREAS, High Standards Start Here; and

WHEREAS, MPS are Milwaukee's #1 Schools of Choice; and

WHEREAS, First Choice Within MPS is the Board's first Strategic and Budget Priority; and

WHEREAS, High Standards require standards; and

WHEREAS, First Choice requires choices; now, therefore be it

RESOLVED, That any MPS high school, including all MPS alternative, partnership, charter, and innovative schools be authorized to establish, as conditions of continued enrollment at the school, minimum performance standards of attendance and behavior; and be it

FURTHER RESOLVED, That any MPS high school that adopts such standards be authorized to terminate the enrollment at that high school of any and all students who fail to maintain established standards of attendance and behavior; and be it further

FURTHER RESOLVED, That all schools adopting such requirements shall state how requirements assist the school in achieving and sustaining racial balance and diversity as established by the MPS Board of School Directors, and expanding secondary school options for ex ed students.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-017

By Director Hardin:

WHEREAS, The Milwaukee Public Schools are populated by students of diverse social, economic, cultural, racial, and ethnic backgrounds; and

WHEREAS, Mentors, role models, and positive images of individuals who reflect the diverse backgrounds of students have been shown in educational research and practice to have a positive impact on their performance—academically and behaviorally—in public school settings; and

WHEREAS, Many teachers, administrators, support staff and parents in the Milwaukee Public Schools have made significant efforts to respond to the social, cultural, racial, and ethnic diversity of the students they serve; and

WHEREAS, Beginning in the 1997-98 school year, more than 80% of all Milwaukee Public School students will be of color, that is African Americans, Hispanics (from a variety of ethnic backgrounds), Native Americans (from various tribal groupings), and new Asian immigrants (Laotian, Cambodian, Hmong, and others); and

WHEREAS, It is imperative, based on the sheer demographics of the present and emerging Milwaukee Public Schools student population, that all existing instructional tools be utilized to respond to this demographic reality; and

WHEREAS, The "Newspapers in Schools Program", which uses a local newspaper in its civics and social studies instruction is not entirely reflective of the aspirations, hopes, dreams, and cultures of the student population served by the Milwaukee Public Schools; and

WHEREAS, There are a number of high quality local, community-based newspapers and newsletters that reflect the positive aspects of Milwaukee Public Schools students' racial, social and cultural backgrounds; and

WHEREAS, These newspapers and newsletters have not been systematically utilized as instructional tools in civics and social studies classes in the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the "Newspapers in Schools Program", be expanded to include the following periodicals: *The Milwaukee Community Journal and its weekend edition, The Milwaukee Times, The Milwaukee Courier, The Milwaukee Star, The Spanish Journal, The Final Call*, Asian and Native American newsletters and identified periodicals representative of the Milwaukee Public Schools student population and that the central administration be directed to address this issue forthwith.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-018

By Directors Small and Todd:

WHEREAS, Marshall High School is a comprehensive high school that offers video computer graphics and telecommunications media courses; and

WHEREAS, Marshall High School has a capacity for 2500 students and presently has an enrollment of only 1200 students.; and

WHEREAS, Only 310 students enrolled at Marshall High School come from the Marshall attendance area out of a total attendance area population of 1375; and

WHEREAS, Student and staff safety concerns and lack of school discipline are serious issues that have been raised by parents and community; now, therefore, be it

RESOLVED, That the MPS administration bring back to the Board educational/program options that include advantages and disadvantages; and be it

FURTHER RESOLVED, That these options contain a community component that will encourage neighborhood participation and improve the safety and discipline at the school.

Referred to the Innovation/School Reform Committee.

The Board adjourned at 11:13 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 3, 1997

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

Present—Directors Hardin (6:07 PM), O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Absent and excused—Directors Braun, Gardner and Todd—3.

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

May 29, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, June 3, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review and assess employment applications for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes— Directors O'Neil, Sinicki, Small, Thompson and President Fisher—5.

Noes—None.

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

The Board adjourned from executive session at 7:00 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 3, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 7:01 PM.

Present—Directors Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Absent and excused—Directors Braun and Todd—2.

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

May 29, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that a special meeting of the Board of School Directors will be held at 6:45 PM, Tuesday, June 3, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of holding an informal discussion with State Superintendent of Public Instruction John Benson and other representatives of the Department of Public Instruction with respect to the DPI's launching of a process to seek input from major players in Milwaukee and around the state regarding MPS.

NANCY R. NOESKE
Director

The Board met informally with State Superintendent of Public Instruction John Benson and other representatives of the Department of Public Instruction regarding the DPI's launching of a process to seek input from major players in Milwaukee and around the state regarding MPS.

The Board adjourned at 8:23 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 4, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 7:12 PM.

Present—Directors Gardner (7:30 PM), Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Absent and excused—Directors Braun and Todd—2.

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

May 29, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Wednesday, June 4, 1997, immediately upon adjournment of the 6:00 PM Agenda Planning meeting of the Board Committee Chairs in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 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:

Present—Directors Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 7:13 PM.

The Board adjourned from executive session at 8:35 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 9, 1997

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

Present—Directors Gardner, O'Neil, Small, Thompson and President Fisher—5.

Absent and excused—Directors Braun, Hardin, Sinicki and Todd—4.

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

June 6, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:30 PM on Monday, June 9, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

NANCY R. NOESKE
Director

Director Gardner moved that the Board retire to executive session under the provisions of Wisconsin Statutes 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:

Present—Directors Gardner, O'Neil, Small, Thompson and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:38 PM.

The Board adjourned from executive session at 7:50 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 9, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 8:01 PM.

Present—Directors Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—6.

Absent and excused—Directors Braun, Sinicki and Todd—3.

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

June 5, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 8:00 PM on Monday, June 9, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review employment applications and interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes— Directors Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 8:03 PM.

The Board adjourned from executive session at 10:30 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 11, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 8:07 PM.

Present—Directors Gardner, Hardin, O'Neil, Thompson and President Fisher—5.

Absent and excused—Directors Braun, Sinicki, Small and Todd—4.

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

June 5, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 8:00 PM on Wednesday, June 11, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Gardner moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review employment applications and interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes— Directors Gardner, Hardin, O'Neil, Thompson and President Fisher—5.

Noes—None.

The Board retired to executive session at 8:10 PM.

The Board adjourned from executive session at 9:30 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 16, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 8:42 PM.

Present—Directors Braun (8:43 PM), Gardner (8:50 PM), Hardin (8:50 PM), O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

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

June 13, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Monday, June 16, 1997, immediately upon adjournment of the 6:30 PM meeting of the Legislation, Rules and Policies Committee, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of

1) reviewing applications and interviewing applicants for the position of Superintendent of Schools; and

2) considering the terms of an employment agreement for an individual who may serve as Acting Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools and to consider the terms of an employment agreement for an individual who may serve as Acting Superintendent of Schools.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review employment applications and interview applicants for the position of Superintendent of Schools and to consider the terms of an employment agreement for an individual who may serve as Acting Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—None.

The Board retired to executive session at 8:44 PM.

The Board adjourned from executive session at 9:55 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 18, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 7:24 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

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

June 18, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 7:00 PM on Wednesday, June 18, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action with respect to the employment of an individual at-will employee in the Office of Board Governance.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (c and f), may retire to executive session for the purpose of consideration of specific personnel issues and may reconvene in open session to take action on matters discussed in executive session.

This meeting is being scheduled in less than 24 hours notice prior to the meeting, but more than 2 hours prior to the meeting, because a 24 hour notice is impossible or impractical.

Revised Meeting Notice

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes Section 19.85 (1) (c and f) for the purpose of consideration of specific personnel issues.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 7:25 PM.

The Board reconvened in open session at 7:42 PM.

Director Sinicki moved that the Board approve the termination by the Director, Office of Board Governance, of an at-will employee in the Office of Board Governance, to be effective at 5:01 PM on June 19, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board adjourned at 7:43 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 18, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 7:44 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence for La Rod Brazil, a student from Congress Street School, who died this month.

AWARDS AND RECOGNITIONS

RECOGNITION OF SUPERINTENDENT ROBERT C. JASNA

Following a musical presentation by students of Congress Street School, the following resolution was introduced by President Fisher on behalf of the Board:

RESOLUTION

WHEREAS, Superintendent Robert C. Jasna is now retiring after a long and illustrious career with the Milwaukee Public Schools; and

WHEREAS, Superintendent Jasna has spent the greatest part of his educational career in the service of the Milwaukee Public Schools and is now completing his thirty-fourth year of service to the Milwaukee Public Schools; and

WHEREAS, Superintendent Jasna has served the District in many and varied roles, having been a teacher at Juneau Junior-Senior High School and Morse Junior High School, an Assistant Principal at Riverside and Rufus King High Schools, a Principal at West Division, North Division, James Madison and Riverside University High Schools, an Associate Superintendent and Deputy Superintendent and has been Superintendent of the District since July 1, 1995; and

WHEREAS, Superintendent Jasna's energy, honesty and administrative expertise have helped the Board accomplish its goals of higher standards and greater accountability; and

WHEREAS, Superintendent Jasna has implemented a more rigorous curriculum, including mathematics and writing proficiency examinations required for graduation, with new requirements for mathematical and scientific reasoning, communication and community membership to be in place for the class of 2004; and

WHEREAS, Superintendent Jasna has strengthened the District's School-To-Work initiative, expanding it from 44 schools to all 162 schools, and has initiated exceptional education reform and a revised student assignment process; and

WHEREAS, Superintendent Jasna established the District's first charter school and has developed or opened ten new and innovative schools and increased early childhood opportunities by creating nearly 1,000 additional seats for four- and five-year-old children; and

WHEREAS, Superintendent Jasna has continued the decentralization of the District, implemented districtwide assessment reform and a revised school accountability plan which holds schools accountable for student achievement outcomes; now therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Superintendent Robert C. Jasna for his thirty-four years of dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Superintendent Robert C. Jasna in tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

The resolution was adopted unanimously by acclamation.

Superintendent Jasna addressed the Board.

OTHER AWARDS AND RECOGNITIONS

Elm Creative Arts Elementary School has been selected to receive the *1997 eighth annual Business Week Award for Instructional Innovation: Schools with An Arts-Driven Curriculum.* Elm is one of 10 schools nationwide to receive the award.

MacDowell Montessori School *celebrated its twentieth anniversary this school year as one of the first public Montessori schools in the country*. About 400 former students, parents, and staff members attended the two days of celebrations the school hosted in June 1997.

Brenda Ward, coordinator of school social work services, has been selected as the *Social Worker of the Year by the Wisconsin Chapter of the National Association of Social Workers*.
Rebeca Marie Martinez, a freshman at the Milwaukee School of Languages, and Richard Zuno, a junior at South Division High School, have been *selected by the United Community Center for the 1997 Ameritech Youth Wall of Fame* for their leadership and outstanding volunteer service in the community.

Danesha O'Neal, student at Fifty-third Street School, was selected the *winner of an essay contest on school and community relations at the Sherman Park School-Community Initiative Fair Forum.*

Amy Fritsch and Nicole Watring, graduating seniors at Bay View High School, have been *selected as Wisconsin's only delegates to the National Youth Science Camp,* near the National Radio Astronomy Observatory at Green Bank, West Virginia. They were selected by the Governor's office for their accomplishments in science and achievements in school and community activities.

Jeanne Hochstatter, principal of the **Milwaukee Spanish Immersion School** *received the Community Leadership Award* and Sue Mathews, a parent at the Milwaukee Spanish Immersion School, *was named Parent of the Year at Education: A Family Affair.* The awards program is sponsored by MPS in conjunction with UWM, the Council for the Spanish Speaking, and the Marcus Center for the Performing Arts.

The following **students from Samuel Morse Middle School** have been *selected to receive National English Merit Awards for their performance as outstanding English students*. Students selected must have a 3.5 grade-point average, be motivated students with a cooperative spirit, show enthusiasm for their work, and exhibit leadership and good citizenship. The students selected are:

Jose Acosta	Andrew Jones	Jonathan Nook
Marijean Bobinski	Andrea Kaufmann	Emily Olson
Joseph Berg	Arlyn Lacking	Brian Roush
Juanita Brazziel	Elizabeth Leonhardt	Carrie Schaffner
Paulina Bubembe	Mai Ka Lor	Hayley Schneider
Lindsey Colbert	Vanessa Mann	Kyle Stephens
Martene Fair	Quan Nguyen	Tchao Thao
		Leonard Wilson

MPS Arts Awards

The 1996-97 UPAF-MPS Arts Employee Work Place Giving Campaign generated over $10,000 by use for Milwaukee Public Schools. The Art and Music Office solicited MPS Arts Awards proposals from all schools. Over 70 proposals were received, with 26 proposals being funded. Listed below are the schools that have won the 1997-98 MPS ARTS Grants:

Allen-Field School	500.00
Dover School	335.00
Elm School	500.00
Garfield School	500.00
Grandview School	500.00
Granville School	503.00
Hi-Mount School	450.40
Humboldt Park School	478.50
Kilmer South School	500.00
Madison High School	500.00
Marshall School	500.00
MHSA	575.00
Milw.German Immersion School	532.00
Milwaukee School of Languages	495.00
Milwaukee Spanish Immersion School	500.00
Milwaukee Technical High School	500.00
Mitchell School	500.00
Pleasant View High School	500.00
Starms EC School	300.00
Thurston Woods School	500.00
Townsend School	500.00
Trowbridge School	400.00
Vincent High School	500.00
Walker Middle School	500.00
WCLL	500.00
Westside Academy School	475.00

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of May 1, 7, 13 and 28, 1997, were approved as printed.

* * * * *

COMMUNICATION FROM THE SUPERINTENDENT

(Item A) Communication with Respect to Contract Negotiations with the Following Bargaining Units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

Director Small moved that the Board retire to executive session to consider the Superintendent's communication, under the provisions of Wis. Stats. 19.85 (1) (e).

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 8:16 PM.

The Board reconvened in open session at 9:04 PM.

President Fisher made the following statement on behalf of the Board:

"The key proposals that the administration brought to the table with respect to negotiation strategies for the MTEA and the ASC negotiations continue to be a priority of this Board in order to obtain a settlement as soon as possible.

"No further action by the Board is necessary."

* * * * *

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item A) Communication with Respect to Action to Designate an Individual to Serve as Acting Superintendent or Administrator in Charge, Effective July 1, 1997, and Discussion and Action on the Terms of an Employment Agreement for that Individual.

June 18, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

On May 13, 1997, the Board extended the scope and timeline for the superintendent search, with applications to be accepted for the position until June 16, 1997.

Since the search will not be completed prior to June 30, 1997, the Office of Board Governance, at the request of President Fisher, has prepared the appropriate motions for the appointment of an Acting Superintendent until such time as a superintendent is appointed and takes office.

The necessary motions are:

1. That the Board appoint _____Acting Superintendent, effective July 1, 1997, until such time as a Superintendent is duly elected by the Board and takes office.

2. That the Board authorize the Board President to negotiate the terms of an employment agreement for the above named individual and to execute the agreement on behalf of the Board.

NANCY R. NOESKE
Director, Office of Board Governance/Board Clerk

The Board recessed from 9:07 PM to 9:14 PM.

Director Sinicki moved that the Board retire to executive session to consider the appointment of an acting Superintendent, under the provisions of Wis. Stats. 19.85 (1) (c).

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

Temporarily absent—Director Todd—1.

The Board retired to executive session at 9:15 PM.

The Board reconvened in open session at 9:25 PM.

Director Sinicki moved:

1. That the Board appoint Barbara Horton Acting Superintendent, effective July 1, 1997, until such time as a Superintendent is duly elected by the Board and takes office.

2. That the Board authorize the Board President to negotiate the terms of an employment agreement for the above named individual and to execute the agreement on behalf of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board recessed from 9:28 PM to 9:33 PM.

By unanimous consent, the Board next took up the Regular Items of Business.

* * * * *

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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 Communication 9798C-009 from Vance Coleman of the Next Door Foundation and Others Regarding the Continuation and Moving of the Partnership High School Intact Under New Sponsorship

Communication

At its meeting on May 28, 1997, the Board referred Communication 9798C-009 from Vance Coleman of the Next Door Foundation and others to the Innovation/School Reform Committee. The communication, a copy of which is attached, requests the opportunity to address the Committee regarding the Continuation and Moving of the Partnership High School Intact Under New Sponsorship.

Committee Recommendation

Your Committee recommends that the Board direct the Superintendent to work with the Afro-Urban Institute and bring a contract back to the Board, contingent upon compliance issues being resolved, by the July Board meeting.

* * * * *

(Item 2) Action on Recommended Eighth Grade Proficiencies

Administration's Analysis

Background

1. At the February 28, 1996, Board meeting, the Board requested that Grade 8 proficiencies be developed in communication, mathematics, and science for presentation to the Board in June, 1997. The Board mandated that these proficiencies would apply to the class of 2004, which enters grade 6 next fall, and completes grade 8 in the year 2000.

2. The middle school principals have taken a leadership role both in developing the proficiencies and in considering procedural issues related to the implementation of the proficiency requirements

3. The proficiencies were drafted by teachers selected by the schools and the Department of Educational Services. Principals sought input into the proficiencies from their school communities -- administrators, teachers, other staff, parents, and students. An additional focus group was conducted with parents.

4. As the discussion about the proficiencies has proceeded, some guidelines have been agreed upon. These include the following:

- The proficiencies will be completion requirements for all students, with appropriate accommodations for limited English proficient students and students with special needs.
- Meeting the proficiencies will be similar to a "merit badge" system whereby students can meet some proficiencies before the eighth grade.
- Staff development will take place this summer and during the next school year for both the leadership team and for Grade 6 teachers in all 66 schools serving Grade 6 students (22 middle, 13 K-7 and K-8, and 31 K-6 schools) to improve the quality of teaching.
- Bringing all students to proficiency will require systemic change and a district-wide mobilization of direct supports to students with the support and involvement of the community.
- MPS needs to continue to focus its grant-seeking efforts on resources to support the middle school reform. The Urban Systemic Initiative funded by the National Science Foundation is emphasizing middle schools in its first two years; two Danforth grants, a Joyce Foundation grant to Alverno, and a recently awarded Technology Literacy Challenge grant all target middle school reform, with the latter two specifically focused on the Grade 8 proficiencies.
- Some refinements may need to be made to the proficiencies, in light of the work currently under way in the development of assessments.

Proposed Proficiencies

5. The proposed proficiencies are reproduced below in the recommendations section of this item.

6. Technology will be integrated into instruction for, and assessment of, the proficiencies. Students in the Class of 2004 are expected to be technologically literate and to be able to apply the tools of technology as they meet the proficiency requirements. For example, students will use graphing calculators as they study and master algebra; they will use presentation managers in meeting the oral communication proficiency; and they will use computers to conduct Internet searches and for word processing.

7. Procedural issues under discussion include the kinds of student supports that will be necessary, the placement of overage students, and the possibility that students advance to high school at times other than the beginning of the school year. The middle school and K-8 principals, as well as high school principals, are discussing these issues.

Strategic Plan Compatibility Statement

8. This action supports the Board goal of achievement: The Board shall set graduation standards and proficiency requirements and provide work experiences as part of School to Work to enable students to graduate with the ability to read, write, speak clearly, compute and analyze, think creatively and critically, problem solve, engage in mathematical and scientific reasoning, and engage in the practice of freedom.

Statute, Board Policy or Rule Statement

9. The establishment of eighth grade proficiencies is consistent with Board Policy 7.37 Graduation Requirements and Benchmarks by Grade Level, and Board Policy 7.38 Assessment Program. However, Board policy 7.36(d), which states that students may not be retained in elementary school more than twice, may need to be modified to reflect continuation in middle school of 8th grade students who have not met proficiencies. If changes are needed, specific wording will be brought to the Board for approval.

Fiscal Impact Statement

10. The amount of $240,000 was allocated in the FY98 budget to support middle school mathematics and science. Additional support for communication is being supplied by schools. These funds will focus on grade 6 staff development in 1997-98. This level of staff development will need to be maintained through the summer of 1999. Danforth funds ($100,000/year) will be used to support additional leadership activities of principals; Danforth Compton funds ($3,000,000 over seven years) will support the training of 200 new middle school teachers of color as well. The Milwaukee Urban Systemic Initiative (MUSI) will continue to support staff development in math and science, while the Computer Literacy Challenge grant ($200,000), supplemented by a contribution from Marquette University, will support technology training for middle school teachers.

11. The cost of summer school and other student supports will be $623,525 for the Class of 2004 this summer; $1,250,000 for the Classes of 2004 and 2005 in the summer of 1998; and $1,900,000 for the classes of 2004, 2005, and 2006 in the summer of 1999. Funds for the 1997 summer school have been allocated in FY97 and FY98 budgets. Additional supports during the 1997-98 academic year will come primarily from school budgets. There may need to be additional supports as students approach grade eight.

12. Costs of students staying in middle school an extra semester or year will occur starting in FY 99. Fifteen to twenty new staff members may need to be employed and/or reallocated to middle schools from high schools.

13. The central services cost of development of curricula and assessments is estimated at $145,000 annually. The Department of Educational Services will rechannel funds in Curriculum & Instruction and Research & Assessment to support these efforts. In addition, the Alverno College grant from the Joyce Foundation ($500,000 over three years) will support part of the assessment development costs.

Implementation and Assessment Plan

16. The timeline for implementation and assessment is as follows:

June - August 1997

- Leadership teams from middle and K-8 schools meet at the beginning and end of the summer to plan and guide the process.
- Grade 6 curriculum in mathematics, science, and communication is reviewed and refined with a focus on the proficiencies. This process is overseen by a curriculum review team composed of up to three teachers from every middle and K-8 school.
- Middle school principals meet for planning and professional development.
- Draft assessments are developed for the proficiencies. Proficiency requirements are refined through this process.
- The proficiencies, curriculum and draft assessments are shared with all sixth grade teachers.
- Summer school is offered to students in the class of 2004 (entering sixth graders).
- Central service supports and supports from other partners are planned.
- Communications are planned and instituted for parents, students, staff and community.

August 1997 - June 2000

- Policies, assessments, and accommodations are developed and refined (1997-98).
- Community "Proficiency Pals" are mobilized using the models of math buddies and reading pals.
- Curriculum, instruction, and assessment in the middle grades is transformed to ensure that all students are prepared to meet the proficiencies.
- Direct supports are provided to students at schools and district wide, including tutoring, summer school, etc.
- Students begin to meet the proficiencies by seventh grade. Students meet proficiencies to successfully complete grade 8.
- The plan will be assessed through the continuous monitoring of student progress toward the proficiencies.

Committee Recommendation

Your Committee recommends that the Board approve the following eighth grade proficiencies in communication, mathematics and science for the class of 2004 (graduating from middle school in the year 2000), and direct the Administration and schools to mobilize to support students in the achievement of the proficiencies:

1. 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 proficient rating 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 proficient rating or better on the MPS oral communication scale.

2. 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

3. Science Proficiencies:

The science proficiencies will include the development of a portfolio, a science performance assessment, a science presentation, and a science project:

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 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 rationale for selection and his understanding of science.
- The final portfolio is due in March of the eighth grade year.

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 <u>one</u> <u>of</u> <u>two</u> choices:

1. Essay-type assessment based on a science experiment.
2. Interview with a panel of science people to answer specific questions on a science experiment.

Science Presentation:

The student will have a choice of one: Science, Technology, and Society (STS) or the School to Work (STW) domain in which he/she will select a topic that shows understanding of the connections of science, technology, and society (STS) or the principles and implications of STW 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:

1. Research, evaluate, prepare (write) and present (oral) a three to five minute informative or persuasive speech or a position paper on the topic selected.
2. 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.

Science Project:

The student chooses a topic/question of interest. The subject is broad, showing the connections of the science disciplines; i.e., biological, physical, environmental, etc. 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.

* * * * *

(Item 3) Action on a Revision to Administrative Policy 7:37 (1): *Graduation Requirements and Benchmarks by Grade Level* and Practices Affecting High School Completion, Scholarships and Early Graduation

Administration's Analysis

1. Revisions to policies and practices affecting high school completion, scholarships, and early graduation are recommended in response to the following issues:
   a. How should MPS best define a "senior" for purposes of scholarships and class rankings?
   b. What types of policies should be in place for students graduating early?
   c. How many units should students earn to classify as a freshman, sophomore, junior, and senior?
   d. What should the policy be for some high schools to have higher graduation requirements than others?

2. Since August, 1996, input on these issues has been sought from administrators, parents, teachers, guidance counselors, students and former students, resulting in the recommended additions to Policy 7.37.

Strategic Plan Compatibility Statement

3. This item is consistent with the Board goal of ACHIEVEMENT. "The Board shall set graduation standards and proficiency requirements and provide work experiences as part of School-To-Work, to enable students to graduate with the ability to read, write, speak clearly, compute and analyze, think creatively and critically, problem solve, engage in mathematical and scientific reasoning, and engage in the practice of freedom."

Statute, Board Policy or Rule Statement

4. This item is consistent with high standards and graduation requirements approved by the Board of School Directors on February 28, 1996. It is also consistent with state statute PI 33.02[2]][a] and 118.33.

Fiscal Impact Statement

5. There is no fiscal impact for incorporating the recommendations contained in this item.

Implementation and Assessment Plan

6. The revisions to Policy 7.37 would be provided for all schools, who would be responsible for advising all students and parents. The recommendations would go into effect beginning with the 1997-98 school year.

Committee Recommendation

Your Committee recommends that Administrative Policy 7.37 (1): *Graduation Requirements and Benchmarks by Grade Level* be amended by adding the <u>underlined</u> sections:

1. General Provisions
   a. The total number of units required for graduation will be 21, effective with the graduating class of June, 1996.
   b. Fourteen of the 21 units required will be as follows:

English 4 units
Mathematics 2 units
Science 2 units
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 9-10) or
.5 unit of Amer. polit. rel. and
.5 unit of economics (grade 11-12)
Physical education 1.5 units
Health .5 units
Fine arts 1 units

TOTAL 14 units

Students must meet proficiency in writing (beginning with the class of 1994) and in mathematics (beginning with the class of 1996).

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 port-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 15 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 units or more
12th grade student (senior) =15 units or more + enrolled in at least the seventh semester (or its equivalent) of high school.

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

i. Schools who wish to exceed the number of units required to pass to the next level of high school need to present their request for approval to the Board of School Directors.

* * * * *

(Item 4) Action on Revised Graduation Requirements for Riverside University High School

Administration's Analysis

1. The Milwaukee Board of School Directors has encouraged schools to design and implement site specific school programs that better meet the needs of their students. The curriculum found at Riverside University High School is designed to prepare all of their students for graduation and post-secondary success.

2. The administration is working with several other high schools on possible modifications and may bring additional recommendations for revised graduation requirements to the Board at a later date.

3. The graduation requirements proposed by Riverside University High School accelerate the inclusion of higher standards as a part of their respective requirements for graduation for students entering in 1997-98 and students scheduled to graduate in June, 2001 and thereafter.

4. The graduation requirements proposed by Riverside University High School, placed in contrast to MPS requirements, are reproduced in the recommendations section of this item.

Strategic Plan Compatibility Statement

5. The rigorous requirements for graduation presented by Riverside University High School support MPS K-12 curriculum and the graduation requirements for the class of 2004 as well as the Board goals for academic achievement and equity.

Statute, Board Policy or Rule Statement

6. The graduation requirements proposed for Riverside University High School meet and exceed those required by the State of Wisconsin and the Milwaukee Public Schools (WI/PI 1803; MPS/Policy 9.3 - File: IKF)

Fiscal Impact Statement

7. There will be no fiscal impact to the District as a result of these revised graduation requirements.

Implementation and Assessment Plan

8. The new graduation requirements for Riverside University High School will begin with the 1997-1998 Freshman Class, scheduled to graduate in the year 2001.

9. Freshmen students and their parents will all be advised in writing of the new graduation requirements following Board approval. All entering ninth grade students in the future will be advised of the new graduation requirements.

Committee Recommendation

Your Committee recommends that the Board approve the following new graduation requirements for Riverside University High School, beginning with the 1997-98 Freshman class:

SUBJECT	MPS CURRENT	MPS 2004	RIVERSIDE 2001
ENGLISH	4	4	4.5 (incl. oral comm. .5)
MATH	2	3*	3
SCIENCE	2	3*	3
SOCIAL STUDIES	3	3	3
PHYSICAL EDUCATION	1.5	1.5	1.5
HEALTH	.5	.5	.5
FOREIGN LANGUAGE	--	--	2
FINE ARTS	1	1	1
COMPUTERS			.5
ELECTIVES	7	5	2
SPECIFIC COLLEGE PREP ELECTIVES			2**
PROFICIENCY EXAMS	REQUIRED	REQUIRED	REQUIRED
TOTAL UNITS REQUIRED FOR GRADUATION	21	21	23

** Riverside requirements for the class of 2001 call for students to take two additional units for a minimum total of 17.5 credits in Math, Science, Social Studies, English and Foreign Language.

* The Class of 2004 will be required to show proficiency equivalent to three years of mathematics beyond algebra and three years of high school science. This will be demonstrated through performance, not through accumulation of units.

ADDITIONAL REQUIREMENTS:

	MPS Current	MPS 2004	RIVERSIDE 2001
Math Proficiency	X	X	X
Writing Proficiency	X	X	X
Science Proficiency		X	X
Oral Assessment			X
Communication Assessment (Oral/Written)		X	
Community Membership		X	

Unit standing for each grade level:

Sophomore standing	5 units
Junior standing	11 units
Senior standing	17 units

* * * * *

(Item 5) Action on Recommendations Relative to School Governance Councils and deletion of Administrative Policy 9.11: Site-Based Management

Administration's Analysis

1. On June 30, 1993, the Board of School Directors approved the Parent Empowerment Policy which states:

"The Milwaukee Board of School Directors will ensure that each school form a shared decision making group comprised of at least 33% parent representatives and not more than 50% school community representatives. The school community representatives include staff and at least two students from the middle and high school levels. Parent representatives are to be chosen by parents and student representatives by students. Community representatives could include the business community and community agencies and organizations."

2. On September 29, 1993, representatives of the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association signed a Memorandum of Understanding which enabled schools to select School Based Management as a form of school governance. School Based Management requires school councils to have a minimum of 51% teachers.

3. On November 29, 1995, the Board of School Directors took action to sunset School Based Management as a form of school governance effective in December 1996. (The Board subsequently sought a Memorandum of Understanding with the MTEA for an extension to June 30, 1997.)

4. On December 20, 1995, the Board of School Directors took action to close and reconstitute six schools for the 1996-97 school year. The Interim Governance Board for each of the schools is composed of a majority of parents.

5. During the 1996 MPS Principal Summer Seminars, principals reviewed various school governance models including Shared Decision Making, School Based Management, the Chicago Model, and the Seattle Model. Recommendations regarding school governance were developed.

6. In September 1996, the Department of Leadership Services surveyed schools to determine their form of school governance for August through December 1996. The results were:

120 Shared Decision Making (SDM)
35 School Based Management (SBM)
4 Other (Hi-Mount, Malcolm X Academy, Milwaukee Village School, and Andrew S. Douglas Academy)

Strategic Plan Compatibility Statement

7. The establishment of School Governance Advisory Councils is consistent with the staff empowerment, parent support and involvement, community support and involvement, and student involvement/empowerment objectives of the strategic plan for the Milwaukee Public Schools.

Statute, Board Policy or Rule Statement

8. The establishment of School Governance Advisory Councils is consistent with the following policies of the Board of School Directors:

Parent Empowerment (Policy 1.03)
Student Involvement in Decision Making (Policy 8.18)
Community Involvement in Decision Making (Policy 9.04)
Advisory Committees (Policy 2.12)

Fiscal Impact Statement

9. The allocation of current funds in school budgets to deliver School Governance Advisory Council training opportunities and provide School Governance Advisory Council facilitation and mediation services will need to be continued.

Implementation and Assessment Plan

10. Support will continue to be provided to schools and School Governance Advisory Councils by the Department of Leadership Services, the Department of Educational Services, the Parent Service Center, and other Milwaukee Public Schools resource persons as needed.

Committee Recommendation

Your Committee recommends that schools with SBM councils convert to SDM councils consistent with the Board's current policies (1.03, 8.18, 9.04, 2.12) as of June 30, 1997, and that current Administrative Policy 9.11: Site-Based Management be deleted.

* * * * *

(Item 6) Update on the Exceptional Education Reform Steering Committee

Your Committee reports having received the following informational report from the Superintendent:

Administration's Report

On February 26, 1996, the Board of School Directors approved the Exceptional Education Reform Plan to be implemented in Fall 1996. The superintendent appointed a steering committee to oversee the progress of district implementation of reform initiatives. The steering committee met six times during the past year and initiated a comprehensive study of both the progress and challenges of reform. The two–pronged study utilized focus groups and written surveys of the various stakeholders. The following is a report of the steering committee's findings during the 1996–97 implementation.

General Statements about the Reform

1. Although there is wide range of opinion across shareholder groups with regard to the success of reform implementation during this first year, the majority of stakeholders embrace the intended purpose of exceptional education reform. Most also agree that improvements in implementation need to be made. With so much being done so quickly, it is important to give exceptional education time to focus efforts on making recommended improvements.

2. Success of exceptional education reform is directly related to the amount of "ownership" of students with exceptional education needs by the entire building, the leadership of the principal, and the expertise of the diagnostic teacher and supervisor and the amount of their involvement in the school.

Compliance and Accountability

1. Currently 86.4% of M–Teams activities are completed within mandated timelines (an increase of 2.5% from 2 years ago), and 69% of the students currently enrolled in exceptional education have documentation of individual education programs (IEPs) on file with the District (100% compliance is required by law).

2. Principals recognize that responsibility and accountability for many aspects of exceptional education have been decentralized, and recognize that the supervisor assigned to their building can provide legal information and assistance.

Services

1. Groups reported that some schools were reorganizing to meet the wide range of services needed by students, with supervisors working with schools to serve students within their present school rather than seeking to change schools when placing a student in exceptional education. Cross–categorical classroom programming practices, where students with various disabilities may be served by the same teacher, are occurring more frequently. Staff development and collaboration are needed to develop of a range of services within a school, to implement inclusionary practices for students, and for diagnostic teachers to provide diagnostic services across all areas.

2. Lack of adequate time and resources to provide support to teachers and students was strongly voiced by all groups. This has been a continuing concern since the mid–1970s.

3. Principals struggle with appropriation of sufficient resources to meet the needs of students with exceptional education needs. School based staff recognize costs and limits of available financial resources.

4. Supervisors and diagnostic teachers report more connection to building staff and students, are seen by many as having needed expertise, and are a valuable resource to staff. Current staff allocations for both supervisors and diagnostic teachers are felt to be too low to meet the demands of each school.

5. The required processes and paperwork continue to be a time consuming effort. Technology has provided a valuable support to staff in the process. However, there remains a need for adequate, confidential work space in schools. There is a critical need for buildings to provide adequate clerical assistance for the diagnostic teacher, supervisor, and building coordinator.

6. No increase in the amount of parent participation in the M–Team or IEP process was noted. Although the number of responding parents was relatively small, responding parents revealed a fairly high level of satisfaction with the exceptional education processes in which they had been involved.

Implementation Improvement Targets

1. The Division of Special Services will work with schools to provide for the program support needs of the building. Timeline: ongoing

2. Space is needed in each in each building to allow for required confidentiality of testing, parent conferences and day–to–day work necessary for successful implementation of reform. Timeline: Fall, 1997

3. There needs to be development and implementation of more parent friendly practices which promote parent participation and which are consistent with the reauthorization of IDEA. Timeline: Fall, 1997 - Spring, 1998

4. Diagnostic teachers and supervisors need continuous staff development in identified areas, as well as supervision and evaluation to ensure their skills match the high standards and requirements of the positions in the school–based model. Timeline: ongoing

5. School accountabilities and responsibilities in exceptional education reform will be clarified and communicated. Timeline: Fall, 1997

6. Staff development is needed for school staffs to move toward more effective school and instructional services to students with disabilities in areas identified to the steering committee and within schools. Timeline: ongoing.

Future Reports

The next scheduled report of the steering committee is in January, 1998. That report will focus on activities articulating and implementing the longer-range plans for exceptional education reform.

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(Item 7) Report on the Creating of a School for Disruptive Youth

Your Committee reports having received the following informational report from the Superintendent:

Administration's Report

On January 8, 1997, the Board of School Directors took the following action:

> "That the Board instruct the Superintendent to prepare and present to the Board via the Innovation and School Reform Committee a plan for the creation of a school for disruptive youth, including expansion of the present programs together with definitions of behavior which would lead to placement in such school/programs and possible sites for such school/programs for inclusion in the FY97-98 budget; and that a City Attorney's opinion be sought concerning the liabilities attached to, and the feasibility of, such a school."

Over the past several months, a design team of middle and high school principals has sought input and feedback from administrators, parents, and students on a design for a school for disruptive youth, including the educational philosophy for the program, placement procedures, length of stay in the program, definition of the target population, site/facility, pupil support strategies, school to work activities, curriculum design, and follow-up activities after discharge from the program.

An opinion from the Office of the City Attorney indicates that the voluntary nature of the program eliminates most of the legal issues which might otherwise arise. There are other issues that would need to be reviewed, such as disciplinary procedures and adhering to state and federal mandated school district standards. The administration will work closely with the Office of the City Attorney to ensure that proper procedures are developed.

$500,000 was approved by the Board in the FY98 budget. Schools would share the cost of operating a school or schools for disruptive youth. The per pupil cost paid by schools would be $2,687 for elementary; $3,157 for middle schools; and $3,091 for high schools.

The administration will issue a Request For Proposals for schools for disruptive youth, soliciting both inside and outside service providers interested in providing an educational program for students frequently engaging in behavior which interferes with the learning process.

The Request For Proposals will include specifications associated with the following desired features in the educational program and services to be provided:

Philosophy

- Create a school designed to help students earn the way back to a more appropriate setting.

Target Population

- Program will be aimed at disruptive students in grades 6-12, not behavioral reassignment students.
- Program will be an option for schools and parents with admission being voluntary.

Site

- There should be multiple sites on north and south sides of the city.
- Sites need to be small enough to enhance the nurturing effects of a small school setting.

Academic Program

- Program will provide a strong academic curriculum, with course work that helps students meet MPS high school graduation requirements.
- A strong social skills development component will be designed to help pupils transition back to a regular school.

Staff

- Open to teachers and other staff who desire to work with the type of pupil population to be served and who buy into the program.
- Special qualifications for teachers could include Alternative Program experience/license or Exceptional Education experience/license.

School to Work

- Provide school to work or employability skills opportunities for students, including community service or concurrent enrollment at MATC technical/ vocational courses.

Support Services

- Include use of community or outside social services along with school social worker and school psychologist assistance.

Follow-up Services

- Provide liaison staff to facilitate return placement upon discharge back to a regular or alternative school.

The Office of Alternative Education will prepare a Request for Proposals in June, 1997. Proposals will be accepted until approximately the middle of July, at which time the proposals will be reviewed and programs selected. During the first semester of the 1997-98 school year, schools will be surveyed regarding the number of seats they intend to purchase. The program will be ready for implementation for the second semester of the 1997-98 school year.

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(Item 8) Report on an Agreement with Children's Hospital to Provide Health Care Services to Elementary Schools in Zip Code 53206.

Your Committee reports having received the following informational report from the Superintendent:

Administration's Report

As communicated to the Board on May 28, 1997, the Administration is working to establish health care for elementary school children. At this time, Children's Hospital is working with the following schools to establish health services in September:

Auer Ave.	LaFollette
Clarke Street	Lee
Franklin	Starms EC and Discovery
Green Bay Ave.	Twenty-First Street
Hopkins	Wheatley
Keefe Ave.	

Space at each site has been identified. Initially health service will begin at four pivot sites. Each of these pivot sites forms the hub of a cluster as follows:

Auer Ave. (Franklin and Hopkins)
Clarke Street (Starms EC and Discovery)
LaFollette (Green Bay Ave. and Keefe Ave.)
Twenty-First Street (Lee and Wheatley)

Children's Hospital will work in collaboration with the Comprehensive Health Teams in each school to establish health services. A nurse practitioner will work with each cluster.

Initial meetings with schools in ZIP codes 04, 05, 08, 15, and 28, have been held with Aurora Health Care. Discussions regarding the next steps are in progress.

* * * * *

(Item 9) Action on Resolution 9798R-017 by Director Hardin Regarding the Newspapers in the Milwaukee Public Schools Program

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Hardin, to the Innovation/School Reform Committee:

WHEREAS, The Milwaukee Public Schools are populated by students of diverse social, economic, cultural, racial, and ethnic backgrounds; and

WHEREAS, Mentors, role models, and positive images of individuals who reflect the diverse backgrounds of students have been shown in educational research and practice to have a positive impact on their performance—academically and behaviorally—in public school settings; and

WHEREAS, Many teachers, administrators, support staff and parents in the Milwaukee Public Schools have made significant efforts to respond to the social, cultural, racial, and ethnic diversity of the students they serve; and

WHEREAS, Beginning in the 1997-98 school year, more than 80% of all Milwaukee Public School students will be of color, that is African Americans, Hispanics (from a variety of ethnic backgrounds), Native Americans (from various tribal groupings), and new Asian immigrants (Laotian, Cambodian, Hmong, and others); and

WHEREAS, It is imperative, based on the sheer demographics of the present and emerging Milwaukee Public Schools student population, that all existing instructional tools be utilized to respond to this demographic reality; and

WHEREAS, The "Newspapers in Schools Program", which uses a local newspaper in its civics and social studies instruction is not entirely reflective of the aspirations, hopes, dreams, and cultures of the student population served by the Milwaukee Public Schools; and

WHEREAS, There are a number of high quality local, community-based newspapers and newsletters that reflect the positive aspects of Milwaukee Public Schools students' racial, social and cultural backgrounds; and

WHEREAS, These newspapers and newsletters have not been systematically utilized as instructional tools in civics and social studies classes in the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the "Newspapers in Schools Program", be expanded to include the following periodicals: *The Milwaukee Community Journal and its weekend edition, The Milwaukee Times, The Milwaukee Courier, The Milwaukee Star, The Spanish Journal, The Final Call*, Asian and Native American newsletters and identified periodicals representative of the Milwaukee Public Schools student population and that the central administration be directed to address this issue forthwith.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 10) Action on Options to Meet Needs of Parents not Receiving an Assignment at Rufus King or Riverside High Schools

Administration's Analysis

1. At its meeting on May 28, 1997, the Board directed the Administration to develop a range of options to satisfy first choice in public education by meeting the needs of parents of 8th grade students who are on the wait list at Rufus King or Riverside High Schools.

2. The administration has developed a number of options, which are contained in the recommendations section below.

Strategic Plan Compatibility Statement

3. These options support the Board's focus on meeting the needs of parents by providing first choice in public education.

Statute, Board Policy or Rule Statement

4. The options are consistent with Wisconsin state statutes and Board policies.

Fiscal Impact Statement

5. Some of the options will require significant funds to implement. The administration will work with individual schools to determine possible sources of funding.

Implementation and Assessment Plan

6. Pending Board approval, the Administration will begin immediately to implement these options.

Committee Recommendation

Your Committee recommends that the Board approve the following options developed by the Administration and direct the Administration to prepare additional options and opportunities for expansion:

a. Provide a "Pre-IB Family" for approximately 90 additional students at Rufus King High School by adding a second shift. Approximate cost: $125,000.

b. Provide modular, portable classrooms at Rufus King. Approximate cost $60,000 per unit.

c. Increase the capacity at Riverside by approximately 50 seats by having classrooms utilized by more than one teacher.

d. Begin the application process to develop an International Baccalaureate (IB) program in up to three schools (e.g. Madison, Pulaski, Vincent), resulting in IB diploma candidates in the Class of 2001. Approximate cost: $75,000 per school.

e. Offer a college-prep "cyberschool" laptop learning experience at South Division for one family of students.

f. Support and encourage schools to escalate development of AP programs in grade 11, rechanneling staff development funds into professional development and curriculum development to effectively implement rigorous AP programs.

g. Develop a satellite course capability for our AP and/or IB programs, to be broadcast through two-way interactive video technology. Approximate cost: $60,000 for source site and $60,000 per room at connected sites.

h. By 1999-2000, pair each high school with a college or university to assure more seamless transition from high school to college.

i. Examine the middle school course offerings to ensure readiness for success at the high school level, with particular emphasis on preparing students for rigorous college preparatory coursework.

j. Increase public awareness regarding the college program development in high schools throughout the District.

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(Item 11) Action on Resolution 9798R-011 by Directors Gardner, Hardin, O'Neil, Small, Thompson and Todd Regarding Students on the Waiting List at Rufus King and Riverside High Schools

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Directors Gardner, Hardin, O'Neil, Small, Thompson and Todd, to the Innovation/School Reform Committee:

WHEREAS, Increasing numbers of students have applied for admission to Rufus King High School for the College-Bound and Riverside University High School during the last several years; and

WHEREAS, The number of students who applied during the 1996 school selection process for admission to King and Riverside as their first choice, and were denied admission, now exceeds one thousand; and

WHEREAS, New college-bound programs at Hamilton High School, Madison University High School, and Bay View High School are already over-subscribed; and

WHEREAS, The MPS motto for 1995-96 was "First Choice Within MPS", and "First Choice Within MPS" was the board's first Strategic Planning and Budget priority during 1995-96 and 1996-97; and

WHEREAS, The more than one thousand students now on the King and Riverside wait lists, and their families, represent a resource for MPS, public education, and the City of Milwaukee that we cannot afford to discourage, waste, or send elsewhere; now, therefore be it

RESOLVED, That the Board instruct the Superintendent to synthesize and present, in time for adoption at the June board meeting, options within MPS for all students who chose King, Riverside, Hamilton, or Milwaukee High School of the Arts as their first choice, and were denied admission to those schools; or who chose the college-bound programs at Madison or Bay View high schools as their first choice, and were denied admission to those programs; so that these students can be offered options for 1997-98 they consider satisfactory, and in which they are willing to enroll; and be it

FURTHER RESOLVED, That the Board instruct the Superintendent to present options at new or non-MPS schools for students from these wait lists who do not find the presented options satisfactory, and in which they are not willing to enroll.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 12) Action on Resolution 9798R-007 by Directors Small and Thompson to Adopt a Two-Stage Admission Policy for the Milwaukee High School of the Arts

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Directors Small and Thompson, to the Innovation/School Reform Committee:

WHEREAS, The Milwaukee High School of the Arts (MHSA) is a city-wide specialty school with a diverse student population that attracts students from throughout the Metro-Milwaukee area, and

WHEREAS, MHSA has developed a proposal that will assist the District in establishing a school selection process that will meet the needs of various student populations and will ensure a better match between the student and the school, and

WHEREAS, This proposed school selection process could be applicable to self-selected schools or to the entire system of schools, and

WHEREAS, This proposal supports the Board's belief that public school choice and equity are important components in the education of youth, and

WHEREAS, This proposal is a two-stage early selection admission policy that would give students and parents who have a commitment to the arts placement at MHSA prior to any financial commitment to a private or parochial school, and

WHEREAS, This proposal will assist MPS in meeting its goal of guaranteeing that the Milwaukee Public Schools will be the schools of choice for all Milwaukee residents, therefore let it be

RESOLVED, That the Milwaukee Board of School Directors adopt the following two-stage admission policy for the Milwaukee High School of the Arts, beginning with the 98-99 school year:

Stage-One Admission:
An audition/portfolio process in November/December for 50% of the 1998-99 ninth-grade class for the purpose of appropriate school placement.

Stage-Two Admission:
A second opportunity for students to enter MHSA through the current MPS three-choice selection system.

Committee Recommendation

Your Committee reports that a motion to adopt the resolution failed on a tie vote. Your Committee therefore reports this matter to the Board without recommendation.

* * * * *

(Item 13) Action on Resolution 9798R-006 by Director Thompson and Small Regarding Eligibility Requirements for Riverside University High School

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Directors Thompson and Small, to the Innovation/School Reform Committee:

WHEREAS, The Board has set high standards for all students enrolled in the Milwaukee Public Schools (MPS); and

WHEREAS, Riverside University High School, behind Rufus King High School, is selected most by parents and students in the Milwaukee area because of its reputation for academic excellence; and

WHEREAS, Many parents and students who selected Riverside were not admitted as a result of the District's school selection process, now therefore; be it

RESOLVED, That the Superintendent be directed to implement for the 1998-99 school year, three eligibility requirements for students who wish to attend Riverside University High School; and be it

FURTHER RESOLVED, That the eligibility requirements be as follows:

That eligible students and their parents/adult advocates must attend an orientation session in January prior to the citywide selection process to acquaint the families with Riverside's expectations, its rigorous curriculum, and its discipline policies

That eligible students must have two signed reference forms from current teachers so that students may share their choice of a high school with their current teachers who will then have the opportunity to encourage or redirect the students' endeavors

That eligible students must write a 200- 300 word, multiple paragraph essay explaining why they want to attend Riverside University High School, with these essays serving as samples of their writing abilities; and be it

FURTHER RESOLVED, that the references and the essays be submitted to Riverside University High School before the beginning of the citywide selection process in February of each year; and be it

FURTHER RESOLVED, That in accepting the three eligibility requirements, the students and parents/adult advocates acknowledge the pivotal role that a parent plays in a student's education and the differences between a middle school and high school.

Committee Recommendation

Your Committee reports that a motion to hold the resolution in Committee failed on a tie vote. Your Committee therefore reports this matter to the Board without recommendation.

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(Item 14) Action on Resolution 9798R-008 by Directors Small, Thompson and Todd to Adopt an Admission Policy for Rufus King High School

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Directors Small, Thompson and Todd, to the Innovation/School Reform Committee:

WHEREAS, Rufus King is a city-wide 1996 Blue Ribbon school with a strong college preparatory program including accelerated courses in all subject areas, and 95% of its students are college bound, and

WHEREAS, Students are expected to come to King with strong academic goals, including good attendance habits and good conduct, and

WHEREAS, The emphasis on academic excellence is reflected in the challenging college-bound curriculum strengthened by the strongest International Baccalaureate (IB) program in the State of Wisconsin, and

WHEREAS, Application of this proposed admissions policy will meet MPS standards for racially balanced schools and will result in greater racial balance in an academically challenging IB program, and

WHEREAS, This proposal will give Milwaukee students and parents who are committed to a rigorous academic program a better opportunity for placement at Rufus King prior to any commitment to a private or parochial school, and

WHEREAS, This proposal would assist MPS in meeting its goals of guaranteeing that MPS will be the schools of choice for all Milwaukee residence and would illustrate its movement toward higher standards; now therefore, be it

RESOLVED That the Milwaukee Board of School Directors adopt the following admission policy for Rufus King High School, beginning with the 1998-1999 school year:

By February 1, students will submit portfolios to the Rufus King Review Board, made up of school-based faculty and parents and Central Service and community group representatives. Portfolios should include a fall data exchange sheet, a handwritten essay on why college should be a part of their future, plus each student's choice of two items from the following list:

•Academic teams	•Co-curricular activities /
•Honor Classes	community involvement
•Special Talents	•Leadership ability

Committee Recommendation

Your Committee reports that a motion to adopt the resolution failed on a tie vote. Your Committee therefore reports this matter to the Board without recommendation.

* * * * *

(Item 15) Action on Resolution 9798R-015 by Director Gardner Regarding Admissions Standards for All MPS High Schools

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Gardner, to the Innovation/School Reform Committee:

WHEREAS High Standards Start Here; and

WHEREAS, MPS are Milwaukee's #1 Schools of Choice; and

WHEREAS, First Choice Within MPS is the Board's first Strategic and Budget Priority; and

WHEREAS, High Standards require standards; and

WHEREAS, First Choice requires choices; now, therefore be it

RESOLVED, That all MPS high schools, including all MPS alternative, partnership, charter, and innovative schools, be authorized to establish, as conditions of application and admission, requirements that students visit the school, interview school representatives, write an essay stating why the student wishes to attend the school, submit one or more portfolios of previous academic and specialty work, complete written and performance assessments to assist the student in determining the appropriateness of the school and its program for the student, and secure recommendations from current and previous teachers; and be it

FURTHER RESOLVED, That all schools adopting such requirements shall state how requirements assist the school in achieving and sustaining racial balance and diversity as established by the MPS Board of School Directors, and expanding secondary school options for ex ed students.

Committee Recommendation

Your Committee recommends that the resolution not be adopted.

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(Item 16) Action on Resolution 9798R-016 by Director Gardner Regarding High School Retention Standards

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Gardner, to the Innovation/School Reform Committee:

WHEREAS, High Standards Start Here; and

WHEREAS, MPS are Milwaukee's #1 Schools of Choice; and

WHEREAS, First Choice Within MPS is the Board's first Strategic and Budget Priority; and

WHEREAS, High Standards require standards; and

WHEREAS, First Choice requires choices; now, therefore be it

RESOLVED, That any MPS high school, including all MPS alternative, partnership, charter, and innovative schools, be authorized to establish, as conditions of continued enrollment at the school, minimum performance standards of attendance and behavior; and be it

FURTHER RESOLVED, That any MPS high school that adopts such standards be authorized to terminate the enrollment at that high school of any and all students who fail to maintain established standards of attendance and behavior; and be it further

FURTHER RESOLVED, That all schools adopting such requirements shall state how requirements assist the school in achieving and sustaining racial balance and diversity as established by the MPS Board of School Directors, and expanding secondary school options for ex ed students.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 17) Action on Resolution 9798R-018 by Directors Small and Todd Regarding Education/Program Options for Marshall High School

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Directors Small and Todd, to the Innovation/School Reform Committee:

WHEREAS, Marshall High School is a comprehensive high school that offers video computer graphics and telecommunications media courses; and

WHEREAS, Marshall High School has a capacity for 2,500 students and presently has an enrollment of only 1,200 students.; and

WHEREAS, Only 310 students enrolled at Marshall High School come from the Marshall attendance area out of a total attendance-area population of 1,375; and

WHEREAS, Student and staff safety concerns and lack of school discipline are serious issues that have been raised by parents and community; now, therefore, be it

RESOLVED, That the MPS administration bring back to the Board educational/program options that include advantages and disadvantages; and be it

FURTHER RESOLVED, That these options contain a community component that will encourage neighborhood participation and improve the safety and discipline at the school.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

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Separate consideration having been requested of Items 10, 11, 12, 13, 14 and 17, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 17, Resolution 9798R-018 regarding education/program options for Marshall High School, Director Thompson moved that the administration bring to the July Board meeting a report with recommendations concerning optimal use of the Marshall facility, including a detailed development of the proposals made by Marshall, to include:

a. A pre-IB program to start this fall to serve ninth graders unable to enter their first choice high school, with a guarantee that IB-qualified students would be able to transfer to Rufus King High School in eleventh grade in the event that the Marshall IB program is not available at that time.

b. A timeline with specific dates for steps needed to implement the plan, particularly those needed for an IB program to start Fall 1999.

c. Other recommendations concerning the feasibility of Marshall's plan.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Item 10 (options to meet the needs of parents not receiving an assignment at Rufus King or Riverside High Schools) and Item 11 (Resolution 9798R-011 regarding students on the waiting list at Rufus King and Riverside High Schools) were taken together.

Director Gardner moved that the Committee recommendations be approved, and that the Board instruct the Superintendent to take the following actions to accommodate the students now on waiting lists for Hamilton, Milwaukee High School of the Arts, Riverside and Rufus King High Schools:

1. That a pre-IB "family" for up to an additional 90 students at Rufus King High School be authorized, providing a selection and qualification process, availability of qualified instruction staff, and appropriate facilities and schedule can be negotiated with Rufus King.
2. That all students on the waiting lists be advised that Marshall High School's planned pre-IB and IB programs can accept students for the 1997-98 school year; and that all students who enter the Marshall program in the fall of 1997, and who meet IB enrollment criteria and qualifications, be guaranteed an IB program at Marshall or a transfer to the IB program at Rufus King, for the 1999-2000 school year.

3. That all students on the waiting lists be informed of college-bound and other challenging, quality programs available at other MPS high schools with space for incoming freshmen.
4. That all students from the waiting lists, and their parents, be surveyed no later than October 31, 1997, to ascertain where students enrolled; student and parent

satisfaction with their current school; and other information that may help the Board evaluate its progress and budget priorities in promoting MPS secondary schools as Milwaukee's #1 schools of choice for 1997-98 Milwaukee eighth graders.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 12, Resolution 9798R-007 to adopt a two stage admission policy for the High School of the Arts, which was reported out of Committee without recommendation, Director Hardin moved to hold the resolution at the Board level and ask that the administration come back to the Board in July with a feasibility study of how stage one and stage two admissions would be implemented.

Director Braun moved to amend to provide that the resolution and the study be referred to Committee, with the administration to bring the information back in August.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson and Todd—7.

Noes—Director Sinicki and President Fisher—2.

The question being on adoption of the motion as amended, it failed of adoption, the vote being as follows:

Ayes—Directors Braun, Hardin, Small and Thompson —4.

Noes—Directors Gardner, O'Neil, Sinicki, Todd and President Fisher—5.

Director Small moved to adopt the resolution.

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

Ayes—Directors Gardner, O'Neil, Small and Thompson—4.

Noes—Directors Braun, Hardin, Sinicki, Todd and President Fisher—5.

With respect to Item 13, Resolution 9798R-006 regarding eligibility requirements for Riverside High School, which was reported out of Committee without recommendation, Director Gardner moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Small, Thompson and Todd—5.

Noes—Directors Braun, Sinicki and President Fisher—3.

Temporarily absent—Director Hardin—1.

With respect to Item 14, Resolution 9798R-008 regarding an admission policy for Rufus King High School, which was reported out of Committee without recommendation, Director Gardner moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Small, Thompson and Todd—5.

Noes—Directors Braun, Sinicki and President Fisher—3.

Temporarily absent—Director Hardin —1.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Action on Communication 9798C-010 from the City Comptroller Requesting an Opportunity to Appear before the Board to Present the Findings of a Study to Determine the Feasibility of Combining Financial Systems for the City of Milwaukee and the Milwaukee Public Schools

Communication

At its meeting on May 28, 1997, the Board referred Communication 9798C-010 from the City Comptroller to the Accountability/Audit Committee. The communication requests the opportunity to Present the Findings of a Study to Determine the Feasibility of Combining Financial Systems for the City of Milwaukee and the Milwaukee Public Schools.

Committee Recommendation

Your Committee recommends that the Administration come back to the Audit Committee with a systems plan for the August round of committee meetings and with further information requested by the Board, and, at the same time, work with the City re: the feasibility of combining financial systems for the City of Milwaukee and MPS.

* * * * *

(Item 2) Receipt of and Possible Action on the Evaluation of the Statutory and Fiscal Relationship Between the Milwaukee Public Schools and the City of Milwaukee, Audit #707

Background

1. In an effort to clarify the exact nature and effect of the relationship between MPS and the City of Milwaukee, the Board included in the FY 96 Annual Plan of Audits a review and evaluation of the relationships between the two entities.

2. State statutes form the basis for the relationship between MPS and the City of Milwaukee. Under statutory authority, MPS receives various services from the City, but is required to deposit school aid,

property tax and other revenues with the City Treasurer. Based originally on long-standing practice and later codified into statutory authority, the City by authority of a resolution adopted by the Board in June 1974 retains all interest earnings on MPS funds deposited with the City Treasurer.

3. The Office of Board Governance – Audit Services, in cooperation with MPS and City officials, developed a Request for Proposal to review and evaluate the relationship. David M. Griffith & Associates was retained to conduct the review. A steering committee, including representatives of the Office of the Superintendent, the City of Milwaukee, and the MPS Office of Board Governance, monitored the progress of the project and reviewed draft reports.

4. The report, which has been sent to Board members under separate cover, is organized to address six major areas:

a. The Entity
b. History of the Relationship
c. Interest Earnings
d. Services of MPS to the City
e. Services of the City to MPS
f. Evaluation of Alternatives and Analysis Summary

5. The report identifies the support and financial services provided by MPS to the City, as well as the support and financial services provided by the City to MPS. Factors affecting the MPS budget and City revenues are analyzed and an evaluation of the costs and benefits of the relationship to the City, MPS, and the City of Milwaukee taxpayers is presented. The report closes by identifying alternatives to the structure of the present relationship and presents fiscal impacts for each alternative.

Committee Recommendation

1. Your committee recommends that the Board receive Audit Report #707, Evaluation of the Statutory and Fiscal Relationship Between the Milwaukee Public Schools and the City of Milwaukee, with appreciation to David M. Griffith & Associates, Ltd., for their services.

2. Your Committee reports that the following motion failed of adoption:

"That the Administration be directed to discuss intergovernmental service agreements between MPS and the City that may result in a net reduction in the tax levy for taxpayers of the City of Milwaukee and report back to this Committee the results of those discussions."

* * * * *

(Item 3) Receipt of and Possible Action on the Summary of Partnership School Financial/Compliance Reviews, Audit #705

Background

1. Annually, the Office of Board Governance – Audit Services conducts audits of alternative partnership schools. The objectives of the partnership school audits are to determine whether the partnership schools have (1) used resources provided by MPS in an appropriate manner to operate the school's education program, (2) accurately reported contract expenditures to MPS, and (3) complied with the provisions of the contract. To achieve the objectives of the audit, financial and compliance reviews were performed for five randomly selected partnership schools.

2. Individual audit reports have been completed for each partnership school reviewed. 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 financial and compliance reports is attached. The report summarizes overall conclusions on the schools' compliance with financial and administrative requirements and reports all material findings for each partnership school reviewed.

4. The summary report and each school's individual financial and compliance review report have been provided to the Superintendent and the Division of Alternative Programs

Committee Recommendation

Your Committee recommends that the Board receive the Summary of Partnership School Financial and Compliance Reviews, Audit #705, and request the Office of Board Governance, on behalf of the Accountability/Audit Committee, to write to Seeds of Health and HR Academy and ask for copies of all the documentation of all of the exceptions, to be submitted to the Board as well as to the Division of Alternative Programs, and the response or lack of response be brought back by the August Committee meeting.

* * * * *

(Item 4) Receipt of the Gustav A. Fritsche Middle School Financial and Performance Review, Audit #706-1

Background

1. At its meeting on July 31, 1996, the Board adopted an annual audit plan that included school financial and performance audits. At that meeting, the Board requested that the detailed scope and objectives of these audits be presented to the Accountability/Audit Committee for review.

2. The detailed scope and objectives for the school financial and performance audits was reviewed by the Accountability/Audit Committee on October 9, 1996, and reported to the Board on October 30, 1996.

3. The overall objectives of the school financial and performance audit of Gustav A. Fritsche Middle School were to determine (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) whether differences exist in the school's level of student participation in district-wide tests upon which compliance with student performance standards is addressed and reported to the Board; (3) that reported student performance measures are reliable and accurate; (4) that the school's Educational Plan addresses the needs of the school; and (5) the relationship between the school's discretionary expenditures and the Educational Plan.

4. The audit team worked closely with the school administrator, Mr. William Andrekopoulis, and his staff, as well as Central Services personnel, to complete the audit fieldwork.

5. The audit report is divided into two main sections: financial and performance. The report contains nine recommendations — six directed to the school administrator, and three to District administration.

The six recommendations directed to the school administrator are intended to improve school compliance with District financial, administrative and data reporting procedures. These recommendations have been reviewed with the school administrator, and responses have been included in the report.

The three recommendations directed to District administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the District. These recommendations, along with others that may be identified during additional school financial and performance audits, will be summarized and presented to District administration for their response. A summary report which will include the Superintendent’s response will be presented for committee action in August or September 1997.

Committee Recommendation

Your Committee recommends that the Board receive Audit Report #706-1 – Gustav A. Fritsche Middle School Financial and Performance Review.

* * * * *

(Item 5) Receipt of the A. E. Burdick School Financial and Performance Review, Audit #706-2

Background

1. At its meeting on July 31, 1996, the Board adopted an annual audit plan that included school

financial and performance audits. At that meeting, the Board requested that the detailed scope and objectives of these audits be presented to the Accountability/Audit Committee for review.

2. The detailed scope and objectives for the school financial and performance audits was reviewed by the Accountability/Audit Committee on October 9, 1996 and reported to the Board on October 30, 1996.

3. The overall objectives of the school financial and performance audit of A. E. Burdick School were to determine (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) whether differences exist in the school's level of student participation in district-wide tests upon which compliance with student performance standards is addressed and reported to the Board; (3) that reported student performance measures are reliable and accurate; (4) that the school's Educational Plan addresses the needs of the school; and (5) the relationship between the school's discretionary expenditures and the Educational Plan.

4. This audit was conducted by Audit Force, Inc. under the guidance and direction of the Office of Board Governance – Audit Services. The audit team worked closely with the school administrator, Mr. Robert Schleck, and his staff to complete the audit fieldwork.

5. The audit report is divided into two main sections: financial and performance. The report contains seventeen recommendations — fourteen directed to the school administrator, and three to district administration.

The fourteen recommendations directed to the school administrator are intended to improve school compliance with district financial, administrative and data reporting procedures, and the effectiveness of the school's Educational Plan. Although the report finding and recommendations were reviewed with the school administrator, the school administrator's response to the audit finding and recommendations is not included with the report due to the need to provide the school administrator with sufficient time to prepare his response. It is anticipated that the final report, which includes the school administrator's response, will be sent to Board members prior to the June Board meeting.

The three recommendations directed to District administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the District. These recommendations, along with others that may be identified during additional school financial and performance audits, will be summarized and presented to District administration for their response. A summary report which includes the Superintendent's response will be presented for committee action in August or September 1997.

Committee Recommendations

Your Committee recommends:

1. That the Board direct the Office of Board Governance to obtain the school administrator's response to the audit report and issue a report which includes the school administrator's response by the June 18, 1997, Board Meeting.
2. That the Board receive Audit Report #706-2 — A. E. Burdick School Financial and Performance Review.

* * * * *

(Item 6) Action on the Proposed Annual Plan of Audits for 1997-98

Background

1. Annually, the Board of School Directors, upon recommendation of the Accountability/Audit Committee, adopts an Annual Plan of Audits. The audit plan identifies audit activities that the Office of Board Governance –Audit Services will conduct during the upcoming fiscal year.

2. The first step in developing the annual audit plan involves the Accountability/Audit Committee Chair 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 reviewing Board

verbatims and identifying possible audit topics. These audit topics are then used as the basis for drafting the proposed

annual audit plan, which provides information on possible audit objectives and anticipated resources required to complete each audit.

3. Included with the draft plan is a table summarizing the resources available for the proposed audit projects. The resources required to complete all of the proposed audit projects usually exceeds available resources. Last year, the Accountability/Audit Committee received the draft plan in June. This process allowed the Committee and the Board to consider the proposed audit topics during June and July Board Strategic Planning Sessions. At the July Board meeting, the Board prioritized which proposed projects would be included in the FY 98 Annual Plan of Audits.

4. At the Committee meeting, Directors Gardner and Thompson recommended three additional audits to be included in the Annual Plan of Audits for FY98.

Committee Recommendation

1. Your Committee transmits the Proposed Annual Plan of Audits for FY98 and other proposed audits from Board members received by Friday, June 27, 1997, to the Board for consideration and approval in July 1997.

2. Your Committee recommends that the Office of Board Governance be directed to survey Board members with respect to their priorities for the FY 98 Annual Plan of Audits and bring the prioritized FY 98 Annual Plan of Audits to the Board in July.

OFFICE OF BOARD GOVERNANCE – AUDIT SERVICES
PROPOSED ANNUAL PLAN OF AUDITS
FISCAL YEAR 1998

I. CONTINUING AND REQUIRED AUDITS FOR FY 1998

A) Audit: General Purpose Financial Statements (Financial)

MPS is required to have an annual examination of the MPS general purpose financial statements. The Board Governance Office has overall responsibility for the annual year-end examination and contracts with a certified public accounting firm to perform the audit. The accounting firm conducts the audit in accordance with generally accepted auditing standards to form an opinion on the general purpose financial statements. The audit includes a Single Audit, Student Membership Audits, and a Management Letter.

The Single Audit satisfies the audit requirements of both the State and Federal governments for all State and Federal funds received by MPS.

The Student Membership Audit satisfies the audit requirements mandated by the State of Wisconsin statutes.

The Management Letter details areas where internal accounting controls need to be enhanced. A separate report is also provided which reports on prior year management comments and management's progress in implementing those recommendations.

In addition to coordinating and monitoring the year-end audit activities, Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation - Internal	*52 days*
Estimated Resource Allocation - External	*200 days*
Estimated Start Date	*July 1997*
Estimated Completion Date	*November 1997*

B) Audit: Alternative Partnership Schools (Financial/Compliance)

The district contracts with partnership schools to provide alternative education services to MPS students. The audit will review the operations of these schools to determine the extent to which the partnership schools: (1) comply with Board policy and contract provisions and (2) appropriately use the financial

resources provided by MPS. Schools are selected for review on a rotating basis, with each school subject to at least one review every three years. Seven alternative partnership schools will be reviewed in FY 98.

Estimated Resource Allocation	*75 days*
Estimated Start Date	*November 1997*
Estimated Completion Date	*May 1998*

C) Audit: Follow-Up Reviews

A follow-up review is scheduled to be conducted six to eight months after an audit is completed. The objectives of follow-up reviews are to assess the extent to which management has implemented the agreed upon corrective plan of action for each audit finding included in the original audit report. Fourteen follow-up reviews are scheduled for FY 98.

Estimated Resource Allocation	*70 audit days*
Estimated Start Date	*July 1997*
Estimated Completion Date	*March 1998*

D) Audit: Special Audits and Projects

Staff from the Office of Board Governance – Audit Services have the responsibility for special audits and projects. Requests for analysis, investigations and specific information are received from Board members and the Superintendent.

Estimated Resource Allocation - Internal	*50 audit days*
Estimated Resource Allocation - External	*50 audit days*
Estimated Start Date	*Ongoing*
Estimated Completion Date	*Ongoing*

II. PROPOSED AUDIT PROJECTS FOR FY 98

A) Audit: School Financial/Performance Reviews (Performance and Financial)

As part of the FY 97 Annual Audit Plan, Audit Services began a continuous program of individual school audits. This program was directed by the Board in recognition of the current thrust of a decentralized "system of schools." Schools presently have control over a significant portion of their local school budget. In addition, schools are expected to achieve accountability standards, meet the Board's strategic objectives for student achievement and equity, and comply with fiscal and administrative guidelines. This program would continue on a cyclical basis with the random selection of 18 - 27 additional schools for audit in FY 98.

Audit objectives include determining: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) whether differences exist in the school's level of student participation in district-wide tests upon which compliance with student performance standards is addressed and reported to the Board; (3) that reported student performance measures are reliable and accurate; (4) that the school's Educational Plan addresses the needs of the school; and (5) the relationship between the school's discretionary expenditures and the Educational Plan. Board Administrative Policy 3.08 requires a limited examination of student activity fund accounting records be conducted at the school. This audit extends the fiscal/compliance review to all school funding sources: categorical, school operations, and student activity.

Estimated Resource Allocation	*864 audit days*
Estimated Start Date	*October 1997*
Estimated Completion Date	*June 1998*

In addition, follow-up reviews would be conducted for those School Financial/Performance Reviews completed in the prior year.

Estimated Resource Allocation	*35 audit days*
Estimated Start Date	*February 1998*

Estimated Completion Date	*June 1998*

B) Audit: Hospital and Surgical Insurance (Financial and Compliance)

In FY 98, $77 million (9% of the total budget) was budgeted for hospital and surgical insurance. The district offers a health insurance program administered by a Third Party Administrator (TPA) as well as various Health Maintenance Organization (HMO) options. The contract with the TPA would be reviewed for adequacy of provisions and compliance with requirements. Claims would be reviewed to determine their correctness and identify any occurrences of excessive or erroneous charges. The process used to bid and award HMO contracts would be reviewed to ensure that MPS is obtaining the best available services at the lowest possible cost. In addition, the MPS health programs will be benchmarked against various other local government and private organization health programs.

Estimated Resource Allocation	*100 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

C) Audit: DPI Licensing Requirements

Chapter Public Instruction (PI) 3 of the Wisconsin Administrative Code defines various licensing requirements for individuals who choose to be teachers and/or administrators in Wisconsin public schools. The district processes and procedures used to ensure compliance with Chapter PI 3 would be reviewed. Audit objectives would include (1) determining that the process ensures that all personnel have the appropriate license, (2) determining that the District is complying with the process, and (3) identifying positions where the incumbent does not have the required license.

Estimated Resource Allocation	*90 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

D) Audit: Teacher Misconduct

Part IV, Section N. (Allegations of Misconduct), of the contract between the Milwaukee Teachers' Education Association (MTEA) and the (Board) Milwaukee Board of School Directors defines the process and procedures that are to be followed in the event that a teacher is accused of misconduct in connection with his or her employment. Allegations of misconduct made during FY 95, FY 96, and FY 97 would be reviewed. Audit objectives would include (1) determining that the allegation of misconduct was conducted in accordance with the prescribed procedure stated in the contract, (2) analyzing and reporting on the result of the allegations of misconduct, and (3) determining how the results of misconduct actions are used during the teacher evaluation process.

Estimated Resource Allocation	*75 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

E) Audit: Cultural Immersion Program/School

Currently, MPS operates cultural immersion programs at the following schools: Dr. Martin Luther King, Jr., Malcolm X Academy, Milwaukee French Immersion, Milwaukee German Immersion, Milwaukee School of Languages, and Milwaukee Spanish Immersion. An external curriculum audit of all MPS cultural immersion programs or schools would be conducted to: (1) identify and document all elements of each cultural immersion program's curriculum; (2) determine if programs offered are consistent in their effectiveness, material and curriculum emphasis, resources, and efficient use of allocated resources; (3) identify and analyze all legal and curricular issues; and (4) adhere to all MPS educational program and operation criteria including, but not limited to, Board rules, policies, and procedures. A contingency fund transfer would be required to fund this project.

Estimated Resource Allocation - Internal	*20 audit days*
Estimated Resource Allocation - External	*100 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

F) Audit: Construction Fund (Financial and Contract Compliance)

Significant dollars are expended through the MPS construction fund. For example, $18.5 million was expended in FY 96, $21.5 million was budgeted in FY 97, and $9.7 million was budgeted in FY 98. The audit would review the processes and procedures used by the Division of Facilities and Maintenance Services to prioritize projects to ensure the appropriateness of resource allocations. In addition, a sample of construction contracts would be reviewed to determine compliance with established bidding procedures, contract completeness in scope, methods of cost calculation, review rights, and adequacy of insurance. Compliance with contract provisions would be analyzed to identify any deviations which would have an adverse impact on the District. Contractor charges would be verified to costs and to contract requirements to determine if overcharges occurred.

Estimated Resource Allocation	*90 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

G) Audit: Student Database Records (System Review of Accuracy and Reliability)

The student database is the primary source of information for several district performance measures. As such, the processes for obtaining and recording data would be examined to provide assurances as to the accuracy and reliability of the data. Audit objectives would include: (1) determining that sufficient district-wide policies, procedures, and controls exist; (2) determining that the district-wide process is based on consistent definitions and clear instructions for the recording of all student records, particularly as they relate to intra-district/integration transfer students, attendance records, dropouts, mobility, and other accountability measures; and (3) determining the accuracy and reliability of information.

Estimated Resource Allocation	*60 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

H) Audit: Criminal Background Screening Procedures (Performance)

Policy 6.15 directed the Department of Human Resources to promulgate written guidelines that "clearly delineate the steps to be taken in the hiring process, including identifying the necessary screening processes which must be conducted by human resources staff prior to the appointment of any person to either a full-time or part-time position." Audit objectives would include: (1) reviewing the extent to which the hiring process under the decentralized system of schools has complied with the guidelines; (2) analyzing the effectiveness of the guidelines and identifying steps that can be taken to ensure that MPS is made aware of changes in employees' criminal records; (3) assessing district progress in completing background checks of existing employees; and (4) identifying the advantages and disadvantages of expanding the policy on background screening to consultants or others who are not district employees but who have regular contact with MPS students.

Estimated Resource Allocation	*100 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

I) Audit: Out-of-town Travel Expenditures (Performance)

The audit will review FY 97 out-of-town travel expenditures to determine if travel expenditures are authorized, incurred, paid, and reported in accordance with Board and management criteria. The audit objectives will also include evaluating the benefits that the District receives as a result of these expenditures and the District's effective use of out-of-town travel funds.

Estimated Resource Allocation	*80 audit days*
Estimated Start Date	*_____, 199_ TBD*
Estimated Completion Date	*_____, 199_ TBD*

PROPOSED AUDIT PLAN FY 98

Summary of Available Resources

		Proposed
Resource Days Available:		
Contracted	260	
Audit Staff	1,164	
Total Resource Days Available		1,424
Less Continuing and Required Audits:		
General Purpose Financial Statements	252	
Alternative Partnership Schools	75	
Follow-Up Reviews	70	
Special Audits & Projects	100	497
Resources Available for FY 98 Proposed Projects		927
Proposed Audit Projects FY 98:		
School Financial/Performance Reviews (27 Schools)	899	
Hospital and Surgical Insurance	100	
DPI Licensing Requirements	90	
Teacher Evaluations	75	
Cultural Immersion Program/School	120	
Construction Fund	90	
Student Database Records	60	
Criminal Background Screening Procedures	100	
Out-of-town Travel Expenditures	80	1,614
Resource Day Shortage		(687)

* * * * *

(Item 7) Informational Report on the Administration's Response to Questions Raised re the Accountability Plan

Your Committee reports having received the following informational report from the Office of Board Governance.

At its meeting on May 15, 1997, the Committee requested that the Superintendent respond to questions raised by the Office of Board Governance regarding the Accountability Plan. The Superintendent's response was delivered to the Board on May 27, and is reproduced below for the Committee's review.
Background: MPS Accountability Plan

The MPS Accountability Plan was discussed at the meeting of the Accountability/Audit Committee of the Board of School Directors on May 15, 1997. Comments from Board members and members of the audience included:

- support for the buy-in and consensus among schools for this accountability plan.

- positive comments about the plan, e.g., that the plan is broad enough to give an instant photograph of a school's status, but the indicators are not so numerous as to be overwhelming.

- appreciation that the District now has something to measure the system as a whole.
- concerns that schools be held accountable for all children, not just those entering after third Friday.
- concerns about the "consequences" for schools with low achievement.
- concerns that the goals set by the Board for the system-wide measures were set arbitrarily, without reference to district data on these measures, and may be seen as constraining, rather than helping schools reach goals.

The Administration presented to the Accountability/Audit Committee a recommendation for the approval of the comprehensive Accountability Plan. This recommendation was presented with the understanding that the Accountability Plan is a living document that must continually respond to the latest developments in assessment and technology, as well as to any changes in the requirements of the Board of School Directors.

The Accountability Plan represents the best judgment of a diverse Task Force of parents, business people, teachers, principals, and administrators with regard to an efficient, fair, and accurate way to report key indicators of academic achievement and equity. The plan sets high standards — higher than the previous accountability plan — for every student in the District. The plan also emphasizes improvement by individual schools and requires every school to identify specific equity targets for improved academic achievement. The plan, along with data reports submitted to the Board and the public, responds to the fundamental Board requirement that MPS is accountable for all of its students.

The Accountability Plan, on the one hand, remains flexible and able to change to meet new conditions and requirements, and on the other hand, remains sufficiently consistent for use by schools in developing plans for each successive school year. The balance between flexibility and consistency is at the heart of the continued work of the Accountability Task Force.

The Administration is pleased that the Accountability/Audit Committee is recommending to the Board that members of the Board of School Directors meet with the Accountability Task Force and the Administration to discuss the effectiveness, appropriateness, and consistency of the Board goals for the system-wide measures.

Responses to Questions Raised by the Office of Board Governance

The following questions were prepared by the Office of Board Governance and were given to the Administration for response. There are two ideas implied in the following questions that are not correct — The implication that the Accountability Plan does not hold principals accountable for all children, and the implication that the data not included in the accountability report are ignored.

In actuality, schools realize more than ever that they are accountable for all children, and schools are paying more attention to more data than ever before.

1. What process was used to identify the issues and/or concerns of Board members? What were the issues, and how were those issues addressed by the Accountability Task Force and the Administration?

As the MPS Accountability Plan was being developed, members of the Board of School Directors and staff members from the Office of Board Governance were invited to meet with the consultant, Dr. Doug Reeves, and with the Deputy Superintendent, to discuss issues and concerns. Meetings were held with three Board members to discuss their concerns (e.g. rigor in Tier 2 measures, the careful reporting of both third Friday students and all students, so that the Board can directly assess the impact of mobility on student achievement, and the need for comprehensive reporting of the District Report Card data). These concerns were shared with the Accountability Task Force.

The accountability report, along with other data reports (i.e. the MPS Report Card and reports for the Board and the Department of Public Instruction and other supplementary statistical reports), provide significantly improved information to the Board.

2. Which accountability measures have been raised, lowered or eliminated since the Board first reviewed the plan and what was the rationale for the changes?

The Tier 1 measures are more rigorous than in the past, both with respect to specific indicators (writing) and with respect to the addition of new requirements (science).

The writing standard has been raised from a "4" to a "6". Science was added to the Accountability Plan, and a typographical error in the science standard was corrected so that this measure is consistent with other Tier 1 measures. All Tier 2 measures have been strengthened to provide consistency and comparable rigor for all schools, while preserving the ability of individual schools to select Tier 2 measures that are most meaningful and relevant to the conditions and circumstances of that school.

3. In November, the Board was given a chart which aligns the Tier 1 Accountability Plan measures to the Report Card measures for the 1995-96 and 1996-97 school years. Is the same chart going to be prepared for the revised Tier 1 measures for the 1996-97 and 1997-98 years?

Tier 1 measures have not been revised since this chart was developed.

4. MPS has a high mobility rate. What plans are in place to hold the District and/or schools accountable for ALL students, not just those in a particular school on the third Friday? How will the District be held accountable for students who transfer from one school to another after the third Friday count?

The new Accountability Plan, along with other district reports, provides significantly better data to allow the Board to assess the impact of mobility. The Board and the public will see both the third Friday data and the data for all students, regardless of how short a period those children have been at the school. Each school is responsible for educating all of the children in the school. However, in order to help schools make data-driven decisions about the effectiveness of programs in educating children, data is provided in a number of formats: e.g., for all students in the school, for students who have been in the school since the third Friday in September, for regular education students, for exceptional education students, for students by ethnic code, gender, etc.

The District is concerned about mobile students. The new data warehouse system, which is in the process of being developed, will give the District the capability of comparing statistics for students who have been in a school for most of a school year with students who are mobile, in order to determine if the scores are substantially different. This type of data will assist schools in providing appropriate programs for mobile students.

5. Why has promotion been eliminated as an accountability measure for middle schools?

Promotion for middle schools was deleted from the Accountability Plan because there was virtually no variability from year to year. The Accountability Plan now uses achievement data that is more accurate and meaningful for middle schools.

6. Why have attendance, the grade-point average for all students and the longitudinal drop-out rate been eliminated as accountability measures for high schools?

In the previous accountability plan, the high schools had many more measures than middle or elementary schools. In determining which measures to retain and which to remove from the accountability plan in order to bring the number of high school measures in line with the middle and elementary levels, the focus was kept on the graduation requirements: mathematics, reading, writing, and science. The measure for "90% attendance GPA" was also retained.

All information on attendance and dropout rates, including longitudinal data, will continue to be reported. Moreover, many high schools are using attendance, truancy, and other indicators as school-based measures. As a system-wide measure, however, the Task Force regards it as inappropriate to hold principals responsible for something they cannot legally do - compel someone to attend high school.

7. Why has the passage rate for juniors on the math and writing proficiency exams been lowered from 70% to 60%?

The passage rate was not lowered overall; the rate was set at a different level for juniors than for seniors. The rates for juniors and seniors should be different, as we assume that additional achievement occurs with an additional year of schooling.

8. Habitual truancy and attendance, especially for high school students, are issues important to the Board and the District. What is the rationale for eliminating those measures in the Accountability Plan?

The reason these measures were moved from the system-wide measures to the school-based measures is not because they are unimportant, but because the system-wide measures focus on academic

achievement. Truancy and attendance are clearly important issues and will continue to be reported. Data on

truancy and attendance is reported to schools on the mark period reports, so that schools can intervene as needed. Attendance is in the Tier 2 school-based menu, and schools can identify groups of students as needed for special focus.

RACIAL ACHIEVEMENT GAP

9. Closing the gap between minority groups moved from a system-wide measure in the previous goals to a school-based goals under the current plan. In addition, the Accountability Plan allows the school to select and focus on certain "specific groups." How will the overall Board goal of closing the gap be measured and reported in the future years to ensure the goal is being achieved?

The focus on "closing the gap" led to some statistical reporting that was misleading and inaccurate. For example, this year many elementary schools reported substantial improvements in reading, writing, and math scores for ALL students. In the old system, such a praiseworthy result would have resulted in a report that they had "failed to close the gap." In addition, the "gap" statistics were meaningless in schools with a population that was predominantly from a single ethnic group. The new accountability plan forces schools to focus on particular underachieving groups in order to increase the achievement of those students who are most in need in that school. On a system-wide basis, this emphasis on specific underachieving groups will ultimately lead to an improvement in the equity gap. In the mean time, it will not provide inaccurate and misleading information to the Board.

10. How will overall results be summarized and evaluated? How can you strive for a specific goal if principals are not allowed to offer programs to target a specific group?

The overall results of district and school efforts to close the racial achievement gap will continue to be summarized and reported by the District in the various data reports, including the traditional MPS "report card." The second part of the question, that "principals are not allowed to offer programs to target a specific group," is inaccurate. In fact, principals are required to target a specific group in at least two of the five school-based measures.

11. Will baseline data be used for each area to be measured to make year-to-year comparisons?

Baseline data will be used when it is available. The new WSAS, for example, cannot be compared to previous versions of that test.

12. The plan states there is an Accountability Plan for Alternative Schools that has been developed. Is this available for the Board? If not, when will the information be available for Board review?

The Accountability Plan for Alternative Schools is completed and is available for review.

MEASURES AND VALUES

13. Under the current Accountability Plan, the value for Tier 1 and Tier 2 measures are weighted equally, each being worth 10 points. Since Tier 1 measures are strong indicators of student performance which are comparable between schools, has any thought been given to using a weighted system which would assigns a higher point value to Tier 1 measures.

The Task Force strongly believes that the value of Tier 2 measures is equal to the value of Tier 1 measures. Therefore, no attempt to "weight" the Tier 1 measures should be made.

14. What method will be used to evaluate the quality vs. quantity regarding the Tier 2 measures? For example, while an increase in the number of parent volunteer hours is a worthy goal, who will determine whether the time is just for the sake of logging volunteer hours or if the time is quality time spent? Chaperoning a dance vs. helping with homework assignments.

The purpose of allowing schools to develop their own Tier 2 measures for the 1996-97 school year was to take advantage of the wealth of ideas for measures that came from the schools. These measures have now been consolidated and refined into a district menu of quality measures, making it unnecessary for a third party to "evaluate quality vs. quantity." The administration was very impressed with the rigor of the suggested measures. It was obvious that schools did not take advantage of the pilot year to select measures that would simply be easy to reach.

15. The maximum points a school receives for achieving/and or exceeding the established Board goals for Tier 1 measures is 10. Why doesn't the Accountability Plan award for achievement beyond the Board goals?

The current design of the point system is the one that has been developed by the Task Force as of this date. However, the Administration and the Task Force see the Accountability Plan as a living document and welcomes ideas for future consideration, in order to continue refining and improving the plan. The design as it exists to date is the result of a collaborative, not a dictated, process.

16. What is the value of the Tier 3 Narrative Report to the Board and the public and how will the report be used to define the success of individual schools?

The Tier 3 narrative report allows the school to provide a qualitative framework for its level of achievements. Many schools are using the narrative as a means for describing special activities which are helping to improve science, math, reading, etc., for telling about awards or grants they have received, and for talking about partnerships with business or community organizations or with other schools. The report will be useful to the Board and the public by providing a context for the Tier 1 and Tier 2 measures. The report will be useful to other schools as a resource of ideas.

17. What criteria will be used to establish the reasonableness of the Tier 2 goals and to identify that a school's needs will be met by choosing a particular Tier 2 goal?

The administration has consistently been impressed with the Tier 2 measures that schools have selected. Schools are taking their responsibilities very seriously, are involving staff and parents in the selection, and are developing strategies within their educational plans to achieve their goals. If there are concerns about individual situations, these concerns are addressed as appropriate by the Leadership Specialists, by staff from the Department of Educational Programs, or by special assistance from the consultants from the Center for Performance Assessment. Please also see the response to #14.

STUDENT POPULATION MEASUREMENTS

18. According to the current plan, the students whose performance will be measured for accountability purposes are those present on the third Friday. Since the original measures were for the total student population, was any consideration given to raising the Tier I measures to reflect this??

Question #18 implies that the achievement for students who have been in the school since the third Friday is always higher than for students who are mobile. More research is needed in this area, as we do not know that this is true. Detailed mobility analyses will be available with the implementation of the student data “warehouse” system.

19. If schools are responsible for all students, why aren't the accountability measures based on the total population, not just regular education students in schools on the third Friday?

The use of the “third Friday” data is emphatically not a reduction of accountability by principals; rather it is a method to ensure accuracy and comparability in the accountability data. The Board and the public will see both the “third Friday” data and the data for all students, regardless of how short a period of time those students have been at the school. Please also see the response to question #4.

20. What measures will be used for the non-regular education students?

The Division of Special Services is currently using funding from a grant to develop measures for non-regular education students. This is a very labor-intensive project and will require inservice on making the appropriate accommodations. It should be noted that the Division of Special Services already has an excellent student-based data system that provides longitudinal tracking of students regardless of mobility.

21. What measures will be used for the regular students, not in school on the third Friday?

All students are measured, not just those in school on the third Friday. The results are separated for purposes of analysis into stable and non-stable students.

22. Individual measures listed on pages 31 through 35 indicate the student population to which measures will be applicable. However, page 35 indicates that all measures are based on regular education students who have been in school since third Friday. Which statement is accurate? Please explain.

The statement on page 35 can be deleted, since each individual measure listed on pages 31 through 35 indicates the student population for which the measures will be applicable.

23. Why are Exceptional Education Needs students excluded from all WSAS testing used as accountability measures?

EEN students do not take the WSAS tests in very large numbers. The determination is based on the student's IEP.

24. What student classifications fall into the non-regular education students classification?

LEP A and LEP B and all special education categories, with the exception of "speech only" fall into the non-regular education students classification.

25. Regarding the statement that "all of the system-wide measures are now correlated with the School To Work initiatives...," is the footnote at bottom of page 43 of the Attachments meant to explain the correlation? If not, please explain the correlation.

The footnote at the bottom of page 43 is not meant to explain this correlation. The administration has developed a working draft of a correlation of the system-wide measures with the key elements of school-to-work as part of an initiative to reduce the number and kinds of reviews and review teams that occur in a school. This work is complex and is in the early stages of development.

26. Under the category called Elementary System-wide Measures, the phrase "third Friday" is used in item 1, 2, 3, 5 and 6. Does this mean the third Friday count conducted in September of the current school year?

It means the third Friday count conducted in September of the current school year for items 1, 2, 3, and 6. A determination by the Department of Public Instruction to have the WSAS administered in the fall means that we will need to use the third-Friday count of the previous January for WSAS measures.

27. Do the recent allegations regarding the WSAS Reading test affect the validity of the accountability measures and artificially inflates the results?

No. The administration believes that the current WSAS is superior to the previous version and is more closely aligned to our expectations for student performance.

REPORTING RESULTS & TIMELINES

28. In November, the Administration reported that the content and format for the Report Card were under development. Has the format been established for FY97 and when will the Report Card be released?

The format has been established. Data is being entered as it becomes available. It is anticipated that the final data needed to prepare the report will be available in mid-July; therefore, an August release date is anticipated.

29. Will there be any monitoring of the Report Card measures not included in the Accountability Plan? How will these Report Card measures be used ?

The administration has engaged in a vigorous effort to interpret and use all of this information. Specifically, more than 150 administrators and teachers recently participated in a series of seminars on "Data-driven decision making." During these seminars, school staff worked with the report card data and other information related specifically to their schools, and they applied this information to the establishment of their 1997-98 goals and educational plans.

30. The School Performance Audits will require that FY97 data be available. What is the expected date of release of the Accountability Plan report?

It is expected that it will be released in early August.

31. Will dropout rates, attendance and habitual truancy continue to be reported in the Report Card?

Yes.

CENTRAL SERVICES ACCOUNTABILITY PLAN

32. The measures listed in the Central Services Accountability Plan may not be applicable to all central service departments. How will they be defined for use by the departments?

The measures listed in the Central Services Accountability Plan are applicable to all central services departments.

FISCAL IMPACT

33. Under the fiscal impact statement, how much has been spent to date, internally and externally, on the implementation of the plan?

Internal costs for implementing the Accountability Plan have not been calculated separately from the day-to-day operations of the District. The internal costs would be a part of the costs incurred by schools as they develop and implement their educational plans and part of the costs of central services staff who provide support to schools. External costs are described in the response to #34.

34. What are the total fees paid or expected to be paid to the consultants, such as the Center for Performance Assessments, for development and implementation of the Accountability Plan?

Total fees paid to the Center for Performance Assessment for development and implementation of the Accountability Plan, from January, 1996 to the present, are $112,903. This total includes several different contracts for services from January, 1996, through May, 1997. The Center for Performance Assessment includes seventeen consultants, seven of whom are actively involved in our MPS project. These contracts included:

- Accountability system analysis and design
- Accountability system implementation
- Staff development for administrators
- Alternative and Partnership school accountability system design
- Central Services department accountability system design
- Database development and reporting for school-based goals
- Comprehensive review of individual school educational plans.

The fees are paid from lines in the Superintendent's budget earmarked for "accountability."

The administration is very fortunate to be able to contract with the Center for Performance Assessment for the following reasons:

- the support the consultants provide to individual schools and departments.
- the dedication to provide service, even to using Budgetel hotels and discount airline tickets, in order to stretch our dollars as far as possible.
- the national and international perspective the consultants bring to the issue of school district accountability.
- the national recognition our district receives from the consultants' references to Milwaukee's work in accountability at various seminars and meetings.

The Administration looks forward to meeting with Board members to discuss the Board goals for the system-wide measures, as well as any further issues related to the implementation of the MPS Comprehensive Accountability Plan.

* * * * *

(Item 8) Action on Resolution 9798R-002 by Director Thompson Regarding the Establishment of a Site-Based Management Financial Standards Committee

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Thompson, to the Accountability/Audit Committee:

WHEREAS, Milwaukee Public Schools (MPS) is committed to giving individual schools control over their budgets to the greatest extent practicable as part of MPS's larger effort to be responsive to students, parents, and teachers; and

WHEREAS, The policy of giving individual schools control over their budgets, known as "site-based management," has been shown by several MPS schools — particularly Hi-Mount — to be an effective method of achieving the educational goals of MPS, including reductions in class size by hiring additional teachers; and

WHEREAS, The effort to increase the number of schools that operate under the principles of site-based management has been hampered in some cases by the lack of complete and updated policies, standards, and procedures related to the budgeting, expenditure, reporting, accounting, and auditing of public funds; and

WHEREAS, In the absence of such policies, standards, and procedures, legitimate questions have been raised about the budgeting, expenditure, reporting, accounting, and auditing of funds at some schools; and

WHEREAS, It is essential to the integrity of MPS and to the public's confidence in MPS that complete and updated policies, standards, and procedures be in place to guide the budgeting, expenditure, reporting. accounting, and auditing of funds by any school that participates in full or in part in site-based management; and

WHEREAS, The development and implementation of such policies, standards, and procedures in an expeditious fashion is vital to MPS; now therefore, be it

RESOLVED That:

1. A Site-Based Management Financial Standards Committee be established to recommend to the MPS Board such policies, standards, and procedures relating to site-based management budgeting, expenditures, reporting, accounting, and auditing as the Committee deems necessary and appropriate to place site-based management financial decision making and oversight on a footing of irreproachable integrity;
2. The Site-Based Management Financial Standards Committee shall consist of the Comptroller of the City of Milwaukee, the Superintendent of the Milwaukee Public Schools, and three other experts in finance, accounting, or auditing who are selected by the Superintendent and approved by the Board;
3. The Committee shall submit its final recommendations for action to the MPS Board by no later than September 1, 1997.

Committee Recommendation

Your Committee recommends that the resolution be adopted, with the words "site-based management" changed to "school-based governance" throughout and the date changed to November 1997.

* * * * *

(Item 9) Action on Resolution 9798R-013 by Director Gardner Rescinding Board Action Regarding Elementary School Third Grade Reading Accountability Standards

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Gardner, to the Accountability/Audit Committee:

WHEREAS, The MPS Board of School Directors' goal for the percentage of MPS students who take the State of Wisconsin Third Grade Reading Test who score in the above standard category has been, since accountability measures and board goals were instituted, 85%; and

WHEREAS, The percentage of MPS students who met the Board measure increased from 65% in 1992-93 to 77% in 1995-96; and

WHEREAS, The racial disparity between African-American and White students on the 1995-96 test decreased to only 2%; and

WHEREAS, This progress in both system-wide student achievement and reduction in racial disparity for student achievement should have warranted the profoundest gratitude, congratulations, and respect from the MPS Board of School Directors; and

WHEREAS, Instead of gratitude, congratulations, or respect, the principals, administrators, teachers, and staff who made this remarkable achievement happen were instead rebuked and insulted with the acknowledgedly unachievable requirement that all MPS elementary, K-8, and K-12 schools achieve above standard reading scores for 100% of their students; and

WHEREAS, In addition, all elementary, K-8, and K-12 schools that fail to meet that requirement must include that goal as a Tier Two accountability measure; and

WHEREAS, Test scores that had been 78%, 75%, and 77% in 1993-94, 1994-95, and 1995-96, respectively, plummeted to a district-wide average of 68% during 1995-96; and

WHEREAS, This failure is attributable in part to the aforementioned action of the MPS board, which action has been named by credible MPS elementary school principals, straining to maintain decorum and politeness, "insensitive", "ridiculous", "ignorant", and "stupid", among words fit for inclusion within the seemly dignity of an MPS Board of School Directors Resolution; and

WHEREAS, For all our faults and limitations, we just may be savvy enough to review, evaluate and reverse a now obvious and demonstrable mistake before it further damages principals' accountability, teachers' morale, student achievement, and Board credibility; therefore be it

RESOLVED, That the board action requiring all MPS schools that administer the Wisconsin Third Grade Reading assessment to perform fifteen points above the Wisconsin state average, and fifteen points above the previously established board goal of 85%; and the accompanying action requiring all MPS elementary, K-8, and K-12 schools that do not meet 100% pass rates to have 100% pass rates as mandatory Tier Two accountability measures, be immediately rescinded.

Committee Recommendation

Your Committee reports that a motion to adopt the resolution failed on a tie vote, and therefore reports this matter to the Board without recommendation.

* * * * *

Separate consideration having been requested of Items 2 and 9, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 2, evaluation of the statutory and fiscal relationship between MPS and the City of Milwaukee, Director Braun moved:

1. That the Board receive Audit Report #707, Evaluation of the Statutory and Fiscal Relationship Between the Milwaukee Public Schools and the City of Milwaukee, with appreciation to David M. Griffith & Associates, Ltd., for their services.

2. That the Administration be directed to discuss intergovernmental service agreements between MPS and the City that may result in a net reduction in the tax levy for taxpayers of the City of Milwaukee and report back to this Committee the results of those discussions.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Directors Hardin and Todd—2.

With respect to Item 9, Resolution 9798R-013 to rescind elementary school third grade reading accountability standards, reported out of Committee without recommendation, Director Thompson moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Small and Thompson—5.

Noes—Directors O'Neil, Todd and President Fisher—3.

Temporarily absent—Director Sinicki—1.

Director Thompson moved to suspend Board Rule 1.02 (2) to permit consideration of the Report of the Legislation, Rules and Policies Committee, formulated at a meeting held less than 48 hours prior to the Board meeting.

The Rule was suspended on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON LEGISLATION, RULES AND POLICIES

President Fisher presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 9798R-001 by Director Sinicki to Amend MPS Administrative Policy 8.23: Student Discipline: Weapons in the Schools and Criminal Offenses

Administration's Analysis

1. At its meeting on May 1, 1997, the Board referred the following resolution by Director Sinicki to the Legislation, Rules and Policies Committee:

WHEREAS, The public school system has a commitment to educate all children; and

WHEREAS, The public school system has the responsibility of the safety and welfare of more than 100,000 children, and 10,000 employees; and

WHEREAS, All students and employees of MPS have the right to feel safe and protected when attending school or work; and

WHEREAS, Strict interventions and strategies are needed to deal with severe discipline problems; now, therefore, be it

RESOLVED, That the current MPS Administrative Policy 8.23 (1), 8.23 (2), 8.23 (5) and 8.23 (7) be amended as follows:

WEAPONS IN THE SCHOOLS
(And Criminal Offenses)

1. Weapons

Students possessing a dangerous weapon to and from school or on school property will be immediately suspended and the police will be called. A dangerous weapon is a gun, knife razor, karate stick, metal knuckle or any other object which, by the manner it is used or intended to be used, is capable of inflicting bodily harm. All cases that clearly involve a gun, or which involve any other weapon used in a threatening manner, will be recommended for expulsion.

Once weapon possession other than a gun has been verified, such students will lose their present school assignment. Middle and high school students will lose their rights to attend any other regular Milwaukee Public School. Instead, these middle and high school students will ~~either~~ be recommended for expulsion for a minimum of one calendar year with no education services provided or offered by the district.

~~a. Be reassigned to a Milwaukee public alternative school behavioral reassignment program;~~
~~b. Be reassigned to one of the assessment centers; or~~
~~c. Be recommended for expulsion.~~

2. Other Criminal Offenses

Disciplinary action will also be taken against students involved in criminal offenses other than weapons possession and use.

Conduct which violates the other criminal offense's policy are: serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession/ownership and use of illegal drugs/alcohol and possession with intent to distribute illegal drugs/alcohol.

For the following offenses, the following penalties shall apply:

a. Battery — a student shall be recommended for expulsion for a minimum of 90 days, which is equivalent to one complete semester with no educational services.

b. Sexual Assault — a student shall be recommended for expulsion for a minimum of one semester with no educational services.

c. Possession/Ownership and Use of Illegal Drugs/Alcohol — a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).

d. Possession with Intent to Distribute Illegal Drugs/alcohol — a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).

e. Gang Activity — a student shall be recommended for removal from his/her present school and reassigned. After the second offense, the student shall be reassigned to an MPS alternative school which specializes in meeting the needs of at-risk or troubled students.

For extortion, robbery, arson, and bomb threats, depending on the seriousness of the criminal offenses, such students may:

a. Be allowed to continue in the assigned school (elementary, middle or high).

b. Be reassigned to another school (elementary).

c. Be reassigned to a Milwaukee public alternative school behavioral reassignment program (elementary, middle and high).

d. Be reassigned to the assessment center (middle and high).

e. Be recommended for expulsion (elementary, middle and high).

5. Behavioral Reassignments Programs

Special alternative schools (behavioral reassignment programs) have been identified for students ~~involved in weapon cases and other criminal offenses and~~ who have committed expellable offenses, other than those described in 8.23 (1) and 8.23 (2). After being assigned to a behavioral reassignment program school by the student services coordinator, the student and his/her parent must sign an educational contract which described the behavior, attendance and academic requirements the student must maintain while in the behavioral program. When the student has shown progress in attendance, academic achievement and behavior and is ready to return to a regular school, the student services coordinator will make the appropriate assignment.

7. Administrative Transfers to All ~~City Wide~~ Schools

When it is deemed most appropriate to reassign a student to another school, ~~city wide~~ all schools will be ~~among those schools~~ considered for placement. ~~Therefore, city wide schools will receive administrative transfers.~~ Assignment of the administrative transfers to ~~city wide~~ all students where waiting lists exist are consistent with the district's student assignment policies. Administrative transfers to city-wide schools ~~shall not~~ may interfere with the waiting lists. Administrative transfers to ~~city wide~~ all schools will be above and beyond the regular enrollment of that particular school. The administration will make an equitable attempt to distribute the administrative transfers throughout the district. Once a student has an administrative transfer for behavioral reasons, the student shall be placed on probation for two months. If the student continues to display the same type of wrongful behavior, he/she shall be placed in an MPS alternative school which serves at-risk or troubled students, or with parent/guardian approval, be placed into a partnership school for a minimum of six months.

2. At its meeting on May 28, 1997, the Board directed the Administration to review the proposed amendments to Administrative Policy 8.23, Student Discipline, and to develop recommended changes that would incorporate the intent of the resolution.

3. The proposed amendments of May 28, 1997, to Administrative Policy 8.23, Weapons In The Schools, generated the following concerns for the Administration:

a. Established the Recommended Length of the Expulsion Period

The recommended length of the expulsion period is determined by the Administration. The Independent Hearing Panel, upon hearing the evidence, has the option of accepting, rejecting, or modifying the Administration's recommendation.

b. Established a Recommendation of No Educational Services

The Administration has established guidelines as to when a recommendation of no educational services will be made. The guidelines used by the Administration take into account the incident and its surrounding circumstances. The Independent Hearing Panel, upon hearing the evidence, has the option of accepting, rejecting, or modifying the Administration's recommendation.

c. Established an Expulsion Recommendation for Weapons Possession Other Than a Gun

The proposed amendment does not take into consideration weapon possession that is truly unintentional or the existence of unusual circumstances. The amendment negates the professional judgment of field administrators and administration from Central Services in reviewing weapon possession (other than a gun) by a student on a case-by-case basis.

Strategic Plan Compatibility Statement

4. The recommendation for amending Administrative Policy 8.23, Weapons In The School, is consistent with Board Goal #1, Student Achievement — school climate, parent support and involvement, and community support and involvement.

Statute, Board Policy or Rule Statement

5. The proposed amendments to the weapons policy have reference to:

- 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
- Administrative Policy 8.23: Weapons In The School

Fiscal Impact Statement

6. The Administration is projecting a two-fold increase in the number of students being identified for possible expulsion if Administrative Policy 8.23's weapons policy is amended. The increase in students in the expulsion track will have a major fiscal impact on those budget items supporting the expulsion process. The following areas will be affected:

• Court Reporter:	Current cost	$12,000
	Projected cost	24,000
• Letter Delivery Services:	Current cost	7,000
	Projected cost	9,000

- Staff Participation: Currently, the various Central Services departments have assigned staff to either participate as panel members or act as presenters in lieu of the city attorneys. It is projected that the time devoted to the Independent Hearing Panel will double for Central Services staff. If this resolution is approved, the Administration may need to request additional funds.

Implementation and Assessment Plan

7. The Administration will implement the weapons policy as amended and approved. The community will be notified of any changes in the policy that may affect the community. An analysis at

the end of the 1997-1998 school year will be done to determine any significant changes in the expulsion data over a two-year period.

Committee Recommendation

Your Committee recommends that Administrative Policy 8.23, Weapons in the Schools, be amended as follows:

WEAPONS IN THE SCHOOLS
(And Criminal Offenses)

1. **Weapons**

Students possessing a dangerous weapon to and from school or on school property will be immediately suspended and the police will be called. A dangerous weapon is a gun, knife, razor, karate stick, metal knuckle or any other object which, by the manner it is used or intended to be used, is capable of inflicting bodily harm. All cases that clearly involve a gun, as defined under federal law, shall be recommended for expulsion for a minimum of one year. Cases that involve any other weapon used in a threatening manner, will be recommended for expulsion. The length of that expulsion period will be recommended by the administration.

~~Once weapon possession other than a gun has been verified, such students will lose their present school assignment. Middle and high school students will lose their rights to attend any other regular Milwaukee Public School. Instead, these middle and high school students will be recommended for expulsion for a minimum of one calendar year with no educational services provided or offered by the district.~~

a. Elementary, middle and high school students in possession of a weapon (knife, razor, karate stick, metal knuckle, pepper spray) which by its design and intended purpose is to inflict bodily harm will be recommended for expulsion. The length of the expulsion will be recommended by the administration.

b. Students' unintentional possession of objects that, by the way they could be used, could be considered weapons (pen knife or box cutter from work mistakenly brought to school) will result in a central services conference. After the student services coordinator verifies the unintentional possession of the weapon, the following may occur:

•Elementary, middle, and high school students — remain at the present site at the recommendation of the school administrator.

•High and middle school students — assigned to an alternative school assignment.

•Repeated (more than once) possession for high and middle school students may result in an expulsion recommendation. Elementary school students may lose their present school assignment.

•An expulsion recommendation will be made if the object is used in a threatening manner (all grades).

c. Prior to implementing any of the above action, the school and/or the school district must provide the students with due process.

2. **Other Criminal Offenses**

a. Disciplinary action will also be taken against students involved in criminal offenses other than weapons possession and use.

Conduct which violates the Other Criminal Offenses policy are: serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession/ownership and use of illegal drugs/alcohol and possession with intent to distribute illegal drugs/alcohol. ~~Depending on the seriousness of the criminal offenses, such students may:~~

~~For the following offenses, the following penalties shall apply:~~ An expulsion recommendation will be made for the following verified offenses. The length of the expulsion period will be recommended by the administration.

•Battery — ~~a student shall be recommended for expulsion for a minimum of 90 days, which is equivalent to one complete semester with no educational services.~~ Intentional physical or offensive contact without consent.

•Assault — Threat with intent to place a person in imminent danger of harmful or offensive contact without the person's consent.

•Sexual Assault — ~~a student shall be recommended for expulsion for a minimum of one semester with no educational services.~~ Intentional sexual contact of a harmful or offensive nature.

•Possession/Ownership and Use of Illegal Drugs/Alcohol — ~~a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).~~ Possessing, having under one's control, or using any controlled substance/alcoholic beverage.

•Possession with Intent to Distribute Illegal Drugs/Alcohol — ~~a student shall be recommended for expulsion for a minimum of one calendar year (two semesters).~~ Selling, giving away, or otherwise transferring to another person any controlled substance or alcohol, including any transfer of a prescription drug or any substance alleged to be a drug regardless of its actual content.

b. Gang Activity — Disruption and intimidation caused by gang symbols on materials, jewelry, or clothing.

A student verified of gang activity shall be recommended for removal from his/her present school and reassigned. After the second offense, the student shall be reassigned to an MPS alternative school which specializes in meeting the needs of at-risk or troubled students.

c. Extortion, robbery, arson, and bomb threats, depending on the seriousness of the criminal offenses, such students may be:

•Allowed to continue in the assigned school (elementary, middle or high).

•Reassigned to another school (elementary).

•Reassigned to a Milwaukee public alternative school behavioral reassignment program (elementary, middle and high).

•Reassigned to the assessment center (middle and high).

•Recommended for expulsion (elementary, middle and high).

5. **Behavioral Reassignment Programs**

Special alternative schools (behavioral reassignment programs) have been identified for students who have committed ~~expellable~~ offenses, other than those described in 8.23 (1) and 8.23 (2). After being assigned to a behavioral reassignment program school by the student services coordinator, the student and his/her parent ~~must~~ will be requested to sign an educational contract which describes the behavior, attendance and academic requirements the student must maintain while in the behavioral program. When the student has shown progress in attendance, academic achievement and behavior and is ready to return to a regular school, the student services coordinator will make the appropriate assignment.

7. **Administrative Transfers to All Schools**

When it is deemed most appropriate to reassign a student to another school, ~~all schools will be considered for placement~~ the assignment will be appropriate to the student's needs and will not be such as to jeopardize the safety and security of the school. Assignment of the administrative transfers to all schools where waiting lists exist is consistent with the district's student assignment policies. Administrative transfers ~~to city-wide schools~~ may interfere with the waiting lists. Administrative transfers to all schools ~~will be~~ may be above and beyond the regular enrollment of that particular school. The administration will make an equitable attempt to distribute the administrative transfers throughout the district. Once a student has an administrative transfer for behavioral reasons, the student shall be placed on probation for ~~two months~~ the remainder of the semester of placement if recommended by the coordinator. If the student breaks the probationary provision of the assignment, the student will be referred to the Division of Parent/Student Services for appropriate disciplinary action. ~~If the student continues to display the same type of wrongful behavior, he/she shall be placed in an MPS alternative school which services at risk or troubled students, or with parent/guardian approval, be placed into a partnership school for a minimum of six months.~~

* * * * *

(Item 2) Action on Resolution 9798R-010 by Director Todd Regarding an Amendment to Administrative Policy 6.24: Residency: Staff

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Todd, to the Legislation, Rules and Policies Committee:

WHEREAS, It is appropriate to have all Board actions regarding employee residence included in the Board's Rules and Policies Manual; and

WHEREAS, Administrative Policy 6.24: Residency: Staff does not contain a complete statement of the Board's actions; now, therefore, be it

RESOLVED, That Administrative Policy 6.24: Residency: Staff be amended to include the following provisions:

Milwaukee city residency will be required as follows:

1. Any new employee in administrative and supervisory position.
2. When an employee moves from another bargaining unit to the ASC bargaining unit.
3. Any employee who is promoted.
4. All ASC employees presently living in the city must continue to maintain their residency in the city of Milwaukee.

Committee Recommendation

Your committee recommends that the resolution be adopted, with Administrative Policy 6.24: Residency: Staff amended by adding the following provisions:

Milwaukee city residency will be required as follows:

1. Any new employee in administrative and supervisory position.
2. When an employee moves from another bargaining unit to the ASC bargaining unit.
3. Any employee who is promoted.
4. All ASC employees presently living in the city must continue to maintain their residency in the city of Milwaukee.

* * * * *

Separate consideration was requested of both items.

With respect to Item 1, Resolution 9798R-001 to amend the student discipline policy, Director Sinicki moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—Director Gardner—1.

With respect to Item 2, Resolution 9798R-010 to amend the staff residency policy, Director Todd moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Thompson moved to suspend Board Rule 1.02 (2) to permit consideration of the Report of the Strategic Planning and Budget Committee, formulated at a meeting held earlier in the evening, and to adopt the Committee report.

The motion to suspend and adopt the report prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Review of and Action on the Annual Strategic Planning and Budget Calendar

Background

At its Agenda Planning Meeting on May 7, 1997, the Board referred the annual planning calendar to the Strategic Planning and Budget Committee for review.

Board Governance Policy 2.05: Annual Board Planning Cycle specifies the annual planning process to be followed by the Board. The policy presents a suggested timeline and process, with the specific dates to be adopted annually by the Board. The policy is reproduced below, with suggested changes, based on comments by the Committee chairs and other Board members.

ANNUAL BOARD PLANNING CYCLE

To accomplish its work with a governance style consistent with Board policies, the Board will develop and follow an annual plan that includes an exploration of the school district mission, goals and standard policies; and continually improves Board performance using process improvement tools, with special attention to input and deliberation.

A Board calendar with all work displayed on a timetable will be developed annually.

1. The cycle will conclude each year on the last day of the Board year in order that administrative budgeting can be based on accomplishing a one to five year segment of the most recent Board long range vision. In the first one or two months of the new cycle, the Board will develop its agenda for the ensuing one year period.
2. Education, input and deliberation will receive paramount attention in structuring the series of meetings and other Board activities during the year. To the extent feasible, the Board will identify those areas of education and input needed to increase the level of wisdom and forethought it can give to subsequent choices.

PROPOSED STRATEGIC PLANNING AND BUDGET
Timeline and Process for FY99 Budget

Based on the FY98 Timeline and Process and on Board Governance Policy 2.05

6/18/97 Strategic Planning and Budget Committee Meeting

- Review of recently completed budget process
- Identification of Issues and Development of a Plan to Deal with Them in the Next Strategic Planning Cycle

June/July Board Strategic Planning Retreat

6/18/97	Strategic Planning and Budget Committee Meeting • Development of Strategic Planning Initiatives, Setting the Budget Calendar and Related Agendas
8/20/97	Strategic Planning and Budget Committee Meeting • Adoption of FY99 Budget Timeline, Process and Format • Discussion of Equitable Allocation of School Funding for FY99 • Initial Discussion of Board Strategic Planning Initiatives for FY99 • Report on Budget Format/Resource Allocation Model (In$ite)
9/16/97	Board Planning Meeting with School Budget Committee to Discuss Board Strategic Planing Initiatives and Other Budget Issues
9/23/97	Budget Committee Worksession • Discussion of Board Strategic Planning Initiatives for FY99 • Identification of Other Issues to be Addressed in FY99 Budget
10/1/97–12/13/97	Administration Develops FY99 Budget Planning Information • Goal Statements • Budget and Revenue Projections • Enrollment Projections
10/1/97	Last Date to Submit Major Board Strategic Planning Initiatives (over $1 million)
10/28/97	Major Initiatives Costed Out and Provided to Board Members in preparation for November meeting
11/12/97	Board Meeting with School Budget Committee
11/19/97	Strategic Planning and Budget Committee Meeting • Superintendent's Report on FY97 District Initiatives • Status Review of FY98 District Initiatives • Preliminary Plans for FY99 • Fiscal Overview for FY99: Taxpayer Profile; Student Profile; Demographic Trends • Presentation of Major Initiatives and Cost Estimates
12/10/97	Strategic Planning and Budget Committee Meeting • Revenue, Operating Costs, Enrollment Projections • Long Term Budget Plan (Enrollment, Program Needs, Salary Projections, Capital Plan, School Choice Revenue Impact, etc.) • Review District Initiatives and Finalize Cost Estimates for FY99 • Establish Target Budget for FY99
12/10/97–2/23/98	Administration Develops FY99 Proposed Budget
2/4/98	Strategic Planning and Budget Committee Meeting • Progress Report on Budget Development
2/23/98	Strategic Planning and Budget Committee Meeting • Superintendent Presents Proposed Budget for FY99
2/26/98	Strategic Planning and Budget Committee Meeting • Overview of Proposed Budget
2/26/98-3/3/98	Individual Board Member Budget Briefings • Overview of Proposed Budget • Development of Board Member Questions

3/4/98	Board Meeting with School Budget Committee
3/4/98	Budget Committee Worksession • Presentations; Responses to Questions
3/12/98	Public Hearing on Proposed Budget • Board Hears Public Comments on Proposed Budget
3/17/98	Budget Committee Worksession • Presentations; Responses to Questions; Amendments
3/23/98	Strategic Planning and Budget Committee Meeting (Action) • Budget Committee Recommends Budget to Full Board
3/31/98	Proposed Budget Published in Newspaper
4/2/98	Introduction of Budget Amendments
4/8/98	Statutory Public Hearing on Board's Proposed Budget
4/21/98	Board Meeting • Review of Recommended Budget • Amendments to Budget
4/23/98	Board Meeting • Adopt FY99 Budget

Committee Recommendation

Your Committee recommends that the Board adopt the above calendar and direct the Office of Board Governance to make any necessary changes in Board Governance Policy 2.05 to reflect this calendar.

* * * * *

(Item 2) Discussion of the Strategic Planning Process for June-August, 1997

At the Committee Chairs Agenda Planing meeting on June 4, 1997, it was decided that the Strategic Planning and Budget Committee should review the strategic planning process for the months of June, July and August at its June 18, 1997 meeting.

Your Committee reports having discussed the strategic planning process for June, July and August, 1997.

* * * * *

(Item 3) Action on Resolution 9798R-005 by Director Thompson Regarding the Preparation of a Report on the Per-Student Cost of Education

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director Thompson, to the Legislation, Rules and Policies Committee:

WHEREAS, Uncertainties about the actual cost of educating a student in MPS have made it very difficult to set payments to innovative schools, such as Hi-Mount, partnership schools, contracted schools, and charter schools, without accusations that the schools are receiving either a disproportionately large or disproportionately small amount of money, and

WHEREAS, There are similar arguments about the funds available to individual MPS schools, the allocations between schools, and the differences between levels of schools, and

WHEREAS, A goal of the Milwaukee Board of School Directors is to maximize resources available in the classroom for the benefit of students; now therefore, be it

RESOLVED, That administration prepare a report before starting discussions of the 1998-99 budget on the per-student cost of education, to include the following elements:

The per-student cost of education for regular students and for those students having special needs of each identifiable type, including all overhead and central office costs, up to and including an allocation of the superintendent cost, but excluding programs whose beneficiaries are not MPS students.

Recommendations of reallocations between various kinds of students, for example from high school to elementary students.

Recommendations as to which spending decisions should be made at the school level and which should remain centralized.

Committee Recommendation

Your Committee recommends that the resolution be adopted, with the report to be presented to the Committee at its August 20, 1997, meeting.

* * * * *

(Item 4) Action on Resolution 9798R-012 by Directors Small, Thompson and Todd Regarding Board Review and Amendment of the Six Million Dollar Reallocation from Central Services to Schools with Grades K-3

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Directors Small, Thompson and Todd, to the Legislation, Rules and Policies Committee:

WHEREAS, During the 1996-97 Strategic Planning and Budget Process to create the MPS 1997-98 Budget, the Board of School Directors instructed the administration to reallocate six million dollars ($6,000,000) from Central Service accounts to MPS schools with grades K-3; and

WHEREAS, In this matter, as in all others, the board reserves to itself the right to review and amend all budget allocations, reallocations, and revisions; and

WHEREAS, The allocations made by the Administration require review to determine whether the letter and spirit of the board's instructions have been fulfilled; now therefore be it

RESOLVED, That the Board review and, if it so desires, amends, the Superintendent's reallocation of six million dollars ($6,000,000).

Committee Recommendation

Your Committee recommends that the resolution be adopted, with a meeting to be scheduled on August 20, 1997, to review the cuts.

* * * * *

REPORTS OF SPECIAL COMMITTEES

REPORTS OF THE INDEPENDENT HEARING PANEL OF THE BOARD OF SCHOOL DIRECTORS

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

Director Todd moved to accept the reports of the Independent Hearing Panel of May 27, 28, 29, and 30 and June 2, 3, 5, 6, 9, 10, 11, 12, 16 and 18, 1997.

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

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommendation for Renewal of Partnership School Alternative Education Contracts

Administration's Analysis

1. On June 26, 1996, the MPS Board of School Directors approved contracts with 20 community-based organizations to provide alternative education programs for children at risk. Consistent with the recommendations of the MPS Office of Board Governance Audit Report on the Management of Partnership School Contracts by the Division of Alternative Programs, the Board approved some of the contracts for multi-year terms. Contracts for some schools are subject to end on June 30, 1997. Contracts with 14 partnership schools were extended to June 30, 1998.

2. Student outcome information associated with accountability standards for partnership schools was collected for the 1995-96 school year and the fall semester of the 1996-97 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 1995-96 and the first semester of 1996-97 are presented in Attachment 1.

3. In addition to quantitative data, the Division of Research and Assessment obtained information on the quality of educational services provided to students enrolled in the partnership schools, using the procedures originally developed for MPS by the Academy for Educational Development (AED) but modified over each of the past two annual evaluations. A qualitative study of those partnership schools in their last years of the contract was conducted by a multi-ethnic group of internal and external evaluators trained in qualitative evaluation techniques and procedures. Each school was visited on several occasions for an extended set of observations and interviews with administrators and teachers. Student focus groups were held at each site to obtain a student perspective. Senior district officials rated each school on two dimensions — (1) instruction/student engagement and (2) school membership/other effective practices. Research suggests that these dimensions characterize effective programs for at-risk adolescents. In Attachment 2, the qualitative ratings for the schools evaluated each year are provided, together with recommendations for contract term.

4. Beyond using the qualitative and quantitative evaluation results to help arrive at the Administration's recommendation for contract renewal, the "percent of seats enrolled" data are also used to determine which schools would be recommended for contract renewal. School demand is demonstrated by the school's ease in filling its seats and by the number of students on the school's waiting list.

5. The table at the end of this item contains the Administration's recommendations for contract renewal and seat allocation. The contract costs listed are based on a rate of $6,045 per student.

Strategic Plan Compatibility Statement

6. The recommendations support the goals of the MPS Board of School Directors associated with academic achievement, equity and fiscal responsibility.

Statute, Board Policy or Rule Statement

7. The contract renewal recommendations adhere to the provisions established by
   - Wisconsin Statute 118.153, Children at Risk.
   - MPS Board Standards for Contracting with Partnership Schools (February, 1992).
   - MPS Board of Governance Recommendations for Contracting with Partnership Schools. (Review of the Division of Alternative Programs Management of the Partnership School Contracts Audit 505, May, 1995)
   - MPS Board Procedures for Approval of Extension of 1995-96 Partnership School Alternative Program Contracts (December, 1995).

Fiscal Impact Statement

8. Funding for these contracts is located in various accounts, with final information about federal and state revenues for partnership seats still pending. If anticipated state or federal funds do not become available, the District would reallocate from a number of sources to provide funding for these contracts. Board approval of FY97 Fund Transfers and Carryovers will allow the District to maintain seats for at-risk youth. These will be one-time dollars for FY98, and additional sources of revenue will need to be located next year for continuation of funding. The costs of renewing contracts for the 1996-97 school year are shown in Attachment 3.

Superintendent's recommendation

That the Board of School Directors approve the renewal of contracts with the following partnership schools:

1997-98 RECOMMENDATIONS FOR ALLOCATION OF PARTNERSHIP SEATS AND CORRESPONDING COSTS

GRADE LEVEL SERVED	APPLICANT PARTNERSHIP SCHOOLS	NUMBER OF SEATS 1996-97	PROPOSED SEATS FOR 1997-98 SEM 1&2	1997-98 SEM 2	1997-98 CONTRACT COST	CONTRACT TERMS ORIGINAL	CONTRACT TERMS PROPOSED
						1995-96	1997-98
ASSIGNMENT PROGRAMS							
9-12	CYD-School of Excellence	150	75	75	680,062	1	1
6-12	Synergy HS/MS	145	100	25	680,062	2	1
		295	175	100	1,360,125		
HIGH SCHOOL PROGRAMS							
9-12	AIC-Spotted Eagle	75	75		453,375	1	1
9-12	Assata	60	60		362,700	1	1
9-12	Aurora Weier	65	65		392,925	1	1
9-12	CFSS-Loyola Acad.	90	90		544,050	2	1
9-12	El Puente		75		453,375	0	2
9-12	Learning Enterprise	125	125		755,625	2	1
9-12	Learning Enterprise-STW	30	25		151,125	1	1
9-12	Milwaukee Spectrum	80	80		483,600	1	2
9-12	NOVA High School	55	55		332,475	2	1
9-12	Seeds of Health-Grand	175	175		1,057,875	2	1

GRADE LEVEL SERVED	APPLICANT PARTNERSHIP SCHOOLS	NUMBER OF SEATS 1996-97	PROPOSED SEATS FOR 1997-98 SEM 1&2	1997-98 SEM 2	1997-98 CONTRACT COST	CONTRACT TERMS ORIGINAL	CONTRACT TERMS PROPOSED
						1995-96	1997-98
9-12	Seeds of Health-STW	30	25		151,125	2	1
9-12	Shalom	100	100		604,500	2	1
		885	950	0	5,742,750		
MIDDLE SCHOOL PROGRAMS							
6-8	HR Academy	60	60		362,700	1	2
6-8	NOVA Middle School	35	45		272,025	2	1
6-8	Silver Spring	65	65		392,925	1	2
6-8	UCC Middle School	40	40		241,800	1	1
6-8	HR Possentem	0	60		362,700	0	2
		200	270	0	1,632,150		
EXCEPTIONAL EDUCATION PROGRAMS							
1-6	St. Francis Children Ctr.	40	40		241,800	2	1
6-12	St. Charles	120	120		1,080,000	3	2
		160	160	0	1,321,800		
	GRAND TOTAL	1540	1555	100	10,056,825		

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 2) Action on Recommendation for Approval of Contracts for Day Treatment Programs

Administration's Analysis

1. The Milwaukee County Department of Health and Social Services and MPS have agreed to collaborate in providing transitional Intensive Day Treatment Programs for those students being discharged from residential treatment facilities.

2. The Milwaukee Public Schools and the Milwaukee County Division of Health and Human Services 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 or who may be adjudicated due to truancy or some other serious offense.

3. MPS and agency teachers provide instruction designed to help pupils meet MPS middle- and high-school graduation requirements, while the Milwaukee County Division of Health and Human Services supports the therapy program.

4. The aim of the joint MPS/Milwaukee County Day Treatment Programs is to decrease delinquent behavior while increasing school and community adjustment for students who are displaying socially unacceptable behavior or experiencing academic problems or difficult family relationships. These programs provide an alternative to placement in a correctional or residential treatment facility and contribute to the MPS discipline and safety campaign.

5. 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 are referred to the court system.

6. In January 1997, the Milwaukee County Department of Health and Social Services approved proposals to provide day treatment services from six community-based organizations: Career Youth Development, Southeastern, Southwest Key, St. Charles, United Community Center, and Lad Lake.

7. The Board of School Directors approved funding for the educational component of the day treatment programs in the 1997-98 school budget.

Strategic Plan Compatibility Statement

8. The recommendations support the Board goals on fiscal responsibility associated with aggressively seeking additional resources to provide quality education, and the Board's goals on student achievement and school safety.

MPS Policy or Board Policy Implication

9. According to the Board policy on specialty schools and programs, the Board of School Directors may approve alternatives to regular school programs in response to the wide range of student needs.

Fiscal Impact Statement

10. Funds sufficient to support educational services to adjudicated students were approved in the 1997-98 school year budget.

Implementation and Assessment Plan Statement

11. Formal and informal assessment are implemented throughout the school year.

Superintendent's recommendation

That a contract be awarded to the following agencies to provide an educational program to adjudicated students:

Day Treatment Site	**96-97 Slots**	**Contract Amount**
Southwest Key Intensive Day	30	$ 84,960
St. Charles Intensive Day	30	84,960
CYD Intensive Day	30	84,960
United Community Ctr. Intensive Day	30	84,960
Southeastern Intensive Day	30	84,960
Total	**150**	**$424,800**

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 3) 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 Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or a hearing officer appointed by the Board 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 utilized a panel made up of assistant superintendents. For 1989-90 through 1996-97, because of the increased number of cases, it was necessary to expand the pool of panel members, both to ensure a better distribution of the workload and to make sure that it was always possible to obtain a panel within the time constraints set by law. For the 1997-98 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.

3. 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. During the 1996-97 school year to date, 107 students have been expelled. The attachment contains a summary of the expulsion data.

Strategic Plan Compatibility Statement

5. The recommendation under this proposal is consistent with Board Goal #1, Student Achievement – school climate, parent support and involvement, and community support and involvement.

Statute, Board Policy or Rule Statement

6. The proposed resolution regarding the delegation of Board Expulsion Authority to an Independent Hearing Panel is referenced to:

- 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

7. The cost of processing student expulsion cases is a part of various departmental budgets.

Implementation and Assessment Plan

8. The Independent Hearing Panel may offer educational services to expelled students at non-MPS sites. Upon hearing the facts of the case, the Independent Hearing Panel makes the decision as to whether or not educational services will be offered. Guidelines are provided by the Administration to the Independent Hearing Panel for cases in which no educational services may be offered. When the Independent Hearing Panel deviates from the guidelines provided, a deviation form is completed by the panel members explaining the cause of the deviation (see attachments).

For the 1996-97 school year, the Alternative Program sites were LaVarnway Alternative School for middle school students, and the Synergy Alternative and Career Youth Development Programs for high school students. The educational programs at the three sites included a basic middle- and high-school curriculum. Each site also offered supportive services in the areas of guidance services, social work services, and psychological services. All three sites had a focus on helping students improve in the following areas anger management, decision-making skills, and social/emotional skills

Superintendent's recommendation

That the Board adopt the following resolution:

BE IT RESOLVED, For the 1997-98 school year, that 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 or two 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 non-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 1996-97 be followed when hearing all cases of student expulsions, which procedures include the Independent Hearing Panel guidelines for denial of 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; 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. The same provision shall apply to non-MPS non-voting members who do not appear.

* * * * *

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 4) Action on Recommendation for Award of Contract for Early Childhood Education Services

Administration's analysis

1. The Milwaukee Board of School Directors and the Administration have made the expansion of early childhood opportunities a priority in the District. The Administration has set a goal of 1,000 new early childhood enrollees for the 1996-97 school year, as well as an additional 625 FTEs for the 1997-98 school year.

2. 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 use of facilities within the community. The agreements are the result of the Administration's efforts to locate appropriate facilities in the community.

3. At its March 26, 1997, meeting, the School Board authorized the Administration to enter into contracts with:

• V.E. Carter Developmental Group, Inc.	$ 713,250
• United Community Center/Bruce Guadalupe	$ 1,154,400
• Seeds of Health, Inc.	$ 780,000
• YMCA of Greater Milwaukee	$ 430,000
Total	$ 3,077,650

4. At its May 28, 1997, meeting, the School Board authorized the Administration to enter into contracts with:

• Next Door Foundation	$ 172,000
• LaCausa, Inc.	$ 215,000
• Urban Day School	$ 172,000
• MMABSE II	$ 215,000
Total	$ 774,000

5. The Administration is seeking authorization to enter into contract with the Marva Collins Preparatory School for 40 FTEs K4-K5 and 40 FTEs at Grade 1. The total contract price is $350,000. The per-pupil cost is $4,300 for K4-K5, and $4,450 for Grade 1.

Strategic Plan Compatibility Statement

6. Approval of these agreements would support the Board goals related to academic achievement.

Statute, Board Policy or Rule Statement

7. These contracts and leases conform to all statutes, policies and rules.

Fiscal Impact Statement

8. The projected cost for the contracts listed for approval this month, along with the contracts approved on March 26, 1997, and May 28, 1997, is $4,201,650. The allocation to MPS schools is projected at $1,112,670. Total amount allocated to date is $5,314,320. The FY98 budget includes $5.5 million for early childhood expansion.

Implementation and Assessment Plan

9. The agreement will be monitored through the Department of Educational Services, Divisions of Alternative Programs and Educational Research and Program Assessment.

Superintendent's recommendation

That the Board authorize the Administration to enter into contract with the Marva Collins Preparatory School for $350,000

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 5) Action on a Recommendation for a Lease for the New School for Community Service

Administration's Analysis

1. On January 10, 1996, the Department of City Development (DCD) notified the Administration that a major residential development — Westown Village — is to be constructed on the block bounded by Seventh Street, Eighth Street, Wisconsin Avenue, and Wells Street. Located on this block is the former Junior Achievement Demmer facility, which is being leased by the District to house the New School For Community Services. This development requires the relocation of the school. Upon notice from DCD, the Administration immediately began discussions with officials from DCD and the City Attorney's office as to our relocation benefits. The school specifically requested that they needed to remain in the "downtown" area to effectively carry out their educational mission.

2. On April 17, 1996, (Proc. pp. 715-716) the Board approved the request of the Superintendent to obtain independent counsel to represent the District, since the City Attorney had indicated a conflict of interest in this matter. As a result, the firm of Gonzalez, Saggio, Birdsall & Harlan S.C. was retained. Based upon advice of Counsel, the Administration sought an appraisal from Appraisal Resource Group to determine the value of the District's leasehold improvements at the Demmer facility.

3. During subsequent months, the administration and staff from the school toured fifteen (15) potential sites in the downtown area to determine their adequacy for the program. By September 1996, potential new sites for the school had been narrowed down to the MMAC Building located at 758 North Milwaukee Street. Based on discussions with DCD, work to determine detailed costs for occupying the new location was undertaken. Since that time, the Administration has been working with the owners and DCD to determine the economics of the proposed lease and to begin negotiations with the City relative to relocation benefits for the district.

Based upon discussions with the owners, a framework for a lease agreement has been developed and lease negotiations have begun. This framework contains the following elements:

a. MPS would lease the entire second floor of the facility, or a total of 12,124 sq. ft. MPS would sublease 2,020 sq. ft. to the Milwaukee Teacher Education Center (MTEC) to serve as office/administration space for its operation.
b. Rental rate for the space would be $9.05 per sq. ft., which includes all costs except for cleaning services, which would be performed by MPS utilizing Operations Services personnel from the Division of Facilities and Maintenance Services. This rate compares to $9.41 per sq. ft. currently being paid at the Demmer building. All costs related to remodeling the space, which total $232,428, will be paid by relocation benefits ($198,283), MTEC ($4,145), and the owner ($30,000). No funds from MPS will be required for the tenant improvements.
c. The new lease for the property at 758 North Milwaukee Street has been reviewed by the law firm of Gonzalez, Saggio, Birdsall & Harlan S.C. and includes specific language that protects Milwaukee Public Schools' interests in the event of the sale of the property to another party in the future.
d. Lease terms are separate from the discussions on the benefits to be received from the leasehold benefits at 734 North Eighth Street.

Strategic Plan Compatibility

4. The recommendation is consistent with the practice of using informed decisions about allocations of resources for District programs, functions and operations.

Statute, Board Policy or Rule Statement

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

Fiscal Impact Statement

6. The square-foot cost of the proposed lease is $9.05, compared with $9.41 at the Demmer facility. However, annual costs will be greater since the total square footage of 10,000 sq. ft. is more than the 6,500 sq. ft. being leased at the Demmer facility. The larger space is needed to replace free space currently being utilized at the Central Library, which will no longer be within convenient walking distance to the school.

Annual lease costs for the Demmer site are $61,165 and will be $109,722 at the new site. However, we

will sub-lease 2,020 sq. ft. to MTEC, which will reduce our net cost to $90,500. Funds have been allocated in the FY98 budget to cover the lease cost.

Implementation and Assessment

7. Upon approval by the Board, the Administration will finalize the lease document with Richter Realty, who represents the owner, Crown Life. Concurrently, we will finalize relocation benefits with DCD and leaseholder interests with the owner of the Demmer property. Both of these efforts will continue to involve our legal counsel and appropriate District staff. This new lease will be reported back to the Board in July, as required by Board Policy BG4.08.

Superintendent's recommendation

That authorization be given to the Superintendent to enter into a lease agreement at the terms outlined in the lease proposal for the property at 756 North Milwaukee Street to house the New School For Community Services.

* * * * *

Director Todd moved to hold the matter at the Board level until the regular July Board meeting, with the Superintendent authorized to sign a one-year lease at the 756 North Milwaukee Street site or a multiple-year lease at any other site that meets the needs of the New School for Community Services specifications, as stated in the original proposal by the Board and as having been accepted and reconfirmed by this Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Sinicki, Small and Todd—5.

Noes—Directors Braun, Thompson and President Fisher—3.

Temporarily absent—Director Hardin—1.

(Item 6) Action on Recommendation for Legal Advice in School Finance Litigation

Administration's Analysis

1. A trial court decision in the Wisconsin School Finance litigation (Vincent vs. Voight) is expected this summer. Although the final decision in the case probably will be made by the Wisconsin Supreme Court, the Legislature is now beginning to respond to some of the equity issues raised in the litigation. Specifically, the Legislative Council Special Committee on the School Aid Formula has recommended gradual transfer of the school levy credit to equalization aid and the creation of a new categorical aid to serve low-income children. However, the poverty-weighting formula used sets a maximum amount for MPS and therefore provides less for a low-income MPS pupil than for a pupil of the same income level in another district of comparable property wealth. These proposals may be considered for inclusion in the biennial budget process.

2. Other issues must also be addressed. Despite continued growth in its poverty population and its non-white population, MPS has not received an increase in the desegregation settlement appropriation since 1992-93, and no increase is budgeted for the next two years. That appropriation was established ". . . (1) to correct the academic deficiencies of educationally and economically disadvantaged students and (2) to achieve a more effective and responsive educational program within MPS . . . ." Yet the state funds from this appropriation for each MPS poverty pupil continue to decline.

3. In addition, other issues relative to taxpayer equity and equal education opportunity for students are not likely to be addressed by this Legislature. As these issues are identified and addressed, MPS will need legal assistance to ensure equitable treatment of all MPS students, considering the unique circumstances of both race and poverty which exists in our urban area.

4. Hogan and Hartson has represented MPS for many years on school desegregation issues. More recently Hogan and Hartson has represented many urban areas in other states as those states have resolved school finance issues.

Strategic Plan Compatibility Statement

5. The recommendation supports all three Board goals of academic achievement equity and fiscal responsibility.

Statute, MPS Policy, or Board Rule Implication Statement

6. The recommendation is consistent with previous Board action to participate in school finance litigation.

Fiscal Impact Statement

7. The cost will not exceed $35,000 in 1997-98. Funds have been budgeted for school finance litigation within the special and contingent funds.

Implementation and Assessment Plan Statement

8. The plaintiffs have identified disequalizing factors in the current school finance system and have proposed legislation to provide financial equity among school districts and to ensure equal educational opportunity for all children. Specific proposals relative to equity and equal educational opportunity are now being discussed seriously in a Legislative Forum, and a trial court decision is expected soon.

Superintendent's recommendation

That the Board authorize the expenditure of no more than $35,000 for the retention of Hogan and Hartson to serve MPS as a legal advisor on school finance as Wisconsin's school finance litigation approaches a conclusion.

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 7) Report and Action on FY97 Year-End Carryovers

Administration's Report

1. In April 1996, the Board approved a revision to the District's policy of carrying over funds from one fiscal year to the next. Under the revised policy, unexpended surplus funds would be transferred to a carryover pool to pay expenses of the current fiscal year. At the start of the following year, budgeted funds made available by accelerated payments in the previous year would be reallocated back to the funding source (i.e., schools and departments) for previously planned projects. This methodology used in FY96 will again be utilized for FY97.

2. Schools have identified surplus funds to be transferred to the carryover pool in the amount of $3,952,000, of which $3,474,000 qualify for automatic carryover in accordance with Board policy, and $478,000, which represents a request for special school carryover in excess of 3%. The $478,000 requires Board approval and will be used for Montessori training, start-up costs for Westside Academy II, and innovative school support for Grand Avenue School.

During the development of the FY98 budget, the Administration noted various funding requirements without necessary resources. In order to offset some of these needs, the Administration

directed Central Service departments to “slow down” their expenditure practices. This strategy was initiated in order to give the District the flexibility in meeting FY98 needs. The strategy has provided the District

the opportunity to satisfy various crucial District needs with the least disruptive effect on District operations.

3. The Department of Finance has reviewed departmental and centralized account budgets and has estimated available balances in these accounts to be used for deficits, carryovers, and various district needs, as listed below.

	Description	Amount
a.	***SOURCE OF FUNDS:***	
	Benefits and Insurances	$ 3,850,000
	Higher Than Budgeted Revenues/Offsets — Net	1,650,000
	Special and Contingent Funds	988,950
	Debt Service	658,000
	Operating Budgets:	
	Educational Services	3,960,000
	Office of the Superintendent	524,000
	Human Resources	150,000
	Office of Board Governance and School Board	125,050
	Total Funds	*$ 11,906,000*
	RECOMMENDED USE OF FUNDS:	
b.	***Projected Deficits:***	
	Transportation Expenditures — Net for Dept.	$ 1,215,000
	Various School Deficits	700,000
	Sub-total: Projected Deficits	*$ 1,915,000*
c.	***Carryovers and Transfers for Departments and District:***	
	Unallotted Salaries	$ 4,300,000
	Anticipated FY98 Revenue Limit Loss Due to Choice and Other Lower Revenue Estimates	1,566,000
	Educational Services:	
	Loss of Learnfare (Maintain Seats for At-Risk)	1,145,000
	Summer School (Program Approved by Board in October 1996)	1,000,000
	Carryovers for MPS Alternative Schools/Programs	166,000
	Office of the Superintendent:	
	School-To-Work	170,000
	Department of Human Resources:	
	TEAM (Teacher Evaluation and Mentoring) Program	105,000
	Printing of Bargaining Unit Contracts	43,000
	Office of Governance and School Board	125,050
	Student Tracking and Unit Costing Studies	100,000
	School Budget Committee Summer Work	50,000
	Write-off of Inactive Inventory	350,000
	Accelerated Textbooks Purchases	870,950
	Sub-total: Department & District Carryovers/Transfers	*$ 9,991,000*
	TOTAL RECOMMENDED USE OF FUNDS	*$ 11,906,000*

4. *The carryover amounts are based on current estimates, which may vary from actual year-end balances.* To avoid penalizing schools for changes from estimates, the Administration will adjust carryover amounts to actual amounts at year-end. Carryovers would be increased or decreased, as appropriate, not to exceed 3% of a school's revised FY97 budget. Should additional surpluses to, or reductions in, estimates in

centralized accounts occur during year-end closing, the Superintendent needs the flexibility to adjust department/district carryovers or designate the use of these funds in FY98.

Strategic Plan Compatibility Statement

5. This request is consistent with the Board goal of STUDENT ACHIEVEMENT. More funds would be available to meet the educational requirements of the students.

Statute, Board Policy or Rule Statement

6. The carryover policy #3.05 allows schools to develop multi-year planning for large expenditures. Schools are allowed to automatically carryover 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 be applied only to non-position salary accounts. Requested carryover amounts in excess of the maximum may be allowed with School Board approval. Department and/or District carryovers require Board approval. Transfer policy #3.04 requires a two-thirds Board vote for use of the Contingent Fund.

Fiscal Impact

7. Any unexpended surplus funds will be added to a carryover pool used to cover current year expenditures and be reallocated to schools, departments, and centralized accounts in FY98. The Administration will, as appropriate, utilize the carryover pool (the reallocation of funds between fiscal years), encumbrances, and carryovers to protect District financial resources, revenue limits and to optimize state aids.

Implementation Plan

8. Upon approval of this item, the Administration will make the necessary transfers and carryovers appropriately adjusted for actual year-end results.

Superintendent's recommendations

1. That the Board approve school special carryovers of $478,000 as described in 2 above.
2. That the Board approve the transfer of $1,915,000 to be applied to operating deficit described in 3b above.
3. That the Board approve the department carryovers and fund transfers of $9,991,000 for the purposes described in 3c above.
4. That the Board approve the use of the balance in the Contingent Fund for the purchase of textbooks (included in 3c above) by a two-thirds majority vote.
5. That the Board authorize the Administration to adjust carryovers for departments based on actual year-end balances.
6. That the Board authorize the Superintendent to designate the use of any additional surplus or to designate the reduction to centralized carryovers, as appropriate, as a result of the FY97 year-end closing process.

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 8) Action on a Resolution Authorizing the Borrowing of Funds from the Board of Commissioners of Public Lands

Administration's Analysis

1. At its meeting on March 27, 1996, the Board adopted a resolution authorizing the Administration to borrow funds in the amount of $5,000,000 from the State Trust Funds of the Board of Commissioners

of Public Lands to complete modifications at various schools to comply with the Americans With Disabilities Act (ADA).

These modifications were the third phase of the District's total compliance effort for the ADA, estimated to cost $25 million over a five-year period.

2. Funds are now available from the State Trust Fund for 1997. The Administration has begun the application process for another $2,000,000 loan. As part of the process, the Board must adopt a formal resolution relative to the loan.

Strategic Plan Compatibility Statement

3. The recommendation is consistent with the Board goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for District programs, functions, and operations; and the Board goal on School Facilities adopted on March 30, 1994, which states ". . . continue to fund ways to address the school district's infrastructure needs, including ongoing maintenance and renovation of existing facilities, as well as new facilities to keep our students competitive for the 21st Century . . . ."

Statute, Board Policy or Rule Statement

4. Adoption of a resolution by the applicant Board is required by State Statutes.

Fiscal Impact Statement

5. Borrowing for this effort was included in the Five-Year Capital Plan as part of the budget for FY98. The Administration will confer with the appropriate officials from the City of Milwaukee to determine if funds can be borrowed at a more favorable rate by the City. If so, the funds will be borrowed through the City as part of an Intergovernmental Cooperation Agreement which will be brought to the Board for its approval. If not, the borrowing will occur through standard procedures with the State.

Implementation and Assessment Plan

6. These modifications are part of the fourth year of a five-year plan to bring the District into compliance with the ADA.

Superintendent’s recommendation

That the Board adopt the attached resolution authorizing the borrowing of $2,000,000 from the Board of Commissioners of Public Lands.

* * * * *

Director Sinicki moved to approve the Superintendent’s recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O’Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 9) Action on a Resolution Authorizing the Sale of Revenue Anticipation Notes to Meet the District’s Cash Flow Needs

Communication from City Comptroller

1. The Office of City Comptroller is requesting that the Board adopt the following resolution, drafted by the City Attorney. The resolution authorizes interim funding of the Milwaukee Schools Operations Fund through the issuance of Revenue Anticipation Notes in an amount not to exceed $90,000,000 to cover regular Operations Fund expenses, pending receipt of state educational aids.

2. The issuance of Revenue Anticipation Notes pending receipt of state aids is a normal annual occurrence and is ordinarily authorized by the Board in June. The resolution has been reviewed by the District's chief financial officer and has been found to be appropriate.

Superintendent's recommendation

That the Board adopt the following resolution:

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 therefore; and

WHEREAS, The Milwaukee Public Schools operates on a fiscal year commencing July 1, 1997 through June 30, 1998; and

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

WHEREAS, The anticipated state equalization aid revenue payments for the School Operations Fund for fiscal year 1997-1998 amount to $459,900,000 and these anticipated school aid revenue payments under sec. 121.15, Stats., represent 62.3% of the anticipated revenues for the School Operations Fund for fiscal year 1997-1998; and

WHEREAS, The Milwaukee Public Schools is anticipating the receipt of equalization aid revenues from the State of Wisconsin in September, 1997; December, 1997; March, 1998 and June, 1998, and specifically in the amount of $161,000,000 in June, 1998; 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 equalization aid revenue payment during fiscal year 1997-1998; 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 Ninety Million Dollars ($90,000,000) for the purpose of financing the operating budget of the Milwaukee Public Schools on an interim basis pending receipt of state equalization aid revenue payments during fiscal year 1997-1998; 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 equalization aid revenue payments under sec. 121.15, Stats., received in June, 1998 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 1997-1998 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 Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 10) 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; Acceptance of Donations; Report on Administrative and School Fund Transfers; and contingent fund transfer for superintendent search activities.

Award of Contracts

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Dover Street School

Staff Electric Co., Inc.
Low bidder, Base Bid of $57,749

Forest Home Avenue School

Staff Electric Co., Inc.
Low bidder, Base Bid of $94,624

Manitoba School

Staff Electric Co., Inc.
Low bidder, Base Bid of $55,599

Fernwood School

Craf-Tron Electric Inc.
Sole bidder, Base Bid of $75,940

ROOF REPLACEMENT

Central Services Building

J. T. Roofing, Inc. 1%
Low bidder, Base Bid of $99,000

Clement Avenue School

Carlson Racine Roofing, Inc.
Low bidder, Base Bid of $127,883

Anna F. Doerfler School

Carlson Racine Roofing, Inc.
Second low bidder, Base Bid of $107,437
Note: Low bidder withdrew bid because of an error of omission.

Garfield School

Specialty Associates Inc.
Low bidder, Base Bid of $67,600

Walt Whitman School

F. J. A. Christiansen Roofing Co. Inc.
Low bidder, Base Bid of $386,600

NEW AUDIO-VIDEO SURVEILLANCE SYSTEM

South Division High School

Associated Technical Services, Inc.
Low bidder, Base Bid of..... $142,481

MASONRY RESTORATION WORK

Neeskara School

Spray-O-Bond Company
Low bidder, Base Bid of..... $144,400

Authorization to Make Purchases

SS-336 **Purchase of Apple and DOS Computer Equipment (Custer HS)**

Recommend authorization to purchase 87 Apple computers with 4 printers, 15 MPC computers, various server and networking components, software, and related items totaling an estimated $226,900. FY97 school funds and Title I funds will be used.

SS-335 **Purchase of Apple and Various Computer Equipment (Humboldt Park)**

Recommend authorization to purchase 25 Apple Macintosh computers, Computer Curriculum software, printers, server and networking hardware and support totaling an estimated $115,000. FY97 and FY98 funds will be used.

SS-339 **Purchase 62 Pentium Computers, 5 Printers, Related Items (Riverside HS)**

Recommend authorization to purchase 62 Pentium computers, 5 printers, networking items, software, and installation totaling an estimated $77,000. FY98 funds will be used.

SS-334 **Purchase 58 Macintosh Computers and 13 Printers (River Trail)**

Recommend authorization to purchase 58 Macintosh computers, 13 printers and related items totaling an estimated $100,000. FY97 funds will be used.

SS-331 **Purchase 30 Toshiba Laptop Computers, 4 Pentium Computers and 10 Macintosh Laptops (Hamilton HS)**

Recommend authorization to purchase 30 Toshiba Computers, 10 Macintosh computers, 4 Pentium computers and related items totaling an estimated $93,000. FY97 funds will be used.

SS-338 **Lease/Purchase of Computers (Clement Ave)**

Recommend authorization to enter into a three-year lease purchase to buy 33 computers, scanner, printers, and a digital camera totaling an estimated $59,000. FY98 funds will be used.

SS-341 **Lease/Purchase of Computers (Lancaster)**

Recommend authorization to purchase 25 Macintosh computers, software and support for a totaling an estimated $51,000. FY97 funds will be used.

SS-345 **Lease/ Purchase of Computers (Bryant)**

Recommend authorization to purchase 49 Macintosh computers, software and related items totaling an estimated $98,000. FY98 funds will be used.

SS-346 **Lease/Purchase of Macintosh Computers and CCC Software (Goodrich)**

Recommend authorization to purchase 40 Macintosh computers and CCC software, and related networking equipment and software totaling $116,000. FY98 funds will be used.

SS-347 **Contract Extension for the Center for Performance Assessment**

A contract extension is recommended for consultant services from the Center for Performance Assessment for $150,000. The services will include assistance with the development and implementation of the comprehensive MPS Accountability Plan and with the development and support for performance assessments and proficiencies that are related to the Accountability Plan.

EB-603 Kitchen Equipment

Purchase orders have been issued to the low bidder, D.A. Berther, Inc., for the Seco brand of equipment. This was bid and awarded informally so that the equipment could be delivered by June 30th.

BIDDER	AMOUNT	TERMS	BRAND
D.A. Berther, Inc.	$114,712.96	Net	Seco Group

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of May 31, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$679,559,467	$0	$679,559,467	$484,137,570	$195,421,897	71.2%
Categorically Aided	64,763,909	25,489,125	90,253,034	58,938,111	31,314,923	65.3%
School Nutrition	24,541,141	0	24,541,141	21,218,474	3,322,667	86.5%
Construction	21,500,000	0	21,500,000	18,086,690	3,413,310	84.1%
Extension	6,770,753	0	6,770,753	6,138,675	632,078	90.7%

B. Statement of Expenses as of May 31, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$679,559,467	$16,994,070	$696,553,537	$626,553,537	$70,185,774	89.9%
Categorically Aided	64,763,909	27,899,321	92,663,230	71,470,655	21,192,575	77.1%
School Nutrition	24,541,141	40,704	24,581,845	23,768,834	813,011	96.7%
Construction	21,500,000	10,889,634	32,389,634	28,020,331	4,369,303	86.5%
Extension	6,770,753	63,996	6,834,749	4,835,940	1,998,809	70.8%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through May 31, 1997, and payrolls through May 30, 1997.

Acceptance of Donations

The following donations have been received:

GIFTS — June 1997

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Hawthorne	Delco Electronics	$3,000	Computers
Hawthorne	WalMart	$300	Environmental Day
Hawthorne	Sam's Club	$300	Environmental Day

Madison	M Club	$1975	Pennants with new school logo
Malcolm X	Reading is Fundamental	$592	Books for distribution
Malcolm X	Ameritech	$4,000	Academic incentives
Morse	PTO	$12,000	Various school projects
School Age Parent Program	Miller Brewing Co.	$225	Senior luncheon
School Age Parent Program	Helen Bader Foundation	$2,650	Senior luncheon
Thurston Woods	PTO	$600	$300 — Fun Day materials $300 — Graduate luncheon
Thurston Woods	PTO	$489	Popcorn popper — Fun Day
Tippecanoe	Design Time	$75	Video cassette recorder
Urban Waldorf	Sparkling Spring Water	$1,000	Garden

Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached This is an informational report an no action is required.

Contingent Fund Transfer for Superintendent Search Activities

The Office of Board Governance is requesting a Contingent Fund transfer in the amount of $90,710 for Superintendent Search activities.

Recommendations of the Superintendent and the Director, Office of Board Governance

1. That the Board award the contracts, as listed above.
2. That the Board authorize the purchases, as listed above.
3. That the Board accept the report of revenues and expenses.
4. That the Board accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.
5. That the Board authorize the transfer of $90,710 from the School Operations Contingent Fund to the appropriate accounts for superintendent search activities.

* * * * *

Director Small moved to approve the recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

(Item 11) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Affirmative Action Report, and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

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

Affirmative Action Report

5. The affirmative action report for May, 1997 is attached. No action is required.

Approval of Prevailing Wage Rates

6. 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.

7. 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 further affirmed by the Board in December, 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Communications have been received from the Milwaukee Building and Construction Trades Council, and are attached.

Superintendent's recommendations

1. That the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed below

2. That the Board grant authorization to pay the prevailing wage rates in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized.

* * * * *

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Debra Burton MHSA	School Secretary I $19,859.11/yr.	05-27-97
Dennis Folker Fairview	Handicapped Children's Asst. $11,884.68/yr.	05-27-97
Tracy Harris Hopkins	Clerk Typist I $14,480.00/yr.	05-27-97
	PROMOTIONS	
Amy Beatty Urban Waldorf	School Secretary I $16,562.89/yr.	08-19-97
Phyllis Biel German Immersion	School Secretary I $17,996.66/yr.	04-30-97
Evelyn Lopez Fratney	School Secretary I $16,562.89/yr.	08-19-97
James Scharpf Auer	Food Service Manager III $16,430.88/yr.	05-12-97
Michael Wilson Garfield	Food Service Manager I $14,430.26/yr.	05-14-97
	CHANGES IN STATUS	
Dorothy Fowler Congress	School Secretary I $21,576.10/yr.	07-01-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 28, 1996, and September 4, 1996, inclusive:					
(nr)	Mary E. Mooney Mathematics	BB	25,919	0	08-29-96

Effective between April 18, 1997, and April 30, 1997, inclusive:

(nr)	Mary T. DeTrempe Grade 3	B	24,684	0	04-30-97

Effective between May 1, 1997, and May 13, 1997, inclusive:

(r)	Wigma I. Rodriguez Kindergarten/Bilingual	B	24,684	0	05-01-97

Effective September 1997, payroll:

(nr)	Brady G. Christoph Elementary	B	24,684	0	08-26-97
(r)	Lesa M. Erickson L. D.	B	24,684	0	08-26-97
(r)	Timothy J. Gesell Mathematics/Computers	B	24,684	0	08-26-97
(r)	Caroline L. Gibbs Elementary	B	24,684	0	08-26-97
(nr)	Dawn M.R. Gilles Elementary	B	24,684	0	08-26-97
(r)	Melinda G. Gladney Elementary	B	24,684	0	08-26-97
(r)	Talonda M. Griffin Elementary	B	24,684	0	08-26-97
(r)	Todd M. Hencsik Phy. Ed./Health/Swim	B	24,684	0	08-26-97
(r)	Nicole G. Izydor L. D.	B	24,684	0	08-26-97
(nr)	Matthew J. Kelly Biology/Chemistry	B	24,684	0	08-26-97
(nr)	Shawon LeFlore Elementary	B	24,684	0	08-26-97
(r)	Heather C. McKinney Art	B	24,684	0	08-26-97
(r)	Antionette L. Means L. D.	B	24,684	0	08-26-97

(r)	Reg M. Miller E. D.	B	24,684	0	08-26-97
(nr)	Virginia J. Miller Pre-K-Grade 3	B	30,855	5	08-26-97
(nr)	Nicole A. Minniti Speech Pathology	B	28,387	3	08-26-97
(r)	Wrye D. Oliver BF Science/Earth Science	B	24,684	0	08-26-97
(nr)	Arati Pati Montessori/Elementary	B	28,387	3	08-26-97
(r)	Lisa M. Ringeisen L. D.	B	24,684	0	08-26-97
(r)	Molly E. Schwab EC:EEN/Kindergarten	B	24,684	0	08-26-97
(r)(a)	Sue L. Sunstrom Elementary	B	25,919	1	08-26-97
(r)	Howard A. Towne Biology/BF Science	BB	25,919	0	08-26-97
(r)	Suzanne M. Tylke Mathematics/Physics	B	24,684	0	08-26-97
(r)	Amy E. Wilbourne English	BB	25,919	0	08-26-97
(r)	Debra R. Zimmerman Elementary	B	24,684	0	08-26-97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to June 13, 1997:		
Iris Arnold	Fairview	March 10, 1997
Richard Falk	Day-to-Day	May 19, 1997
Maternity Leave, to June 13, 1997:		
Jeanne Veit	Barton	April 30, 1997
Maternity Leave, to January 23, 1998:		

Lauren Vey	Green Bay	August 26, 1997

Personal Leave, to June 15, 1998:

Sheila Barker	Carleton	August 26, 1997
Lisa Orlowski	Hamilton	August 26, 1997

Sabbatical Leave, to June 15, 1998:

Edward Croke	MEC	August 26, 1997
Milagros Caceres	Leave	August 26, 1997
Luis Salazar	Custer	August 26, 1997
Pamela Zavalney	Fritsche	August 26, 1997

Study Leave, to June 15, 1998:

James Larson	Leave	August 26, 1997

Extension of Illness Leave, to June 15, 1998:

Diana Donovan	Leave	August 26, 1997

Extension of Maternity Leave, to June 15, 1998:

Carla Bauer	Leave	August 26, 1997
Carey Bradley	Leave	August 26, 1997
Mary Burant	Leave	August 26, 1997
Sharon Campeau	Leave	August 26, 1997
Teresa Heier	Leave	August 26, 1997
Susan Menzies	Leave	August 26, 1997
Lynn Newman	Leave	August 26, 1997
Jeanne Veit	Leave	August 26, 1997
Joy Wilds	Leave	August 26, 1997

Extension of Personal Leave, to June 15, 1998:

Carolyn Dvorak	Leave	August 26, 1997
Mark Finne	Leave	August 26, 1997
Diane Freiherr-Goyer	Leave	August 26, 1997

CURTAILMENT OF LEAVE:

Mary Hayes	-- Curtailed a sabbatical leave that was granted from August 26, 1997, through June 15, 1998.

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Phontonia Belin	Teacher	06-01-97
John C. Carpenter	Teacher	02-26-97

Sheila J. Feay-Shaw	Teacher	06-13-97

Patricia A. Fleming	Teacher	06-13-97
Cecelia M. Garvey	Psychologist	06-13-97
Melanie M. Hadley	Teacher	06-30-97
Wilma P. Krowas	Teacher	08-23-97
Ralph N. Larson	Teacher	08-21-97
Karen A. Nettesheim	Teacher	06-13-97
Jolen M. Neumann	Teacher	06-13-97
Marybell Nieves	Teacher	06-13-97
Kathleen A. Roemer	Teacher	05-07-97
Edward N. Schultz	Teacher	06-13-97
Steven L. Shaw	Teacher	06-13-97

* * * * *

(Item 12) Action on Recommended Administrative Appointments and Promotions

Recommendation

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

2(r)	Cassandra Brown	Principal Bryant Elementary School	Schedule III, Range 13Z $60,555
5(r)	Mary Zimmermann	Principal Goodrich Elementary School	Schedule III, Range 13Z $68,013
2(r)	Anita Sparks	Principal Hopkins Street School	Schedule III, Range 14Z $62,102
2(r)	Thyra Handford	Principal Lancaster Elementary School	Schedule III, Range 13Z $67,904
5(r)	Cheryl Clancy	Principal MacDowell Elementary School	Schedule III, Range 13Z $71,414
5(r)	Thomas Hanley	Principal Golda Meir School	Schedule III, Range 13Z $58,943
4(r)	Yvette Martel	Principal Milwaukee Spanish Immersion School	Schedule III, Range 13Z $57,449
2(r)	Kathy Swope	Performance Assessment Specialist Division of Research and Assessment	Schedule III, Range 9A $69,111
5(r)	Cheryl Kaminski	Supervisor, Safety Loss Prevention Division of Insurance and Risk Management	Schedule III, Range 8A $58,157
5(r)	Kathleen Kaufman	Staff Development Supervisor Division of School Technology Support	Schedule III, Range 8A $57,508
5(nr)	Chris Protz	Recreation Supervisor Division of Community Recreation	Schedule III, Range 7A $56,160

5(nr)	Kevin Reed	Assistant Recreation Supervisor Community Centers (Bilingual — Spanish) Division of Community Recreation	Schedule III, Range 4T $33,500

2 – African American
3 – Asian/Oriental/Pacific Islander
4 – Hispanic
5 – White

r – Resident
nr – Non-resident

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

Voting "present"—Director O'Neil—1.

The Board returned to its Regular Order of Business, taking up the Reports of Standing Committees.

UNFINISHED BUSINESS

(Item A) Action on Proposed Amendments to Various Board Rules and Polices Regarding the Board's Committee Structure and Operations: Expansion of the Personnel Committee to Include Personnel Transactions and Finance, Facilities and Transportation Matters, Realignment of Other Committee Duties and Powers, Consideration of Board Members' Resolutions, Elimination of the Board Agenda Planning Meeting and Establishment of a Process to Allow Committees to Transfer Items Between Themselves without Board Approval

Background

1. At its May 7, 1997, Agenda Planning Meeting, the Board referred a proposed modification in the Board's Committee structure and operations to the Legislation, Rules and Policies Committee. The proposed changes include the following:

Expansion of the charge of the Personnel Committee to include personnel transactions, budget administration, finance, facilities and transportation review.

Reassignment of some audits from the Accountability/Audit Committee to other Committees, and the addition of technology review to the scope of the Committee.

Elimination of the hearing on the Superintendent's proposed budget.

Automatic consideration of Board members' resolutions at the next Committee meeting, with other items to be scheduled at the discretion of the chair.

Elimination of the board agenda planning meeting, with the Committee agendas to be set by the Board president and the Committee chair.

Establishment of a process to allow Committees to transfer items between themselves without Board approval.

2. Implementation of these changes would require amendments to various Board Rules, Board Governance Policies and Administrative Policies. Suitable language has been prepared and is reproduced in the Recommendations section of this item. It should be noted that rule changes reported out of Committee at this meeting would be presented to the Board at its May 28, 1997, meeting and acted upon at

the June 18 meeting. Policy changes could be acted on by the Board on May 28, although the Board might wish to hold these over to June 18 for action, since they are dependent on the adoption of the rule changes.

Office of Board Governance's Analysis

Expansion of the charge of the Personnel Committee to include personnel transactions, budget administration, finance, facilities and transportation review.

The Board functioned with this type of a Committee from May 1983 through April 1987. It was known as the Finance/Facilities and Personnel Committee. Under the current proposal, the Committee would be called the Finance/Personnel Committee. Most of the items now considered by the Board under Regular Items of Business would be considered by this Committee instead.

Given the Committee's continuing responsibility for hearing disciplinary appeals and the possible tendency of the Administration to "delegate upwards," this Committee may find itself with lengthy agendas. In May of 1987, the Board reassigned the personnel functions of the Finance/Facilities and Personnel Committee to a separate Committee — the Personnel and Negotiations Committee.

Reassignment of some audits from the Accountability/Audit Committee to other Committees, and the addition of technology review to the scope of the Committee.

While it is reasonable to assign the review of a particular audit to the Committee having charge of that function, this presents two problems: the Accountability/Audit Committee has its charge significantly reduced, and it is unclear how the Annual Plan of Audits is to be developed for Board consideration and approval.

Automatic consideration of Board members' resolutions at the next Committee meeting, with other items to be scheduled at the discretion of the chair.

If "other items to be scheduled at the discretion of the chair" means items originated by the Administration, this needs to be clarified.

Elimination of the Board agenda planning meeting, with the Committee agendas to be set by the Board president and the Committee chair.

One advantage of the Agenda Planning Meeting is that the agendas are set publicly and are known almost the entire month in advance. The proposed method would require a more extensive system of coordination and notification and an increase in staff time involved, which could be a significant problem.

Establishment of a process to allow Committees to transfer items between themselves without Board approval.

This is a significant change from the past practice of the Board, which has required Committees to report only to the Board itself.

At one time, language was included which allowed all Committees to act on some fiscal matters, thus eliminating the need for the referral of an instructional item, for example, to the Finance Committee. It was difficult to keep track of what was where, resulting in timing issues.

Again, a more elaborate system of notice would be required to keep the public abreast of changes.

Strategic Plan Compatibility Statement

None of the proposed changes would be in conflict with the Board's strategic plan.

Statute, Board Policy or Rule Statement

The statutes allow the Board to determine whatever arrangements it wishes for its Committees.

Fiscal Impact Statement

It is assumed that the Finance/Personnel Committee would meet monthly. This would result in an increase in court reporter's fees and duplication costs for the preparation of the Blue Book for the Committee. With all financial items going to this committee, timing problems may arise, necessitating additional meetings of this committee.

Implementation and Assessment Plan

Since the Committees ordinarily do not meet during the month of July, the changes could be implemented with the August round of Committee meetings.

Language has been prepared to allow the Board to implement any of the changes proposed and is included in the Recommendation section below. All of the rule changes are presented in their entirety.

Some policy changes have been prepared to allow greater flexibility and to eliminate the need for

amendments in the future, should the Committee structure change again. For example, language requiring a report to the Board has been rewritten to provide for a report to the Board or the appropriate Committee. Such language changes have been presented in summary form.

Committee Recommendation

Your Committee recommends that the Board adopt the following amendments to Board Rules, Governance Policies, Administrative Policies, and Administrative Procedures:

Amendments to Board Rules

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.

1.09 Regular Items of Business

The Board may at each Board meeting give public hearing on all regular items of business. The Board shall consider and take action on all matters coming to the Board as regular business, unless considered by one of the Board's committees. Regular business shall include, but may not be limited to instructional, community relations, personnel, and negotiations, finance and facilities matters.

~~Financial matters shall include matters pertaining to the Board contingent fund, contracts and bids required by law, 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 Board shall establish fund transfer policies specifying those transfers that may be authorized by the superintendent and those which require review and approval of the Board.~~

~~Facilities matters shall include 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 passed by the Board, except as the Board shall otherwise provide for in its policies.~~

~~Personnel matters shall include 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.~~

~~Negotiations matters shall include negotiations with organized employees, approval of all salary schedules, grievances and complaints of employees unless otherwise provided for in these rules and employee transportation.~~

~~Other items to be considered under personnel matters include:~~

~~(a) Salary Schedules. The Board shall consider all proposals or requests for revisions or changes in salary schedules, and shall make recommendations thereto. 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 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 assistants, and the results of such examination shall be available for inspection by the Board. 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. 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 Board in January and June, and at such other times as may be necessary, it shall be the duty of the Board 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. The Board shall consider and approve all recommendations.~~

~~LEGAL REF.: W.S. 119.40~~

2.01 Standing, Special and Functional Committees

(l) There shall be five regular standing committees of the Board. The committees on innovation/school reform, on accountability/audit and on finance/personnel shall have five members each. All Board members shall be members of the committee on strategic planning and budget. The ~~president of the Board shall be chair of the committee on legislation, rules and policies and 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 may be appointed by the Board or the president from time to time consisting of Board members and/or other persons.

2.05 Committee on Accountability/Audit — Powers and Duties

~~(1)~~ 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; reform initiative monitoring; executive limitations compliance; decentralization monitoring; ~~financial analysis reports~~ technology and policy modification 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) 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.~~

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.

(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, 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.

(3) 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**. T**he 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 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.

2.10 Committee on Innovation/School Reform — Powers and Duties

(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.

Amendments to Board Governance Policies

Policy BG 4.06
FINANCIAL CONDITION

9. Provide the appropriate committee and the Board with expenditure and revenue reports and projections concerning the status of the budget on less than a quarterly basis.

Policy BG 4.07
ASSET PROTECTION

c. All formal bids required by items a.(1), a.(2), and a.(3), as well as all proposed sole source purchases in excess of $50,000, shall be presented to the appropriate committee and the Board with the recommendations of the superintendent. The contracts may be executed after approval by the Board.

7. Shall not effectuate fund transfers in conflict with the following:

   The approval of the appropriate committee and the Board shall be required for transfers:

   a. Initiated by a Board member;
   b. Exceeding $100,000 within any department, program or school budget annually on a cumulative basis;
   c. Exceeding $100,000 between departments, programs, schools or special accounts;
   d. Creating changes in policy;
   e. Creating a new area of activity for the district;
   f. Increasing authorized staff levels;
   g. Between statutory funds;
   h. Involving the district contingent fund.

All other fund transfers shall be authorized as appropriate by the superintendent or his/her designee. The superintendent shall report transfers to the appropriate committee and the Board in the meeting cycle following such action.

Amendments to Administrative Policies

Policy 3.02
BUDGET CONTROL

The superintendent or his/her designee shall prepare monthly reports and periodic forecasts for the appropriate committee and the Board relative to the status of the budget.

The superintendent or his/her designee shall be authorized to implement expenditure controls for the purpose of ensuring that expenditures do not exceed projected revenues. The revised budget revenue estimates and the expenditure controls implemented shall be reported to appropriate committee and the Board no later than the month following effectuation of the expenditure controls.

The authorization of positions shall reside with the Board except as modified for school staffing under policy 6.19. The superintendent shall report staffing levels exceeding budget authorizations and the monetary impact to the appropriate committee and the Board on a monthly basis.

Policy 3.04
FUND TRANSFER AUTHORITY

1. Fund Transfers Requiring Board Approval

- The appropriate committee and the Board shall consider fund transfer requests submitted by the administration.
-

2. Fund Transfers Authorized by Administration

All other fund transfers shall be authorized as appropriate by the superintendent or his/her designee. The superintendent shall report transfers to the appropriate committee and the Board in the meeting cycle following such action.

4. Average to Actual Salary Adjustments

The superintendent or his/her designee shall be authorized to effectuate budget transfers for the purpose of revising fiscal year budget allocations to reflect funding adjustments from average salaries to actual salaries for budgets based on average salaries. These fund transfers shall be reported to the appropriate committee and the Board no later than the month following effectuation of the transfers.

5. Contractual Pay Adjustments

The superintendent or his/her designee shall be authorized to effectuate fund transfers from the "unallocated salaries" account to the appropriate school, department and program budgets to adjust budgets for negotiated pay raises. These fund transfers shall be reported to the appropriate committee and the Board no later than the month following effectuation of the transfer.

6. Enrollment Growth and Teacher Reserve Funds

The superintendent or his/her designee shall be authorized to effectuate fund transfers between the "enrollment growth" and the "teacher reserve fund" accounts and the school budgets as necessary for the purpose of adjusting school staffing to the appropriate level. Monies remaining in the enrollment growth and teacher reserve fund accounts may be utilized by the superintendent at his/her discretion in the support of Board goals. These transfers shall be reported to the appropriate committee and the Board no later than the month following effectuation of the transfer.

Policy 3.07

FISCAL AUDITS

The Board shall have all the district's books and accounts audited annually by a certified public accountant and the respective audits shall be transmitted to the appropriate committee and the Board within two months after the audit is issued.

Audits of the financial records of the Milwaukee Public Schools shall be conducted semiannually by staff auditors and by a certified public accounting firm approved by the Board.

The audit reports shall be transmitted by the appropriate committee ~~on accountability/audit~~ with its recommendations to the Board.

Amendments to Administrative Procedures

Procedure 6.23(3)

FILLING PRINCIPAL VACANCIES

11. Nomination

The superintendent shall recommend a candidate to fill the vacancy.

No candidate may be recommended unless: (1) he/she is certified in Wisconsin for the position, (2) he/she appears to have all the prerequisites for obtaining certification for the position, (3) he/she can obtain certification within two years, (4) the department of public instruction grants a waiver permitting the candidate to fill the position or (e) he/she falls within an approved minority recruitment plan.

After he/she has made a choice, the superintendent may carry out any further reference checks or other necessary reviews, including an on-site visit, not yet done, which he/she in his/her discretion may deem appropriate.

After his/her final reviews, if any, are completed, the superintendent shall make his/her recommendation to the appropriate committee or the Board.

Director Braun moved to adopt the proposed amendments to the Board Rules and Policies.

The amendments were adopted, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—7.

Noes—Director Sinicki—1.

Temporarily absent—Director Gardner—1.

* * * * *

(Item B) Action on Proposed Amendments to Various Board Rules and Policies to Allow for the Assignment of Staff to the Committees of the Board

Background

1. At its May 7, 1997, Agenda Planning Meeting, the Board referred a proposed modification in the Board's Rules and Policies to allow for the assignment of a staff member to each Committee, working under the direction of the chair and the Director, Office of Board Governance

2. The proposal calls for the reassignment of Office of Board Governance staff, specifically some of the auditors, to provide staff for each Committee. The proposal strongly parallels the operation of the Common Council, which provides staff support for each of its eight committees (seven standing and one special). Complete information on staff arrangements for the Common Council and its committees, comparing city operations to Board operations for functions of the Board, is attached. The following table provides a summary of this information, along with a comparison with the Board:

	Common Council	**Board**
Number of elected representatives	17	9
Staff assigned (does not include auditors)	92	7
Total Budget (exclusive of audit services, aldermen's and Board members' salaries)	$ 5,270,332	$ 786,890
Total City/Board budget	$ 936,360,141	$ 832,779,752
Number of Committees	8	5

The main features of the Common Council structure include:

- Staff member assigned to each committee (an individual staff person may serve up to three committees);
- Staff member assigned to each alderman full time;
- Committees, with staff assistance, prepare their own agendas;
- Extensive analysis of proposals submitted by the administration and subsequent briefing of committee members prior to committee meetings;
- Legislative Reference Bureau available to provide research and analytical services.

3. It is the opinion of the Office of Board Governance that implementation of a Common Council model would significantly alter the relationship between the Board, the Administration and the Office of Board Governance. Specifically, the restructuring would have the following results:

- Increase in Board administrative overhead costs by adding a staff person dedicated to committee functions.
- More administration time would be required to research and redraft Board item research requests from committee members.
- Increased lead time for the submission of agenda items to permit the needed research. All items would probably need to be submitted three to four weeks prior to the Committee meeting.

- Specific deadlines would have to be established, and items not meeting the needs of the committee would have to be referred back to the Administration to be reworked.

- An additional layer of complexity to the Committee process.
- More demands on individual committee members' time to review items prior to committee meetings. More demand on committee chairs' time to set agendas and raise questions.
- Staff assistant would be required to work with the Administration on a daily basis to develop additional information for and answers to committee members' questions prior to committee meetings.
- Committee chairs would have to adhere to a detailed job description. A specific job description would need to be developed for the staff assistants.
- Assignment of auditors to staff Committees would preclude their functioning, and limit their effectiveness, as auditors. Not only is the amount of time needed for the Committee work expected to be significant, but, more important, it would make it impossible for an individual to maintain the professional independence and objectivity required by professional auditing standards (Yellow Book, AICPA, IIA, etc.).

Strategic Plan Compatibility Statement

4. Audit services are an integral part of the Board's accountability plan for the District. If audit services are reduced, alternative methods of fulfilling the objectives of the audit function would have to be considered.

Statute, Board Policy or Rule Statement

5. The statutes allow the Board to determine any arrangements it wishes for its operations.

Fiscal Impact Statement

6. If the plan is implemented with existing staff, audit services would be reduced, necessitating either a reduction in audits or an additional expense to contract with outside audit service providers.

Implementation and Assessment Plan

7. Since the Committees ordinarily do not meet during the month of July, the changes could be implemented with the August round of Committee meetings.

8. The Office of Board governance has prepared the appropriate language to implement the proposal. This language is reproduced in the Recommendation section below.

Committee Recommendation

Your Committee recommends that the following proposed amendments to Board Rules and Governance Policies not be adopted:

Proposed Board Rule Change

1.08 Committee Agendas, Staff and Reports

Add after Committee Agendas:

Committee Staff

The director of board governance shall assign a staff member to each committee to assist in its operations.

Proposed Board Governance Policy Changes

Policy BG 3.05

DIRECTOR OF BOARD GOVERNANCE'S ROLE

1. Director of Board Governance

Add:

c. The director of board governance shall be responsible for the assignment of a staff member to each committee to assist the committee in its operations.

* * * * *

Director Braun moved to refer the proposed amendments to the Board Rules and Policies back to the Legislation, Rules and Policies Committee.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Thompson, Todd and President Fisher—6.

Noes—Directors O'Neil, Sinicki and Small—3.

RESOLUTIONS

Resolution 9697R-020

By Director Sinicki:

WHEREAS, The FY98 budget contains a provision to eliminate yellow bus service for some students of Rufus King High School for the College Bound; and

WHEREAS, Approximately 154 students on the northwest side of the city are affected by this change; and

WHEREAS, Many of these students enrolled at Rufus King under the assumption that yellow bus service would be provided; and

WHEREAS, It would cost about $10,000 to restore this service for FY98; now, therefore, be it

RESOLVED, That the Board direct the administration to restore yellow service to these students for the 1997-98 school year; and be it

FURTHER RESOLVED, That the administration be directed to develop a plan to notify the affected parents of the restoration of yellow bus service; and be it

FURTHER RESOLVED, That the administration be authorized to phase out the yellow bus service over a four-year period, beginning with the class entering Rufus King for the 1998-99 school year; and be it

FURTHER RESOLVED, That the administration develop an effective plan to notify students and parents from the affected area planning on applying to Rufus King that yellow bus service will not be available, beginning with the entering class of 1998-99.

Referred to the Regular July Board meeting.

Resolution 9798R-021

By Director Todd:

WHEREAS, The goal of the Parent Service Center is to become more efficient in its role as the central point of access for parents to acquire information, assistance, knowledge, and skills that enable them to participate collaboratively as partners in their children's' education; and

WHEREAS, The responsibility of the Parent Service Center is to consistently and efficiently ensure prompt responses to concerns and requests for information and services; and

WHEREAS, The Parent Service Center needs to have an independent "ombudsperson" function to effectively address and resolve the concerns of MPS parents; and

WHEREAS, Many complaints received by Board members cannot be realistically referred to the Parent Service Center, because of its location in the MPS organizational structure; and

WHEREAS, The Parent Service Center would function more objectively outside the Department of Parent and Student Services, where many of the complaints from parents originate; now therefore, be it

RESOLVED, That the Board amend its previous action of April 24, 1997, transferring the Parent Service Center to the Office of Board Governance for FY99, to make the change effective for August 1, 1997.

Referred to the Regular July Board meeting.

Resolution 9798R-022

By Director Todd:

WHEREAS, The Division of Research and Assessment is currently under the supervision of the Director of the Department of Educational Services; and

WHEREAS, A January 1993 report on the Milwaukee Public Schools (MPS) organizational structure recommended transferring the program assessment function to the District's existing audit function, now located in the Office of Board Governance, thereby consolidating and streamlining all evaluation functions under one department to attain organizational effectiveness and efficiency; and

WHEREAS, The Board has directed in the past, and continues to direct, program and performance audits, which create a need to separate the research and assessment function from the Department of Educational Services for the purpose of creating an effective, independent evaluation and accountability function; and

WHEREAS, Board requests for research studies and assessments such as a longitudinal study of MPS graduates, an independent objective annual Report Card from the Board to MPS stakeholders and the citizens of Milwaukee, and studies regarding what strategies work and do not work in the classroom, clearly demonstrate the need for an independent function; and now therefore, be it

RESOLVED, That the Board direct the Superintendent to transfer the Division of Research and Assessment, its $1.587 million budget, and all its staff (11.75) to the Office of Board Governance, effective August 1, 1997.

Referred to the Regular July Board meeting.

Resolution 9798R-023

By Director Hardin:

WHEREAS, A high level of retention over a four year span is of the utmost importance to North Division High School as any other school in the Milwaukee Public School system; and

WHEREAS, North Division has been marginal in its student rates of attendance over the past decade; and

WHEREAS, The community and parental involvement are strongly needed and necessary to strengthen North Division; and

WHEREAS, Student, Parent and Community input is of vital importance in the selection process in the formation of a task force to revitalize North Division High School; and

WHEREAS, North Division curriculum's thrust lends itself to student career development, an International Baccalaureate program, and the opportunity for positive assignments and re-assignments of student through student services and by counselors from Middle and High Schools; now, therefore, be it

RESOLVED, That the Board direct the Superintendent to work with the Community, Administration, Parents, Students, the Principal and Staff involved in the educational aspects of North Division High School and to create a revitalization task force for North Division High School; and be it

FURTHER RESOLVED, That this task force be charged with the development of a plan to implement an International Baccalaureate program and other programs necessary to completely revitalize North Division High School; and be it

FURTHER RESOLVED, That the task force submit its plan to the Board no later than December 1997 for Board approval in order to initiate the renewal of the school for the fall of 1998.

Referred to the Regular July Board meeting.

Resolution 9798R-024

By Directors Thompson, Gardner, Sinicki and Small:

WHEREAS, The success of a school in large measure reflects the fit of the principal to the needs of the schools; and

WHEREAS, The school community is often in the best position to judge the needs of a school; and

WHEREAS, The success of the principal depends on the support of the school community; now, therefore, be it

RESOLVED, That the MPS administration prepare a plan for a principal selection process, including, at a minimum, the following elements:

A schedule to ensure timely posting of principal openings.

Selection of a search committee to represent the school community, including elected representatives of faculty, non-instructional staff, and parents.

If other groups are to be represented, such as "community" representatives, that they be appointed by elected representatives of the school community.

Adequate time for the search committee to review applications and interview candidates.

A mechanism to allow the committee to have access to relevant information from a candidate's references and others with insight on the candidate.

A policy that only representatives of the school community may be voting members of the search committee.

A mechanism to utilize input from the retiring principal, whether or not a member of the committee.

Policies to ensure that the committee's recommendations are given due weight in the selection, including a report to the Board to accompany the Principal's appointment recommendation on whether the candidate is also the first choice of the committee and, if not, the reasons for selecting another candidate.

Referred to the Finance/Personnel Committee.

The Board adjourned at 1:25 AM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

STANDING COMMITTEES

Accountability/Audit

Directors Todd, chair; Gardner, Hardin, O'Neil, Small

Innovation/School Reform

Directors Small, chair; Braun, Fisher, Sinicki, Todd

Finance/Personnel

Directors Braun, chair; Fisher, Hardin, Small, Todd

Strategic Planning and Budget Committee

Directors Sinicki and Thompson, co-chairs; Braun, Fisher, Gardner, Hardin, O'Neil, Small and Todd

Legislation and Rules Committee

Directors O'Neil, chair; Braun, Fisher, Sinicki, Small, Thompson and Todd

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 4:48 PM.

Present—Directors Braun, Gardner, Hardin (4:49 PM), O'Neil, Thompson and President Fisher—6.

Absent and excused—Directors Sinicki, Small and Todd—3.

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

June 24, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 4:30 PM, Wednesday, June 25, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1) Discussing with legal counsel potential litigation with respect to a contract currently in force.
2) Considering adoption of a definition of "school official" and "legitimate educational interest" in Student Record Policy.
3) Considering termination of a contract with Kinney and Associates.
4) Ratifying the Superintendent's decision to terminate a tenured employee.
5) Receiving, considering and taking action on a report of the Independent Hearing Panel of the Board of School Directors.

With respect to Item 1 above, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (g), the Board may retire to executive session to confer with legal counsel concerning strategy to be adopted with respect to litigation in which the district may become involved, and may thereafter reconvene in open session to act upon matters discussed in executive session and upon agenda Items 2 and 3, above.

With respect to Item 4 above, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (f), the Board may retire to executive session to consider disciplinary data of a specific person and may thereafter reconvene in open session to act upon matters discussed in executive session.

Revised Notice

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (g) and (f) to confer with legal counsel concerning strategy to be adopted with respect to litigation in which the district may become involved and to consider disciplinary data of a specific person.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 4:50 PM.

The Board reconvened in open session at 5:34 PM.

With respect to Item 2, Director Braun moved to discharge the Legislation, Rules and Policies Committee from further consideration of a definition of "school official" and "legitimate educational interest" in Student Record Policy.

The motion to discharge prevailed, the vote being as follows:

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

Noes—None.

Director Braun moved that the MPS Student Records Policy 8.42 be amended by adding the following language to paragraph 7, Disclosure of Information from Records:

e. Disclosure to School Officials with Legitimate Educational Interests. The Milwaukee Public Schools, may, without parental consent, disclose a student's education record, or personally identifiable information contained in a student's education record, to "school officials" with "legitimate educational interests," including safety interests. A "school official" is a person employed by the District as an administrator, supervisor, teacher, or support staff member (including health or medical personnel and school safety personnel); a person serving on the School Board; a person or entity with whom the District has contracted to perform a special task (such as an attorney, auditor, consultant, or therapist; or a person serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official performing his or her tasks.

A school official has a "legitimate educational interest" if the official needs to review an education record in order to fulfill his or her professional responsibility.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Braun moved that the Board direct the administration to draft procedures to implement the amendments to Policy 8.42.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 3, Director Braun moved that the Board authorize the Superintendent or Acting Superintendent to work with the City Attorney and Kinney and Associates and if necessary to terminate the contract with Kinney and Associates if results cannot be reached that are favorable to MPS.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 4, Director Thompson moved to ratify the Superintendent's termination of a tenured employee, Johnny Myers.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 5, Director Braun moved to accept the Report of the Independent Hearing Panel of June 19, 1997.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 5:40 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 26, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:09 PM.

Present—Directors Gardner, Hardin, O'Neil, Sinicki, Todd and President Fisher—6.

Absent and excused—Directors Braun, Small and Thompson—3.

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

June 20, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Thursday, June 26, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review employment applications and interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Present—Directors Gardner, Hardin, O'Neil, Sinicki, Todd and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:11 PM.

The Board adjourned from executive session at 9:30 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

RESIGNATION OF DIRECTOR, OFFICE OF BOARD GOVERNANCE

July 1, 1997

Mr. Joseph B. Fisher
President
Milwaukee Board of School Directors
5825 North 79th Street
Milwaukee, WI 53218

Dear President Fisher:

This letter is to inform the Board of my resignation as Director of the Office of Board Governance and Board Clerk, effective August 30, 1997. When my current contract with the Board expires at the end of August, 1997, it is my intention to retire from the Milwaukee Public Schools after more than 20 years of service with the system.

It has been a privilege and honor for me to serve as the Director of the Office of Board Governance for the last three years, to assist the Board in establishing the Office and to provide the Board with the necessary support for its policy-making role to serve the children in the Milwaukee Public Schools and the entire school community.

I would like to express my appreciation to you and all of the Board members for providing me with the opportunity to serve. I also appreciate your support during my tenure.

Under the Board's direction, we have streamlined the Office's operation, set up new systems, including a records management system, established an auditing and analytical function to provide the Board with accurate and detailed information to make informed policy decisions, and have assembled a highly qualified, competent and professional team to continue in the service and support of the Board.

Over the next two months, I want to assure the Board that I will continue to work diligently on existing projects and tasks, and I will give my full support to the Board during the process to hire a new superintendent and replacement for my position. I remain committed to ensure a smooth transition of the Office's leadership.

Again, I would like to thank you for the opportunity to have served the Milwaukee Board of School Directors and the Milwaukee Public Schools.

Sincerely,

Nancy R. Noeske
Director

Copies to: Milwaukee Board of School Directors

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 2, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:14 PM.

Present—Directors Gardner (6:17 PM), Hardin, O'Neil, Sinicki, Small and President pro Tem Braun—6.

Absent and excused—Directors Thompson, Todd and President Fisher—3.

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

June 27, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, July 2, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

Nancy R. Noeske
Director

Director Sinicki moved that the Board retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Hardin, O'Neil, Sinicki, Small and President pro Tem Braun—5.

Noes—None.

The Board retired to executive session at 6:15 PM.

The Board adjourned from executive session at 8:25 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 7, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:12 PM.

Present—Directors, Hardin (6:15 PM), O'Neil, Sinicki, Small, Thompson, Todd (6:30 PM) and President pro Tem Braun—7.

Absent and excused—Director Gardner and President Fisher—2.

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

July 2, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Monday, July 7, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

Nancy R. Noeske
Director

Director Thompson moved that the Board retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small, Thompson and President pro Tem Braun—5.

Noes—None.

The Board retired to executive session at 6:14 PM.

The Board adjourned from executive session at 9:00 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 10, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:20 PM.

Present—Directors Hardin, O'Neil (6:47 PM), Small, Thompson and President pro Tem Braun—5.

Absent and excused—Directors Gardner, Sinicki, Todd and President Fisher—4.

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

July 2, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Thursday, July 10, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

Nancy R. Noeske
Director

There being no quorum at 6:20 PM, the Board met informally in open session with the candidate.

The Board adjourned at 8:45 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 16, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:07 PM.

Present—Directors Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President pro Tem Braun—8.

Absent and excused—President Fisher—1.

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

July 2, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, July 16, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

Nancy R. Noeske
Director

Director Sinicki moved that the Board retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes— Directors Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President pro Tem Braun—8.

Noes—None.

The Board retired to executive session at 6:09 PM.

Director Sinicki left at 6:15 PM.

The Board adjourned from executive session at 9:20 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 21, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:07 PM.

Present—Directors Hardin (6:16 PM), O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Absent and excused—Directors Braun, Gardner and Todd—3.

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

July 17, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that a special meeting of the Board of School Directors will be held at 6:00 PM on Monday, July 21, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1) Conferring with legal counsel regarding pending litigation in which the District is involved;

2) Considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616; and

3) Reviewing applications and interviewing candidates for the position of Superintendent of Schools.

With respect to Item 1, the Board, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (g), may retire to executive session to confer with legal counsel concerning strategy to be adopted with respect to litigation in which the District is or is likely to become involved.

With respect to Item 2, the Board, pursuant to Wisconsin Statutes 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.

With respect to Item 3, the Board, 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," may retire to executive session to evaluate candidates and their applications for the position of Superintendent of Schools.

Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language interpreters or other auxiliary aids. Please contact the Office of Board Governance, Room 273, Central Services Building, 5225 West Vliet Street, P. O. Box 2181, Milwaukee, WI 53201-2181 (Phone 475-8284; Fax 475-8071; TDD 475-8893).

Nancy R. Noeske
Director

Director Sinicki moved that the Board retire to executive session to confer with legal counsel concerning strategy to be adopted with respect to litigation in which the District is or is likely to become involved; to formulate strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above; and to evaluate candidates and their applications for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small, Thompson and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:09 PM.

Director Sinicki excused herself from the portion of the executive session dealing with HMOs from 7:10 to 7:25 PM.

The Board adjourned from executive session at 8:35 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 23, 1997

Special meeting of the Board of School Directors called to order at 6:10 PM.

Present—Directors Hardin, O'Neil, Small, Thompson, Todd and President Fisher (6:20 PM)—6.

Absent and excused—Directors Braun, Gardner and Sinicki—3.

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

July 21, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, July 23, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

Nancy R. Noeske
Director

Director Todd moved that the Board retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Hardin, O'Neil, Small, Thompson and Todd—5.

Noes—None.

The Board retired to executive session at 6:12 PM.

The Board adjourned from executive session at 9:45 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 30, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:40 PM.

Present—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson (6:43 PM), Todd (6:43 PM) and President Fisher—8.

Absent and excused—Director Gardner—1.

AWARDS AND RECOGNITIONS

A team of students from **Rufus King High School** *won third place in the Panasonic Academic Challenge* in Orlando, Florida, in June 1997. The Panasonic Academic challenge is a highly academic, quiz-style competition involving teams from 46 states. Team members were **Greg Whitten, Paul Getto, Stephen Meer, Ryan Peterson, Sylaja Murikipudi, and Allyson Modra. Erin Modra and Laurel Aschoff** were the team managers. The students each received a $500 scholarship and a gold ring.

Five Milwaukee Public Schools' teachers are among only 15 teachers nationwide *selected to receive the 1997 Time Warner National Crystal Apple Award* for their creative use of cable in the classroom. The teachers are **Kim Abler, Jane Borden, Mary Jakubiak, and Mary Widen of Tippecanoe Elementary School, and Chris Gardner of Hawthorne Elementary School**. They traveled to Washington, D.C. in June to receive their awards and $1,000 for their projects.

Several MPS schools *won CAMY awards for their Kidz Biz weekly news shows*, sponsored by Warner Cable. The schools produced 15-minute newscasts that were viewed on area television channels. The winners are:

Audubon Middle School – Best Science Segment
Bell Middle School – Proper P's Award
Grand Avenue Middle School – Best Technical Crew
Malcolm X Middle School – Best Critical Review
Milwaukee Education Center – Best Integration of Media
Morse Middle School – Best Interview
Sholes Middle School – Visual Award
Steuben Middle School – Best Story

MPS students were *winners in a Father's Day essay contest* sponsored by Northcott Neighborhood House and the Wisconsin Gas Company. The following students had their essays printed in the June 15, 1997, issue of *The Milwaukee Journal Sentinel*:

Daniel Pacheco, Bell Middle School
Joshua Kalis, Bell Middle School
Tasha Starks, Bell Middle School

Additional winners are:

Ahlam Abdallah, Bell Middle School
Laquita Brooks, Bell Middle School
Delonda Clark, Bell Middle School
Bennie Patterson, Bell Middle School
Haven Goggans, Rufus King High School

Marva Bredendick, teacher at Riley Elementary School, and Jane Patterson, teacher at Fritsche Middle School, *had articles published in the Spring 1997 issue of the* Wisconsin Teacher of Mathematics. Bredendick is the publication's associate elementary editor, and Patterson serves as the middle school associate editor.

Michael Jamal Brandon, a fifth-grade student at Elm Creative Arts School, *took first place in the Annual Oratorical Contest sponsored by the Youth Leadership Academy*. He was one of 12 first-place finalists in the competition.

The following MPS students won awards in the 1997 Wisconsin State Fair Young People's Art Exhibit:

First Place
James Gutierrez, Bell Middle School
Annette Lemieux, Marshall High School (Best of Show Winner)
Inthava Phakeovilay, Hamilton High School
Steve Westerhausen, Pulaski High School (Best of Show Winner**)**
Xyoojmim Yang, Kosciuszko Middle School (Best of Show Winner)

Second Place
Bryan Beckman, Milwaukee High School of the Arts
Jason Kendall, Rufus King High School
Silvia Macias, South Division High School
Inthava Phakeovilay, Hamilton High School
Ryant Williams, Kosciuszko Middle School

Third Place
Kosta Djordjovic, Hamilton High School
Theo Durant, South Division High School
Adam DuVall, Fritsche Middle School
Mathew Garthwait, Rufus King High School
Nicholas Jackson, Milwaukee High School of the Arts
Hanh Nguyen, Kosciuszko Middle School

Best of Show
Brian Werstein, Milwaukee High School of the Arts

The **Milwaukee Public Schools' Department of Communications and Public Affairs** *received several awards from the National School Public Relations Association in the 1997 Publications and Electronic Media Contest:*

Award of Merit
for the *High Standards Start Here* Video – Elementary/Middle School Version
Award of Honorable Mention
for the *High Standards Start Here* Video – Parent/Teacher Version
Award of Honorable Mention
for the *High Standards Start Here* Video – High School Version
Award of Excellence
for the Milwaukee Public Schools Annual Report to the Community, September 1996
Award of Merit
for the High Standards Start Here promotional campaign

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of June 3, 4, 9, 11, 16, 18, 25 and 26, 1997, were approved as printed.

COMMUNICATION FROM THE ACTING SUPERINTENDENT

(Item A) Action on a Recommendation to Create a Position of Assistant Superintendent and a School Secretary III Position, and Allocation of Funds for the Positions

July 30, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

Re: Recommended Administrative Change in Central Services Positions

The following position modifications are being recommended in central services in an effort to better focus on initiatives to improve student achievement and reduce the gap in achievement, to provide better services to parents and schools, and to strengthen my management team. I am recommending the creation of two new positions to provide direct leadership for the school district's high standards reform initiatives.

I am proposing that a position of Assistant Superintendent be created:

- to facilitate the implementation of the school district's high standards initiatives and more rigorous graduation requirements for the class of 2004 by ensuring that our students, parents, principals and school staff have the necessary support to meet the rigorous standards the Board has set for the class of 2000/2004 and
- to oversee the implementation of the K-12 Milwaukee Urban Systemic Initiative, aimed at reforming mathematics and science teaching and learning, funded by the National Science Foundation.

In addition, I propose that a School Secretary III position be created to provide support services for the Assistant Superintendent.

With the Board's direction, MPS has adopted a standards-based approach to reform. Where we have carefully articulated our standards for young people and proceeded to mobilize effort and resources toward moving students to these clear targets, students have met the standards. The class of 2004 and the NSF initiative offer challenges and opportunities that could be definitive to the success of our strategy. Immediate challenges and opportunities this position would focus on are:

- Graduation Standards -- In the spring of 1996, the Board of School Directors adopted aggressive proficiency-based graduation requirements for the class of 2004 in science, mathematics, communications (reading, writing, and oral communication), and community membership. The class of 2004 enters middle school this fall and the Board has mandated that they show proficiency in mathematics, science, and communication by the end of grade eight (the year 2000).

- Middle School Achievement -- Analysis of the full range of data about student achievement shows that performance is lowest in the middle school grades, particularly in the areas of mathematics and science.

- Middle Grade Principals' Initiative -- In the spring of 1995, middle grade principals came together in an unprecedented show of unity and declared they were taking collective responsibility for middle school students. They asked to be held accountable for the achievement of all 17,000 middle school

students. A number of initiatives have been undertaken by the Middle School Principals Collaborative. All of the efforts are oriented around clear, high standards for children which are measurable and required for eighth grade completion. K-8 principals have been mobilizing around these targets as well. The principals need a facilitator and service broker at central services to help ensure that they have the support they need.

- The Milwaukee Urban Systemic Initiative -- MPS was successful in obtaining a $15 million National Science Foundation grant for the systemic transformation of mathematics and science teaching and learning. The grant is spread over five years, and carries rigorous expectations for annual renewal. It is critical that Milwaukee take advantage of the tremendous opportunity and challenge this grant offers.

The assistant superintendent position would work closely with principals, their school communities, central services staff, and NSF funded staff to develop and implement specific plans to ensure all students are successful in meeting the proficiency requirements in the year 2000 (8th grade) and 2004 (12th grade). The position would be responsible for developing a strategy in collaboration with schools and mobilizing people and resources to ensure the success of that strategy. Elements of that strategy would include clarifying student expectations, focusing curriculum and staff development, garnering financial resources, communicating with parents and others, and integrating efforts across the grades, K-12.

Funding for a new Assistant Superintendent position and a School Secretary III position will be provided through the existing FY 98 budget in the Department of Educational Services, from NSF matching funds, and through grant assistance from the Danforth Foundation as follows:

Assistant Superintendent (Schedule 3E, Level 16)	$90,719
School Secretary III (Schedule AA, Level 6A)	33,276
Benefits	47,118
Total	$171,113

I am, therefore, recommending that a position of Assistant Superintendent be created to oversee the school district's high standards reform initiatives and that a School Secretary III position be created to provide support services for the Assistant Superintendent. The positions will be funded through the existing FY 98 budget. If, in fact, the Board approves the creation of these positions, it is my intent to reassign Dr. Cynthia Ellwood to the position of Assistant Superintendent and transfer Ms. Priscilla Haller into the School Secretary III position.

Respectfully submitted,

Barbara P. Horton
Acting Superintendent of Schools

Director Thompson moved to refer the communication to the Finance/Personnel Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommendations Regarding Education Program Improvements at Marshall High School (Follow-up to Resolution 9798R-018 by Directors Small and Todd Regarding Education / Program Options for Marshall High School)

Background

1. At the June 18, 1997, meeting of the Board of School Directors, the Board took action to support proposed program expansion(s) at Marshall High School. The Board requested that the MPS administration submit a report and recommendations, with specific timelines and financial implications, to the Board at the July 1997 Board meeting.

Proposed Program Expansions, Timeline, and Fiscal Impact

The educational program improvement plans at Marshall High School comprise several programs. They are outlined below:

2. **International Baccalaureate (IB) program**: a comprehensive two-year, pre-university course of studies. The timeline for applying for the establishment of an IB program at Marshall High School is outlined in the attachment, along with approximate costs totaling approximately $56,000. Marshall High School will be allocated $50,000 from district carry-over funds to support implementation of the IB program. The balance of estimated funds needed will be covered under the school's existing budget.

3. **Addition of a Marshall 8th Grade strand** with an accelerated academic, pre-college emphasis. Program initiation to begin September 1998, with program development, advertising, and recruitment to take place during the 1997-98 school year. Planning costs anticipated during the 1997-98 school year total approximately $12,900. Six additional teachers would be added for the 1998-99 school year, at an approximate cost of $275,000. The planning and implementation costs for the program will be covered through the school's per pupil budget allocation.

4. **Technology Infusion** is integral to Marshall's mission statement. Marshall's goal is the application of technologies across the curricula and into the community:

a. Marshall is developing a ***Design, Manufacturing and Engineering*** strand in concert with local National Machining and Tooling Association companies, technical colleges, and business partners. We have identified an international curriculum, plus industry-standard CNC equipment and CAD/CAM software.

b. Marshall's Eagle Wing Productions has been selected as one of four high school programs to pilot the ***Wisconsin Telecommunications Youth Apprenticeship Program —*** specifically to develop vocational qualifications in video production, distance education, and, eventually, interactive multimedia production for Intranet and Internet video and data streaming.

Also proposed is the development of vocational qualifications for all students in ***Information Technology,*** enabling students to demonstrate analytical thinking and practical skills by investigating commercial and industrial IT systems.

c. In April 1997, Marshall was invited by the Waukesha County Technology Consortium to participate in its ***1997 U.S. DoE Technology Challenge Grant*** bid. If successful, resources from several regional high schools, technical and four-year colleges, and business and industry will create a "virtual high school" of shared learning through integrated video and data exchange.

d. In May 1997, Marshall was invited by SRI International, UC-Berkeley, Vanderbilt, and others to become an Associate of the ***Center for Innovation in Learning Technologies.*** This grant initiative, if successful, would be funded by the National Science Foundation. This five-year collaborative effort would explore new solutions to critical, systemic problems in the

technological support of learning in K-14 science, math, engineering and technology education. Marshall would be among the first nationally to have access to the materials, approaches, and evaluative tools developed by the sponsoring institutions named.

e. There will be increased curriculum, material, and human resource exchange with our partner British schools, the ***City Technology Colleges,*** which provide us with our model for curriculum development using information and communication technologies, plus continuous improvement.

5. **The graduation requirement will be increased to 22 units,** beginning with the graduating class of year 2002. Consistent with Marshall's goal of technology literacy, all students would be required to complete Computer Literacy I and II (1 credit).

6. **Marshall Night School** will be operational for the 1997-98 school year. The night school program will be strictly for the student population at Marshall, assisting the student in gaining success in the classroom and in identified workbase learning opportunities.

The approximate cost of the night school for the 1997-98 school year is $86,000, which will be funded through the FY98 Innovative Schools budget. A more detailed outline of the program, its goals, enrollment, and the estimated costs is included in the attachment.

The administration will be negotiating the appropriate elements of the Marshall Night School program with the MTEA.

7. School Security / Climate

a. The 1997-98 budget includes the addition of two security aide positions, bringing the school total to five (5) security aide positions.

b. The 1997-98 program structure has built in a conflict resolution/anger management, peer mediation component that will be a mandatory part of the reinstatement process for suspensions where this is appropriate.

c. A school-wide tardiness/attendance/grading policy based on School-to-Work principles will be implemented in 1997-98.

d. An academic incentive/recognition program — "It's All About M.E." (Marshall Excellence) — to reinforce positive achievement and behavior, will be implemented in 1997-98.

e. The 1997-98 school administration will continue to work cooperatively with Milwaukee Police Station, District #7, to maintain a stronger police presence around school campus.

Superintendent's recommendation

That the Board approve the educational program improvements at Marshall High School as follows:

a. Application development for the establishment of an International Baccalaureate program effective the 1998-99 school year;

b. Addition of a Marshall 8th grade strand with an accelerated academic, pre-college emphasis, to begin in September 1998.

c. Increase in the graduation requirement to 22 units, beginning with the graduating class of year 2002, to include one unit of computer literacy;

d. Establishment of a night school program for the 1997-98 school year for 90 students to assist students in gaining success in the classroom and in identified workbase learning opportunities.

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Director Small moved to adopt the recommendations, with reports back to the Board twice a year.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 2) Action on a Recommendation to Add a Second Shift to Rufus King High School and Report on Program Options for High School Students and Contingent Fund Transfer for the Program

Administration's analysis

1. At its meeting on June 18, 1997, the Board approved the following options to satisfy first choice in public education by meeting the needs of parents of 8th-grade students who are on the wait lists at Rufus King or Riverside High Schools:

a. Provide a "Pre-IB Family" for approximately 90 additional students at Rufus King High School by adding a second shift program.

b. Provide modular, portable classrooms at Rufus King.

c. Increase the capacity at Riverside by approximately 50 seats by having classrooms utilized by more than one teacher.

d. Begin the application process to develop an International Baccalaureate (IB) program in additional high schools, resulting in IB diploma candidates in the Class of 2001.

e. Support and encourage schools to escalate development of AP programs in grade 11, rechanneling staff development funds into professional development and curriculum development to effectively implement rigorous AP programs.

f. Develop a satellite course capability for our AP and/or IB programs, to be broadcast through two-way, interactive video technology.

g. By 1999-2000, pair each high school with a college or university to ensure more a seamless transition from high school to college.

h. Examine the middle-school course offerings to ensure readiness for success at the high-school level, with particular emphasis on preparing students for rigorous college preparatory coursework.

i. Increase public awareness regarding the college program development in high schools throughout the district.

2. Implementation of option a is being planned. Staff members from Rufus King High School have been developing a plan for creating a Rufus King Academy for 90 students. The Academy will be located at 3620 North 18th Street (Andrew Douglas Academy), which is near Rufus King High School. Current Rufus King students who are in need of an intensive support program will attend the Academy for one year to strengthen their academic performance. This will enable 90 additional students from the current wait list to be enrolled in the ninth-grade "Pre-IB Family" at Rufus King High School. A second shift plan was considered; however, the Academy plan offered during the regular school day is more desirable.

3. Option b (modular, portable classrooms at Rufus King) cannot be implemented due to lack of adequate space at Rufus King. Implementation of the Rufus King Academy makes option b unnecessary.

4. Option c is being implemented. Riverside University High School is accepting an additional 50 students from its ninth-grade wait list.

5. Implementation planning is proceeding on options d, e, f, g, h, and i. Sample sets of International Baccalaureate (IB) curriculum guides and past exams have been ordered. Interested high schools (including Madison and Marshall) will review these IB materials and AP curriculum guides to determine which program they will implement and the professional development opportunities required during the 1997-98 school year. The curricula in grades 9 and 10 will be strengthened in preparation for grade-11 implementation of IB in identified schools.

6. In addition, as a result of parent meetings held relative to accommodating first-choice school selections for the 1997-1998 school year:

- South Division High School created a Cyberspace program that will accommodate thirty ninth-grade students from the Rufus King High School wait list. The Cyberspace program is an academically challenging program using state-of-the-art technology.

- Madison University High School enrolled students from the Rufus King High School and Riverside High School wait lists in the Madison College-Bound Program.

- All high school students on the wait lists for Rufus King High School and Riverside High School have received a school assignment for the 1997-98 school year.

Strategic Plan Compatibility Statement

7. These options support the Board's focus on meeting the needs of parents by providing first choice in public education.

Statute, Board Policy or Rule Statement

8. The options are consistent with Wisconsin state statutes and Board policies.

Fiscal Impact Statement

9. $200,000 has been identified in district carry-over funds to support implementation of additional International Baccalaureate programs in high schools (including Marshall High School) and to support the enhancement of Advanced Placement programs in high schools.

10. $175,000 will be required from the district contingent fund to support the Rufus King Academy. A fiscal note is attached.

Implementation and Assessment Plan

11. Pending Board approval, the administration will begin immediately to implement the Rufus King Academy, to be located at 3620 North 18th Street (Andrew Douglas Academy) and enroll 90 additional students from the current wait list in the ninth-grade "Pre-IB Family" at Rufus King High School.

Superintendent's recommendation

That the Board authorize the implementation of a Rufus King Academy located at 3620 North 18th Street (Andrew Douglas Academy) and transfer $175,000 from the School Operations Contingent Fund to the appropriate account to support implementation of the Academy.

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Director Braun moved to adopt the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 3) Action on Resolution 9798R-020 by Director Sinicki Regarding Yellow Bus Service for Students of Rufus King High School

Resolution

At its meeting on June 18, 1997, the Board referred the following resolution, which was introduced by Director Sinicki, to the regular July Board meeting:

WHEREAS, The FY98 budget contains a provision to eliminate yellow bus service for some students of Rufus King High School for the College Bound; and

WHEREAS, Approximately 154 students on the northwest side of the city are affected by this change; and

WHEREAS, Many of these students enrolled at Rufus King under the assumption that yellow bus service would be provided; and

WHEREAS, It would cost about $10,000 to restore this service for FY98; now, therefore, be it

RESOLVED, That the Board direct the administration to restore yellow service to these students for the 1997-98 school year; and be it

FURTHER RESOLVED, That the administration be directed to develop a plan to notify the affected parents of the restoration of yellow bus service; and be it

FURTHER RESOLVED, That the administration be authorized to phase out the yellow bus service over a four-year period, beginning with the class entering Rufus King for the 1998-99 school year; and be it

FURTHER RESOLVED, That the administration develop an effective plan to notify students and parents from the affected area planning on applying to Rufus King that yellow bus service will not be available, beginning with the entering class of 1998-99.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

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Director Small moved to adopt the resolution.

Director Todd requested separate consideration of resolveds 1 and 2 and of 3 and 4. There being no objection, the request was granted.

Director Sinicki moved to amend resolved #1 by deleting the word “these” and inserting the word “all”.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—Director O’Neil—1.

Director Sinicki moved to amend by deleting resolveds #3 and #4.

The amendment was adopted, the vote being the same as that preceding:

Ayes—7; Noes—1.

The question being on adoption of the resolution as amended, it was adopted, the vote being as follows;

Ayes—Directors Hardin, Sinicki, Small, Thompson, Todd and President Fisher—6.

Noes—Directors Braun and O'Neil—2.

(Item 4) Action on Resolution 9798R-023 by Director Hardin Regarding the Creation of a Revitalization Task Force for North Division High School

Resolution

At its meeting on June 18, 1997, the Board referred the following resolution, which was introduced by Director Hardin, to the regular July Board meeting:

WHEREAS, A high level of retention over a four-year span is of the utmost importance to North Division High School as any other school in the Milwaukee Public School system; and

WHEREAS, North Division has been marginal in its student rates of attendance over the past decade; and

WHEREAS, The community and parental involvement are strongly needed and necessary to strengthen North Division; and

WHEREAS, Student, Parent and Community input is of vital importance in the selection process in the formation of a task force to revitalize North Division High School; and

WHEREAS, North Division curriculum's thrust lends itself to student career development, an International Baccalaureate program, and the opportunity for positive assignments and re-assignments of student through student services and by counselors from Middle and High Schools; now, therefore, be it

RESOLVED, That the Board direct the Superintendent to work with the Community, Administration, Parents, Students, the Principal and Staff involved in the educational aspects of North Division High School and to create a revitalization task force for North Division High School; and be it

FURTHER RESOLVED, That this task force be charged with the development of a plan to implement an International Baccalaureate program and other programs necessary to completely revitalize North Division High School; and be it

FURTHER RESOLVED, That the task force submit its plan to the Board no later than December 1997 for Board approval in order to initiate the renewal of the school for the fall of 1998.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

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Director Thompson moved to adopt the resolution.

Director Sinicki moved to amend the second resolved by deleting the words "a plan to implement an International Baccalaureate program and other programs necessary" and to insert the words "the necessary programs."

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

The question being on adoption of the resolution as amended, it was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

(Item 5) Action on a Recommended Partnership School Contract with Cornerstone Achievement Academy for Educational Services for At-Risk Students

Administration's Analysis

1. On June 18, 1997, the Board approved a recommendation directing the Superintendent to work with the Afro Urban Institute to bring back a contract to the Board, contingent upon compliance issues being resolved by the July, 1997, Board meeting.

2. Staff from the Division of Small Community Schools have met with representatives of the Afro Urban Institute to address compliance issues.

3. MPS can contract only with agencies that are non-sectarian and non-profit. The Afro Urban Institute has provided evidence of non-profit and non-sectarian status in compliance with MPS policies.

4. Award of contract is also contingent upon evidence of compliance with MPS facilities standards. The Afro Urban Institute must demonstrate compliance by submission of a School Occupancy Permit and Asbestos Hazard Emergency Plan prior to the start of the first day of student attendance.

5. In addition, Milwaukee Public Schools is to receive a set of written guidelines for the award of academic credit to students participating in the at-risk program provided by the Afro Urban Institute. These guidelines must meet MPS policies, and their implementation will be monitored by the Division of Small Community Schools.

6. MPS practice has also been to require bidders applying for a partnership school contract to submit a copy of the organization's prior-year certified audit, or the most recent Board of School Directors-approved financial statement if an audit was not performed for the last year. The MPS Board standards for contracting with partnership schools also require agencies for whom MPS is considering a contract to provide evidence of "3 years experience as a non-profit organization." This has been interpreted to mean the three most recent years.

7. The Afro Urban Institute was founded as a non-sectarian, not-for-profit organization in 1968, obtaining a certificate of tax exempt status from the US Internal Revenue Service in May 1970 and from the Wisconsin Department of Revenue in September 1971. It has been an ongoing organization during this entire period, although it has not actively operated a program since the late 80s.

8. Because the Afro Urban Institute does not meet the usual MPS guidelines for financial liability, if the Board chooses to contract with the agency, it is recommended that the following steps be taken:

> The Office of Board Governance Audit Services conduct an assessment of the financial liability of the organization based on past years' records and current organizational arrangements. The contract will be contingent on an affirmative assessment.
>
> The Office of Board Governance Audit Services monitor the financial status of the organization to ensure the partnership school's appropriate use of resources provided by MPS.

Strategic Plan Compatibility Statement

9. The recommendations support the goals of the MPS Board of School Directors associated with academic achievement and equity.

Statute, Board Policy Or Rules Statement

10. The contract renewal recommendations adhere to the provisions established by

Wisconsin Statute 118.153, Children at Risk.

MPS Board Standards for Contracting with Partnership Schools (February 1992).

MPS Board of Governance Recommendations for Contracting with Partnership Schools. (Review of the Division of Small Community Schools Management of the Partnership School Contracts Audit 505, May 1995)

Fiscal Impact Statement

11. Funds to support this contract will be derived from carry-over funds authorized by the Board on June 18, 1997.

Superintendent's recommendation

That the Board of School Directors approve the award of a one-year contract to the Afro Urban Institute, to serve 75 students during the first semester, and an additional 15 students during the second semester, for a total of 90 at-risk students. At $6,045 per FTE, the total cost of $499,000 will be contingent upon compliance conditions relative to facilities, finances, financial audit, and awarding of academic credit.

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Director Braun moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—7.

Noes—None.

Temporarily absent—Director Sinicki—1.

(Item 6) Action on Recommended Contracts for State-Funded Kindergartens Located in Child Care Centers

Administration's Analysis

1. As a result of the 1988 desegregation settlement agreement, the Milwaukee Public Schools has been directed under Sec. 119.72, Stats., to contract with private, non-profit, non-sectarian day care agencies 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 five day care centers located in the City of Milwaukee in order 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. These teachers follow a daily and school-year schedule similar to that of other MPS kindergarten teachers. Day care staff serve as program personnel and also work with school children outside of the regular school day.

4. Under this program, the contracting day care agencies reimburse MPS for the partial cost of the MPS teacher assigned to the contractor's site. The agencies are charged $38,000 for a full-time teacher and $19,000 for a half-time teacher. Payments are made to MPS on monthly installments deducted from monthly payments.

5. Legal notice and public informational meetings were given, soliciting proposals from child care providers.

6. The State Funded Kindergarten Day Care Advisory Board read proposals and visited sites. Points were given to proposals and sites, using instruments that were modified and adopted by the Board of School Directors for program implementation. Pertinent information was given by the representative on the advisory board from the Division of Community Services concerning agencies who are in compliance with the agencies' guidelines. Top-rated programs were recommended for funding.

Strategic Plan Compatibility Statement

7. The State Funded Kindergarten Day Care Program supports the Board goals of increased student achievement and equity.

Statute, MPS Policy or Board Rule Implication Statement

8. Board policy requires all outside contracts for day care agencies to be approved by the Board.

9. State Stats. 119.72 directs Milwaukee Public Schools to contract with day care centers.

Fiscal Impact Statement

10. Contracting with day care agencies will require $910,000 for the 1997-98 school year. The cost of providing these services is fully funded from the Wisconsin desegregation funds. No Board funds are appropriated for this purpose. The costs per pupil for the kindergarten day care program are $3,450 per five-year-old (full day) and $1,725 for four-year-old (half-day). At no time shall agencies receive payment for seats which were not filled by eligible Milwaukee resident students.

Implementation and Assessment Plan Statement

11. Formal/informal assessments are implemented throughout the school year.

Superintendent's recommendations

That the Board of School Directors declare its intent to renew contracts with the following agencies for 1997-98 to provide and fill allocated four- and five-year old kindergarten full-time equivalent slots, pending full funding from the Wisconsin desegregation funds:

Day Care Center	**97-98 Slots**	**Amount**
Carter Child Development Center	60	$207,000
LaCausa Day Care Center, Inc.	60	207,000
Silver Spring Neighborhood Ctr.	36	124,200
The Purple Panda	20	69,000
Urban Day II	20	69,000
On-site teachers/program coordinator Fringe benefits/car allowance Substitute Teachers/supplies		233,800
Total		**910,000**

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Director O'Neil moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Thompson, Todd and President Fisher—5.

Noes—None.

Temporarily absent—Directors Hardin, Sinicki and Small—3.

(Item 7) Action on a Recommendation for a Lease for the New School for Community Service

Administration's analysis

1. On January 10, 1996, the Department of City Development (DCD) notified the Administration that a major residential development — Westown Village — is to be constructed on the block bounded by Seventh Street, Eighth Street, Wisconsin Avenue, and Wells Street. Located on this block is the former Junior Achievement Demmer facility, which is being leased by the District to house the New School For Community Service. This development requires the relocation of the school. Upon notice from DCD, the Administration immediately began discussions with officials from DCD and the City Attorney's office as to our relocation benefits. The school specifically requested that it be allowed to remain in the "downtown" area to effectively carry out its educational mission.

2. During subsequent months, the administration and staff from the school toured fifteen (15) potential sites in the downtown area to determine their adequacy for the program. By September 1996, potential new sites for the school had been narrowed down to the MMAC Building located at 756 North Milwaukee Street. Based on discussions with DCD, work to determine detailed costs for occupying the new location was undertaken. In addition, the Administration began working with the owners and DCD to determine the economics of the proposed lease and to begin negotiations with the City relative to relocation benefits for the District.

3. At the June 18, 1997, Board Meeting, the Administration presented the proposed ten-year lease for the property at 756 North Milwaukee Street.

4. Several questions were raised by Board Members and the Alderman representing the downtown district regarding the long-term viability of the proposed site. The responses to the questions are attached.

5. As a result, the Board authorized the Administration to sign a one-year lease at the 756 North Milwaukee site, or a multiple-year lease at any other site that meets the needs of the New School For Community Service, and come back to the Board in July.

6. Since the June meeting, the Administration has reviewed two additional sites — fourth-floor space at the Central Library, and space at the Wisconsin Tower Building, 606 West Wisconsin Avenue. It should be noted that both the library and the 606 West Wisconsin Avenue site were previously reviewed as potential locations in January and February of 1997. At that time, the space available could not meet our needs. Since then, space availability at each site has changed and requires further investigation.

7. As a result of these changes, on July 29, 1997, the Acting Superintendent and staff met with City representatives to determine which option was the most feasible in terms of cost and meeting the school's needs.

8. The library space was our first choice, but due to the high cost of renovation and relocating current users, it was determined that this would not be a viable option.

9. The 606 West Wisconsin Avenue site is adequate to meet the needs of the New School for Community Service, and preliminary estimates indicate reasonable costs.

10. The City is very supportive and has offered to assist in negotiating a lease with Towne Realty for the 606 West Wisconsin Avenue site.

11. The Department of City Development has assured us that the New School for Community Service can stay at its present site until winter recess. Our plan is to relocate the school at that time.

12. The City has assured us that the 606 West Wisconsin Avenue site would not be condemned, due to its being a historical preservation site; this fact permits a multi-year lease at this site.

Strategic plan compatibility statement

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

Statute, board policy or rule statement

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

Fiscal impact statement

15. The final lease and buildout costs for the 606 West Wisconsin Avenue site are not finalized at this time. However, estimates are comparable to other leased space we have considered in the downtown area. Estimated per-square-foot costs range from $9.04 to $10.64. The lease would be for 9,400 sq. ft., resulting in an annual cost of between $85,000 and $100,000.

Implementation and assessment plan

16. Upon approval by the Board, the Administration will finalize the lease document with Towne Realty. Concurrently, we will finalize relocation benefits with DCD and leaseholder interests with the owner of the Demmer property. Both of these efforts will continue to involve our legal counsel and appropriate district staff. This new lease will be reported back to the Board in August.

Superintendent's recommendation

That authorization be given to the Acting Superintendent to negotiate a lease agreement for the property at 606 West Wisconsin Avenue to house the New School For Community Service and that the lease be brought to the Board for final approval.

* * * * *

Director Braun moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—None.

Temporarily absent—Director Hardin—1.

(Item 8) 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 upcoming fiscal year.

The first step in developing the annual audit plan involves the Accountability/Audit Committee Chair 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 reviewing Board verbatims and identifying possible audit topics. These audit topics are then used as the basis for drafting the proposed annual audit plan, which provides information on possible audit objectives and anticipated resources required to complete each audit.

The draft plan was presented to the Accountability/Audit Committee on June 12, 1997, for review and input and for consideration during the Board's Strategic Planning Sessions in June and July. The Board received the draft plan and the committee's recommendation at its June 18, 1997 meeting. The Board approved the committee's recommendation to direct the Office of Board Governance to survey Board members with respect to their priorities for the FY98 Annual Plan of Audits and bring the prioritized FY98 Annual Plan of Audits to the Board in July.

A revised Annual Plan of Audits is now being submitted for review and approval. The revised plan includes additional audit topics recommended by Board members during June. In addition, the summary of

available resources has been revised to rank the proposed audit topics according to the Board's priorities and

identify those prioritized audits which can be completed with the available resources, as well as those prioritized audits for which the resource requirement exceeds available resources.

Recommendation of the Director, Office of Board Governance

That the Board approve the FY98 Annual Plan of Audits as prioritized by Board members.

PROPOSED FY98 ANNUAL PLAN OF AUDITS
BASED ON BOARD MEMBER PRIORITIES
SUMMARY OF RESOURCE ALLOCATION

	Est. Days	Totals
Total Resource Days Available		1,424
Continuing and Required Audits		
General Purpose Financial Statements	252	
Alternative Partnership Schools	75	
Follow-Up Reviews	70	
Special Audits & Projects	100	
Total Continuing and Required Audits		497
Resources Available for FY98 Proposed Audits		927
AUDIT PROJECTS FOR FY98 RANKED IN ORDER OF BOARD PRIORITY		
Proposed Projects to be Completed with Available Resources		
1) School Financial/Performance Reviews (23 Schools)	771	
2) Hospital and Surgical Insurance	96	
3) Student Database Records	60	
Total FY98 Audit Resource Requirement		927
Resource Days Available		0
Proposed Audit Projects Exceeding Available Resources		
4) Teacher Misconducts	75	
5) Graduation Rates at Secondary School Level	70	
6) Construction Fund	90	
7) Cultural Immersion Program/School	120	
8) Criminal Background Screening Procedures	100	
9) Work Experience Program	70	
10) Special Report of Per Pupil Cost for Ex Ed Students	TBD	
11) DPI Licensing Requirements	90	
12) Out of Town Travel Expenditures	80	
Proposed Audit Projects Exceeding Available Resources	695	

* * * * *

Director Sinicki moved to approve the recommendation of the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes—Directors Sinicki, Small, Thompson, Todd and President Fisher—5.

Noes—Director Braun—1.

Temporarily absent—Directors Hardin and O'Neil—2.

(Item 9) Action on Resolution 9798R-021 by Director Todd to Amend the Board's Previous Action to Make the Transfer of the Parent Service Center to the Office of Board Governance Effective for FY98

Resolution

At its meeting on June 18, 1997, the Board referred the following resolution, which was introduced by Director Todd, to the regular July Board meeting:

WHEREAS, The goal of the Parent Service Center is to become more efficient in its role as the central point of access for parents to acquire information, assistance, knowledge, and skills that enable them to participate collaboratively as partners in their children's education; and

WHEREAS, The responsibility of the Parent Service Center is to consistently and efficiently ensure prompt responses to concerns and requests for information and services; and

WHEREAS, The Parent Service Center needs to have an independent "ombudsperson" function to effectively address and resolve the concerns of MPS parents; and

WHEREAS, Many complaints received by Board members cannot be realistically referred to the Parent Service Center, because of its location in the MPS organizational structure; and

WHEREAS, The Parent Service Center would function more objectively outside the Department of Parent and Student Services, where many of the complaints from parents originate; now therefore, be it

RESOLVED, That the Board amend its previous action of April 24, 1997, transferring the Parent Service Center to the Office of Board Governance for FY99, to make the change effective for August 1, 1997.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

* * * * *

Director Sinicki moved to refer the resolution to the Finance/Personel Committee for consideration after the administration brings its organizational structure to the Finance/Personnel Committee.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—Director Hardin—1.

(Item 10) Action on Resolution 9798R-022 by Director Todd to Transfer the Division of Educational Research and Assessment to the Office of Board Governance Effective for FY98

Resolution

At its meeting on June 18, 1997, the Board referred the following resolution, which was introduced by Director Todd, to the regular July Board meeting:

WHEREAS, The Division of Research and Assessment is currently under the supervision of the Director of the Department of Educational Services; and

WHEREAS, A January 1993 report on the Milwaukee Public Schools (MPS) organizational structure recommended transferring the program assessment function to the District's existing audit function, now located in the Office of Board Governance, thereby consolidating and streamlining all evaluation functions under one department to attain organizational effectiveness and efficiency; and

WHEREAS, The Board has directed in the past, and continues to direct, program and performance audits, which create a need to separate the research and assessment function from the Department of Educational Services for the purpose of creating an effective, independent evaluation and accountability function; and

WHEREAS, Board requests for research studies and assessments such as a longitudinal study of MPS graduates, an independent objective annual Report Card from the Board to MPS stakeholders and the citizens of Milwaukee, and studies regarding what strategies work and do not work in the classroom, clearly demonstrate the need for an independent function; and now therefore, be it

RESOLVED, That the Board direct the Superintendent to transfer the Division of Research and Assessment, its $1.587 million budget, and all its staff (11.75) to the Office of Board Governance, effective August 1, 1997.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

* * * * *

Director Sinicki moved to refer the resolution to the Finance/Personnel Committee for consideration at the November meeting along with the organization plan.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 11) Action on a Recommendation to Endorse and Support Charter School Planning and Implementation Grants and Authorization for the Superintendent and Board Clerk to Execute Applications to DPI for Planning and Implementation Grants

Administration's Analysis

1. In October 1996, the Department of Public Instruction received $825,000 in federal charter school program funds to assist with both the planning and the implementation of charter schools in Wisconsin. A letter of endorsement and support from MPS was required before any charter school or group would be given a grant. 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 grant application is submitted.

2. At its regular meeting of November 25, 1996, the Board of School Directors endorsed the schools and groups seeking the federal charter school program fund grants in 1996. The Superintendent and Board clerk were authorized to sign grant applications submitted by December 20, 1996.

3. Recently, DPI received a supplemental allocation of $500,000 in federal charter school program funds. The deadline for a school or group to apply for the supplemental funds is August 22, 1997.

4. In addition, DPI is expecting a second annual allocation of $825,000 to $1.3 million in federal charter school program funds for the (federal) fiscal year beginning in October 1997. The deadline for a school or group to apply for the next round of grants is expected to be in December 1997.

5. The administration wishes to pursue planning grants to assist interested schools and groups with their planning for the 1998-99 and subsequent school years. The administration would also support the efforts of any MPS school or charter school to obtain charter school planning or implementation grants.

Strategic Plan Compatibility Statement

6. Provision of federal grants provided for planning and implementation of charter schools should help improve the quality of these schools and will encourage creative and innovative educational programs that could fulfill a need that MPS might have, consistent with the district's strategic plan.

Statute, MPS Policy, or Board Rule Implication Statement

7. DPI guidelines require that all applications endorsed by the Board must be accompanied by a letter of support from the Board. Approval of the Board is needed for the receipt of any charter school grant. Following that approval, the Board could direct the superintendent to work with individual schools or groups interested in pursuing a charter school grant for the purpose of ensuring receipt of the grant.

Fiscal Impact Statement

8. There would be no additional cost incurred, as MPS would merely act as the fiscal agent for the subgrantees.

Implementation and Assessment Plan Statement

9. Upon approval by the Board, the administration will work with interested and affected parties to develop the applications. The superintendent and the board clerk will sign all applications on behalf of the Board. A list of approved grant applications will be provided to the Board.

10. Should DPI approve any applications, the administration will act as fiscal agent, as specified in the grant guidelines and application form.

Superintendent's recommendations

1. That the Milwaukee Board of School Directors endorse and support the applications of Milwaukee schools and groups for charter school planning and implementation grants and authorize this action to accompany said applications to serve as a letter of support; and

2. That the superintendent and board clerk be authorized to sign charter school grant applications for submission to DPI as appropriate, with the understanding 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 grant application is submitted.

* * * * *

Director Braun moved to approve the Superintendent's recommendations, with a list of applicants to be submitted to the Finance/Personnel Committee at its August meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin , O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

(Item 12) Report on Leases Approved by the Superintendent During the 1996-97 School Year

Background

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 FY97 is attached.

* * * * *

(Item 13) 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

ALTERATIONS

Technology Center - Division of Special Services Center

General Construction

Burkhart Construction Corporation
12800 West Silver Spring Drive
Butler, WI 53007
Second low bidder, Base Bid of $952,000

Networking/Telecommunications

Connectivity Systems Inc.
W226 N781 Eastmound Dr.
Waukesha, WI 53186
Low bidder, Base Bid of $95,323

PLAYGROUND RECONSTRUCTION

Division 1 - Lloyd Street School

Poblocki Paving Corporation
525 South 116th Street
West Allis, WI 53214
Low bidder, Base Bid of $118,836

REMODELING (Rebid)

Milwaukee Village School @ North Division

Giorgi Construction Inc.
2043 East St. Francis Avenue
St. Francis, WI 53235
Low bidder, Base Bid of $176,980

ENERGY RETROFIT - PHASES 6 & 7

Administration Building
Curtin School
Division of Special Services Center
Garfield School
German Immersion School
Holmes School
Lancaster School
Sixty-fifth Street School
Thirty-eighth Street School
Twenty-first Street School

Landis & Staefa, Inc.
135 West Wells Street
Milwaukee, WI 53203
Low Combination Bid of $194,952

COMPUTER NETWORK CABLING

Audubon Middle School

Advance Cabling Solutions, Inc.
10437 Innovation Drive
Wauwatosa, WI 53226
Low bidder, Base Bid of $65,469.90

Fritsche Middle School

Roman Electric Co., Inc.
640 South 70th Street
Milwaukee, WI 53214
Low bidder, Base Bid of $76,960

Authorization to Make Purchases

PM-601 Office Furniture (F&M Div. for DSSC)

Recommend authorization to purchase Invincible workstation furniture from the low bidder, Henricksen & Co., at $102,566.50 less 2% 11 days. These will be used in the first floor office area of the Exceptional Education Support Center. Since FY97 funds were used, this project was bid informally and a purchase order has been issued.

RFP-235 Telecommunications System (DSSC)

Recommend authorization to purchase a new Mitel PBX system totaling $182,210.00 from the low bidder, Mitel Telecommunication Systems for the Exceptional Education Service Center.

SS-348 Lease-Purchase of Computers (Bay View)

Recommend authorization to acquire Dell computers and related items totaling approximately $281,000. A three-year lease-purchase with CitiCorp Leasing is being used. To ensure delivery for start of Fall semester, contracts have been issued.

SS-349 Lease-Purchase of Computers (Fairview)

Recommend authorization to acquire Apple computers and related items totaling approximately $87,000. A three-year lease-purchase with CitiCorp Leasing is being used. To ensure delivery for start of Fall semester, contracts have been issued.

SS-350 Lease-Purchase of Computers

Recommend authorization to acquire software licensing and related services totaling approximately $190,000. A three-year lease-purchase with CitiCorp Leasing is being used. To ensure delivery for start of Fall semester, contracts have been issued.

SS-351 Lease-Purchase of Laptop Computers (Madison)

Recommend authorization to acquire Apple and Toshiba laptop computers totaling approximately $129,000. A three-year lease-purchase with CitiCorp Leasing is being used. To ensure delivery for start of Fall semester, contracts have been issued.

SS-352 Lease-Purchase of Computers (Palmer)

Recommend authorization to acquire Apple computers totaling approximately $51,000. A three-year lease-purchase with CitiCorp Leasing is being used. To ensure delivery for start of Fall semester, contracts have been issued.

SS-354 Computers and Internet Connection (Fratney)

Recommend authorization to purchase Apple computers, printers, software and related items needed for Internet connection totaling an estimated $57,000. FY98 Title 1 funds will be used.

SS-355 Computers and Networking (F&M Div. for Westside Academy II)

Recommend authorization to purchase Apple computers, printers, software and networking items totaling an additional estimated $110,000. (Reference SS-293).

Extension of Contract and Contingent Fund Transfer for Superintendent Search Activities

The current contract with Overton Consulting for superintendent search activities is for $45,000. It is estimated that an additional $20,000 will be needed to conclude the search activities. Authorization is being requested to extend the contract and to transfer funds from the School Operations Contingent Fund to support the extension.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Auer Avenue	Nat'l School & Supply	$1,000	Excellence in education awards
Franklin	PTO	$3000	Lighted lawn display event sign
Franklin	Miss Katies Diner	$127	Baseball caps
Franklin	My Vision	$200	Summer camping - students
King, Jr.	Nancy Phelps	$400	Fifth grade trip
King, Jr.	Private	$750	Fifth grade trip
King, Jr.	Wisconsin Gas	$250	Fifth grade trip

King, Jr.	Milwaukee Foundation	$2,000	Fifth grade trip
King, Jr.	Private	$350	Fifth grade trip
King, Jr.	Private	$100	Fifth grade trip
King, Jr.	Schmidt Engineering	$400	Fifth grade trip
King, Jr.	Private	$12	Fifth grade trip
King, Jr.	Private	$12	Fifth grade trip
King, Jr.	Private	$50	Fifth grade trip
King, Jr.	Midwest Express	$400	Fifth grade trip
King, Jr.	MPS Supt. Office	$500	Fifth grade trip
King, Jr.	Private	$25	Fifth grade trip
King, Jr.	Private	$50	Fifth grade trip
King, Jr.	Private	$100	Fifth grade trip
MacDowell	RIF Smithsonian Inst.	$1,000	RIF Ameritech Grant
MHSA	Kirkorian Foundation	$500	Theatre trip to Scotland
Mil. Sch. Lang.	PTA	$2,000	Eighth grade completion, luncheon
Mil. Spanish Imm.	Jos. & Karen Gruber	$600	School use and school video
Milwaukee Tech	Big Bend Lumber Co.	$15,989	Lumber, paint, stain, hardward
Moltke Academy	Alan Glicklich	$100	Washington, D. C. trip
Moltke Academy	Mr. Rent-All, Inc.	$100	Washington, D.C. trip
Moltke Academy	Bachman Furniture	$50	Washington, D.C. trip
Moltke Academy	Educators Credit Union	$25	Washington, D.C. trip
Moltke Academy	Child Adoles. Therapy	$200	Washington, D.C. trip
Moltke Academy	Alpha Kappa Alpha	$500	Washington, D.C. trip
Moltke Academy	Penelope McGee	$25	Washington, D.C. trip
Moltke Academy	Wallace Johnson	$100	Washington, D.C. trip
Moltke Academy	Deborah Lowry	$50	Washington, D.C. trip
Moltke Academy	Mary Henry	$25	Washington, D.C. trip
Moltke Academy	Gene’s Nite Life Lounge	$100	Washington, D.C. trip
Moltke Academy	Moltke Academy Staff	$100	Washington, D.C. trip
Moltke Academy	Moltke Academy	$30	Washington, D.C. trip
Moltke Academy	Rosalie Greco	$100	Washington, D.C. trip
Moltke Academy	Moltke Academy Staff	$40	Washington, D.C. trip
Moltke Academy	White Glove Janitorial	$100	Washington, D.C. trip
Moltke Academy	Scrub-A-Dub Car Wash	$100	Washington, D.C. trip
Office of Supt.	Employees in MPS	$600	Dinner with the superintendent
Office of Supt.	Employees in MPS	$355	Dinner with the superintendent
Office of Supt.	Employees in MPS	$100	Dinner with the superintendent
Office of Supt.	Employees in MPS	$145	Dinner with the superintendent
Office of Supt.	A.D.I., Inc.	$300	Dinner with the superintendent
Office of Supt.	ASC	$200	Dinner with the superintendent
Office of Supt.	Allen-Bradley Co.	$500	Dinner with the superintendent
Office of Supt.	Nat’l School Bus	$100	Dinner with the superintendent
Office of Supt.	Bestway Bus Co.	$100	Dinner with the superintendent
Office of Supt.	B.F.I. Industries	$250	Dinner with the superintendent
Office of Supt.	Ms. Mary Bills	$144	Dinner with the superintendent
Office of Supt.	Ctr. for Performance Assess.	1,000	Dinner with the superintendent
Office of Supt.	Comm. Financial Serv. Ctr.	$600	Dinner with the superintendent
Office of Supt.	Eastlake Capital Invest.	$100	Dinner with the superintendent
Office of Supt.	Eppstein, Uhen Arch.	$1,000	Dinner with the superintendent
Office of Supt.	Christiansen Roofing	$300	Dinner with the superintendent
Office of Supt.	Grunau Company, Inc.	$600	Dinner with the superintendent

Office of Supt.	Harley-Davidson	$1,000	Dinner with the superintendent
Office of Supt.	Johnson Controls	$500	Dinner with the superintendent
Office of Supt.	Johnson School Bus	$50	Dinner with the superintendent
Office of Supt.	Ronald/Patricia Kline	$200	Dinner with the superintendent
Office of Supt.	Laidlaw Transit, Inc.	$100	Dinner with the superintendent
Office of Supt.	James Lange	$200	Dinner with the superintendent
Office of Supt.	Milwaukee Bus, Inc.	$75	Dinner with the superintendent
Office of Supt.	Mil. Elem. Princ. Ass'n	$500	Dinner with the superintendent
Office of Supt.	Mil. Guid. Counselors	$50	Dinner with the superintendent
Office of Supt.	Anonymous	$1,000	Dinner with the superintendent
Office of Supt.	PACE Architechts, Inc.	$500	Dinner with the superintendent
Office of Supt.	Plunkett raysich Arch.	$200	Dinner with the superintendent
Office of Supt.	Poblocki Paving Corp.	$50	Dinner with the superintendent
Office of Supt.	Psychologists Ass'n	$250	Dinner with the superintendent
Office of Supt.	Ms. Judith Rick	$125	Dinner with the superintendent
Office of Supt.	Riteway Bus Service	$25	Dinner with the superintendent
Office of Supt.	Rotary Club of Mil.	$1,000	Dinner with the superintendent
Office of Supt.	Ryder Student Transp.	$50	Dinner with the superintendent
Office of Supt.	School Serv. & Leasing	$30	Dinner with the superintendent
Office of Supt.	Specialty Associates	$500	Dinner with the superintendent
Office of Supt.	Upsilon Mu Omega	$175	Dinner with the superintendent
Office of Supt.	Helen Wallace	$100	Dinner with the superintendent
Office of Supt.	Ms. Carolyn Simpson	$1,000	Dinner with the superintendent
Office of Supt.	Wis. Electric Power Co.	$1,500	Dinner with the superintendent
Office of Supt.	Mr. Robert C. Jasna	$200	Dinner with the superintendent
Office of Supt.	Wisconsin State Fair	$2,000	Dinner with the superintendent
Office of Supt.	Milwaukee Bucks	Priceless	Dinner with the superintendent
Office of Supt.	Milw. Brewers Baseball	Priceless	Dinner with the superintendent
Office of Supt.	Milwaukee Admirals	Priceless	Dinner with the superintendent
Office of Supt.	MMABSE	$300	Dinner with the superintendent
Office of Supt.	McDonald's Corporation	$400	Dinner with the superintendent
Office of Supt.	Marquette University	$30	Dinner with the superintendent
Office of Supt.	Lamers Bus Lines, Inc.	$200	Dinner with the superintendent
Office of Supt.	Lakeside Buses	$200	Dinner with the superintendent
Office of Supt.	Interstate Periodicals	$100	Dinner with the superintendent
Office of Supt.	IMAX Dome Theater	$20	Dinner with the superintendent
Office of Supt.	Honey Creek School	$100	Dinner with the superintendent
Office of Supt.	Family Music Center	$225	Dinner with the superintendent
Office of Supt.	Discovery World	$125	Dinner with the superintendent
Office of Supt.	Bouchard's Sports Wear	$50	Dinner with the superintendent
Office of Supt.	Brinn Children's Mus.	$2,000	Dinner with the superintendent
Office of Supt.	Bentley & Son Const.	$80	Dinner with the superintendent
Office of Supt.	Beihoff Music	$300	Dinner with the superintendent
Office of Supt.	Apple Computer	$1,500	Dinner with the superintendent
Office of Supt.	American of Br. Deer	$36	Dinner with the superintendent
Office of Supt.	D.Jupka/M.B. Minkley	$175	Dinner with the superintendent
Office of Supt.	Milwaukee Wave	$225	Dinner with the superintendent
Office of Supt.	Toys R Us	$100	Dinner with the superintendent
Office of Supt.	Soccer World	$145	Dinner with the superintendent
Office of Supt.	Silkscreening by Will	$180	Dinner with the superintendent
Office of Supt.	Showcase Awards	$50	Dinner with the superintendent
Office of Supt.	Rainbow Book Sellers	$37	Dinner with the superintendent

Office of Supt.	Noah's Ark	$32	Dinner with the superintendent
Office of Supt.	Milw. Sporting Goods	$56	Dinner with the superintendent
Office of Supt.	Div. of Comm. Rec.	$112	Dinner with the superintendent
Office of Supt.	Milw. Public Museum	$200	Dinner with the superintendent
Office of Supt.	Milw. County Zoo	$175	Dinner with the superintendent
Office of Supt.	Walker Music, Inc.	$600	Dinner with the superintendent
Office of Supt.	UWM Athletic Dept.	$15	Dinner with the superintendent
Office of Supt.	My Vision	$200	Dinner with the superintendent
River Trail	PTO	$2,2467	Field trips, supplies, etc.
River Trail	PTO	$1,000	Mutual funds for students
Thoreau	Marquette Medical Sys.	$2,000	Computers for classroom
Victory	PTA	$1,525	Teachers - for the children
WCLL	PTO	$5	Mary Pleasant

Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached This is an informational report an no action is required.

Recommendations of the Superintendent and the Director, Office of Board Governance

1. That the Board approve the contracts as listed above.

2. That the Board authorize the purchases, as listed above

3. That the Director, Office of Board Governance, be authorized to contract with Overton Consulting for a total amount not to exceed $65,000, and that $20,000 be transferred from the School Operations Contingent Fund for this purpose.

4. That the Board accept the donations, with appropriate acknowledgment to be made on behalf of the board.

* * * * *

Director Braun moved to approve the recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

(Item 14) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Report on Resignations

Approval of Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers and school psychologists, effective as indicated.

Report on Resignations

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

4. Affirmative Action Report

The affirmative action report for July, 1997 is attached. No action is required.

Superintendent's recommendations

That the Board approve the classified personnel transactions and teacher appointments, as listed below.

Director Small moved to approve the recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Randall Bezjak Fac. & Main.	Telecommunications Technician $33,126.08/yr.	07-14-97
Gloria Rathell Sherman	School Secretary I $21,043.11/yr.	08-19-97
Lee Roohr Fac. & Main.	Automotive Mechanic $29,635.84/yr.	07-07-97
Lisa Warner River Trail	Clerk Typist I $14,480.00/yr.	08-19-97
	PROMOTIONS	
Mary Frommholz Technology Services	Programmer $36,150.14/yr.	06-30-97
Nancy Gonia Technology Services	Programmer/Analyst $42,286.92/yr.	07-01-97
Ulla Pinion Milwaukee Village	School Secretary II $23,372.70/yr.	07-01-97
Lisa Parker Siefert	Food Service Manager III $15,838.36/yr.	06-02-97
Kent Wayson	Programmer/Analyst	07-01-97

Technology Services	$41,341.56/yr.

CHANGES IN STATUS

Maria Belanger-Seay Washington	School Secretary I $21,587.28/yr.	07-01-97
Karen Boeing Roosevelt	School Secretary I $20,776.08/yr.	07-01-97
Odessa Burnett Washington	School Secretary I $19,947.11/yr.	08-19-97
Norma Garcia South Division	School Secretary I $20,776.08/yr.	07-01-97
Colleen Gauthier Technology Services	School Secretary I $25,340.12/yr.	07-07-97
Carolyn Krueger Fritsche	School Secretary I $10.35/hr.($8,280.00/yr.)	08-19-97
Joan Mauer South Division	School Secretary I $21,043.11/yr.	07-01-97
Beverly Nelson Marshall	School Secretary I $25,340.12/yr.	07-01-97
Mari Ornelas South Division	School Secretary I $21,043.11/yr.	07-01-97
Cynthia Podolski-Werner 21st	School Secretary I $18,594.89/yr.	08-19-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between February 05, 1997, and February 18, 1997, inclusive:					
(r)	Henry Vazquez Elementary	B	24,684	0	02-12-97
Effective between March 17, 1997, and March 27, 1997, inclusive:					
(nr)	Christopher A. Fredricks Grade 2	B	24,684	0	03-27-97
(r)(b)	Kathleen J. Harris Elementary	B	33,324	8.9	03-26-97
Effective between April 18, 1997, and April 30, 1997, inclusive:					
(nr)	Andrew M. Schmitt	B	24,684	0	04-28-97

Upper Elem./Science

Effective between May 14, 1997, and May 26, 1997, inclusive:

(r)	Bryan J. Banasik C. D.	B	30,855	5	05-20-97
(r)	Stephanie N. Barry Head Start	B	24,684	0	05-23-97

Effective between June 9, 1997, and June 13, 1997, inclusive:

(r)	Wendy A. Johnson C. D.	B	24,684	0	06-09-97
(r)	Maddalena A. Kass Family Consumer Ed.	D	34,953	4	06-12-97

Effective between August 26, 1997, and September 2, 1997, inclusive:

(nr)	Kelly K. Allison E. D.	B	24,684	0	08-26-97
(r)	Bertha Alvarez Elementary/Bilingual	B	24,684	0	08-26-97
(r)	Erinne J. Behlendorf Elementary	B	24,684	0	08-26-97
(r)	Stephanie G. Bender C. D.	B	24,684	0	08-26-97
(nr)	Barbara A. Benton Elementary	B	30,855	5	08-26-97
(nr)	Michele S. Biallas Elementary	B	24,684	0	08-26-97
(r)	Christina Bjeloshevich Upper Elementary	B	24,684	0	08-26-97
(r)	Patricia J. Blaszczyk Elementary	B	24,684	0	08-26-97
(nr)	Angela M. Bosma EC:EEN/Kindergarten	B	24,684	0	08-26-97
(nr)	Heather A. Bosold Elementary	B	24,684	0	08-26-97
(r)	Sherry L. Boyd Elementary	B	24,684	0	08-26-97
(nr)	Kimberli A. Bretzel Elementary	B	24,684	0	08-26-97
(nr)	Katie A. Bringa Art	B	25,919	1	08-26-97

(nr)	Gail D. Bruce-Konuah Soc. Studies/Geography	B	24,684	0	08-26-97
(r)	Cynthia L. Brunette Elementary	B	24,684	0	08-26-97
(r)	Heidi A. Bukowski E. D.	B	24,684	0	08-26-97
(nr)	Jeanne M. Buraczynski Elementary	B	24,684	0	08-26-97
(r)	Kelli V. Burns E. D./Elementary	B	24,684	0	08-26-97
(r)	Maria A. Burrus Elementary/Bilingual	B	24,684	0	08-26-97
(nr)	Angela K. Buskager Elementary	B	24,684	0	08-26-97
(r)	Melissa J. Carey Speech Pathology	B	24,684	0	08-26-97
(r)	Merle M. Cleator E. D.	B	24,684	0	08-26-97
(nr)	Trila Cleveland Upper Elementary	B	24,684	0	08-26-97
(nr)	Arda V. Collins Elementary	B	24,684	0	08-26-97
(r)	Steven R. Colmus Elementary	B	25,919	1	08-26-97
(r)	Iris M. Colon Family Consumer Ed./Bil.	B	33,324	7	08-26-97
(r)	Yolanda Cortez Spanish	B	24,684	0	08-26-97
(nr)	Patrick J. Crothers Upper Elementary	B	24,684	0	08-26-97
(r)	Maureen E. Dardis Kindergarten/Gr. 1	B	24,684	0	08-26-97
(r)	Stephanie M. Dargin Elementary	B	32,089	6	08-26-97
(nr)	Robert A. Daugherty Art	C	37,655	7	08-26-97
(nr)	Rebecca M. Davidson English	B	24,684	0	08-26-97

(nr)	Michael J. Davis Upper Elementary	B	25,919	1	08-26-97
(nr)	Andrea E. Delury Speech Pathology	B	24,684	0	08-26-97
(r)	Edith R. Denison L. D.	B	24,684	0	08-26-97
(nr)	Kathleen M. DeWall E. D.	B	24,684	0	08-26-97
(r)	Michelle S. Douglas Elementary	B	25,919	1	08-26-97
(r)	James W. Edler Elementary	B	24,684	0	08-26-97
(nr)	Loretta M. Fortner Biology/Chemistry	C	37,655	7	08-26-97
(r)	Margaret A. Foster Elementary	B	27,152	2	08-26-97
(r)	Martha F. Fromm Elementary	C	32,077	3	08-26-97
(r)	Tami L. Fukuchi Mathematics	B	24,684	0	08-26-97
(nr)	Jana L. Gay Biology/Chemistry	B	24,684	0	08-26-97
(nr)	Steven B. Glass, Sr. Elementary	B	24,684	0	08-26-97
(nr)	Patricia M. Glowacki Elementary	B	25,919	1.5	08-26-97
(r)	Michelle B. Goldstein Elementary	B	24,684	0	08-26-97
(nr)(a)	Jo E. Gray Elementary/Montessori	BB	29,806	3	08-26-97
(nr)	Edith L. Gremmer Upper Elementary	B	32,089	6.5	08-26-97
(nr)	Kumud Gupta Biology/Chemistry	B	24,684	0	08-26-97
(nr)	Diane C. Hahn Upper Elementary	B	24,684	0	08-26-97
(nr)	Sarah B. Halverson Elementary	B	25,919	1	08-26-97

(nr)	Terri C. Halwig E. D.	B	24,684	0	08-26-97
(nr)	Michelle M. Hardin Speech Pathology	B	24,684	0	08-26-97
(nr)	Kelly A. Harrigan Elementary	B	24,684	0	08-26-97
(r)	Billie J. Harris Elementary	B	24,684	0	08-26-97
(r)	Stephanie M. Hartl Art	BB	25,919	0	08-26-97
(r)	Kristin M. Hoelzl Elementary	B	24,684	0	08-26-97
(nr)	Kennith L. Howard Biology/Chemistry	B	24,684	0	08-26-97
(nr)	Mimi A. Karas French	B	25,919	1	08-26-97
(nr)	Linda L. Kieper Soc. Studies/Geog./Hist.	BB	29,806	3	08-26-97
(r)	Jennifer L. Knutson Elementary	B	24,684	0	08-26-97
(r)(b)	Mary M. Konigsfeld Orientation & Mobility	C	34,866	5	08-26-97
(nr)	Debbie L. Konings Elementary	B	24,684	0	08-26-97
(r)	Chad W. Krupar Elementary	B	24,684	0	08-26-97
(r)	Sonya J. Kuhn Elementary	B	24,684	0	08-26-97
(r)	Rebekah M. Kunz Elementary	B	24,684	0	08-26-97
(nr)	Shelly A. Lange Elementary	B	24,684	0	08-26-97
(r)	Alice A. Lee Elementary	B	24,684	0	08-26-97
(nr)	Sarah A. Lee Elementary	B	24,684	0	08-26-97
(nr)	Jason M. Marcks Earth Science	B	24,684	0	08-26-97

(nr)	Ann-Marie L. May Elementary	B	24,684	0	08-26-97
(nr)	Jennifer R. McCauley Hearing Impaired	C	27,893	0	08-26-97
(nr)	Kimberly C. McMahon Elementary	B	24,684	0	08-26-97
(nr)	Susan D. Minich English/Speech/SS	B	27,152	2	08-26-97
(nr)	Kirk V. Morrill Physical Education	B	24,684	0	08-26-97
(nr)	Julie A. Morris Elementary/Montessori	C	33,471	4	08-26-97
(nr)	Joseph A. Mussi Social Studies	B	24,684	0	08-26-97
(nr)	Freddie L. Nelson Phy. Ed./Health	B	24,684	0	08-26-97
(nr)	Renee C. Nonneman Upper Elementary	B	24,684	0	08-26-97
(r)	Anne C. O'Boyle Physical Ed./Elementary	B	25,919	1	08-26-97
(nr)	Jennifer M. O'Brien Elementary	B	24,684	0	08-26-97
(nr)	Joan K. Olson Speech Pathology	C	27,893	0	08-26-97
(r)	Renee D. Pace Elementary	C	27,893	0	08-26-97
(r)	Monifa B. Parrett Elementary	B	24,684	0	08-26-97
(nr)	Harold J. Pence Mathematics/Phy. Science	B	24,684	0	08-26-97
(nr)	Jennifer B. Pence Spanish/Gr. 1-8	B	24,684	0	08-26-97
(nr)	Sara A. Plach Elementary	B	24,684	0.5	08-26-97
(nr)	Christa J. Przytarski Upper Elementary	B	24,684	0	08-26-97
(nr)	Tonia M. Ray E. D.	B	24,684	0	08-26-97

(r)	Barbara A. Rebholz EC:EEN/Kgtn./Gr. 1	B	24,684	0	08-26-97
(r)	Rashida B. Reed Elementary	B	24,684	0	08-26-97
(r)	Marisa K. Riemer Elementary	B	24,684	0	08-26-97
(r)	Michelle L. Ring Elementary	B	29,621	4	08-26-97
(nr)	Gail A. Rodenkirch Elementary	B	33,324	7	08-26-97
(r)	Jesse J. Rodriguez Bil. Spanish/Soc. Studies	B	24,684	0	08-26-97
(nr)	Sharla D. Ronchetto Elementary/Bilingual	B	29,621	4	08-26-97
(r)	Lisa N. Rosenberg L. D./C. D.	B	25,919	1	08-26-97
(r)	Patricia M. Ryan Upper Elementary	B	24,684	0	08-26-97
(r)	Heather R. St. Arnold Elementary	B	24,684	0	08-26-97
(r)	Amy L. Schmidt Elementary	B	24,684	0	08-26-97
(r)	Kerry A. Schwanz L. D.	B	24,684	0	08-26-97
(nr)	Philip A. Schwinn BF Science/Earth Science	B	24,684	0	08-26-97
(r)	Brigid A. Sheeley Elementary	B	24,684	0	08-26-97
(r)	Susan A. Shefchik Elementary	B	24,684	0	08-26-97
(r)	Rene C. Sisouphone Elementary	B	32,089	6	08-26-97
(nr)	Thomas K. Sitron E. D./L. D.	B	24,684	0	08-26-97
(nr)	Nicole K. Spinelli EC:EEN	C	29,288	1	08-26-97
(r)	Linda M. Steeves Elementary/Montessori	B	25,919	1	08-26-97

(nr)	Kristy J. Tessler Elementary	B	24,684	0	08-26-97
(r)	Martha Tinajero Bilingual Mathematics	B	24,684	0	08-26-97
(nr)	Mary E. Truman Upper Elementary	B	24,684	0	08-26-97
(nr)	Shawn A. Vele Upper Elementary	B	24,684	0	08-26-97
(nr)	Jennifer L. Verette Elementary	B	24,684	0	08-26-97
(nr)	Marc A. Villarreal Elementary	B	24,684	0	08-26-97
(r)	Rebecca R. Wallus Elementary	B	25,919	1	08-26-97
(nr)	Susan J. Wettengel Upper Elementary	B	24,684	0	08-26-97
(nr)	Annessa L. White Upper Elem./Gr. 6	B	27,152	2	08-26-97
(r)	Laura E. Widenski Elementary	B	30,855	5	08-26-97
(nr)	Georgia N. Wise L. D.	B	29,621	4	08-26-97
(r)	Linda J. Witherspoon Elementary	B	24,684	0	08-26-97
(r)	Anne E. Ziegler Elementary	B	24,684	0	08-26-97
(r)	Amy L. Zych Elementary	B	24,684	0	08-26-97

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-resident who must become a resident
(r) Resident who must remain a resident

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Katherine A. Amini	Teacher	06-13-97
Rosaline O. Amukele	Teacher	06-26-97
Iris C. Arnold	Teacher	04-09-97
Mary A. Behnke	Teacher	06-13-97
Lynn M. Blahnik-Dugan	Teacher	06-30-97
James J. Botting	Teacher	07-03-97
Julie A. Bottum	Teacher	06-13-97
Judith A. Bradley	Teacher	06-13-97
Lindy Q. Britton	Teacher	06-12-97

Dianna S. Brophey	Teacher	06-30-97

Marilyn K. Buck	Teacher	06-13-97
Jennifer L. Byzewski	Teacher	05-30-97
Jewel M. Calton	Teacher	06-13-97
Suellen M. Corcoran	Teacher	10-06-97
Joanne M. Costigan	Teacher	09-12-97
Sally J. Czech	Teacher	06-13-97
Christina K. Dolan	Teacher	06-13-97
Kathleen A. Duffy	Teacher	06-25-97
Charlotte A. Foryan	Teacher	07-17-97
Michael W. Fraundorf Jr.	Teacher	06-13-97
Daniel D. Gasser	Teacher	06-13-97
Margaret E. Guerin	Teacher	06-13-97
Laura E. Hardy	Asst. Prin.	06-30-97
Eugene A. Hem	Teacher	06-13-97
Amy L. Jaeger	Teacher	06-13-97
Pamela A. Jones	Teacher	06-17-97
Jenny S. Keats	Teacher	06-23-97
Edward J. Koscik	Teacher	07-01-97
Melodee J. Kraemer-Vogf	Teacher	07-02-97
Laurie J. Kulas	Teacher	07-14-97
Mari P. Lauer	Teacher	06-13-97
Cathleen H. Lewandowski	Teacher	06-13-97
Chieh Li	Psychologist	05-24-97
Kathleen L. Lutz	Teacher	06-13-97
Colleen O. Manthe	Speech Path.	07-03-97
Harold Maxwell	Asst. Prin.	07-01-97
Janett McClendon	Teacher	06-13-97
Mikel D. McGrew	Teacher	06-13-97
Richard J. Mennicke	Curr. Spec.	08-01-97
Constance A. Michaud	Teacher	06-12-97
Amie C. Mintz	Teacher	07-01-97
Rebecca L. Moczulewski	Teacher	06-21-97
Eric M. Mueller	Teacher	06-13-97
Suzanne K. Neuschaefer	Psychologist	06-24-97
Vincent F. O'Connor	Director, MUSI	06-30-97
Angela M. Owens-Taylor	Teacher	06-14-97
Ronda Kay Paul	Teacher	06-13-97
Deborah S. Pietsch	Teacher	07-02-97
Rachel D. Posner	Teacher	06-13-97
Mary R. Quilling	Director	06-26-97
Vincent Robinson	Teacher	06-13-97
Carol A. Rokni	Teacher	07-01-97
Stephanie R. Roland	Teacher	06-13-97
Sandra A. Rondou	Teacher	07-01-97
Julie M. Rosenfeld	Teacher	06-26-97
Marie A. Ruvolo	Teacher	07-30-97
Heidi L. Schultz	Teacher	06-13-97
Robert E. Schultz	Teacher	06-13-97
Terri S. Schultz	Teacher	06-13-97
Julie L. Sharpe	Teacher	06-13-97

Mary E. Shea	Teacher	06-01-97
Paul E. Shebesta	Asst. Prin.	09-03-97
Clare A. Siems	Teacher	06-16-97
Eileen R. Sliwinski	Teacher	06-30-97
Haydee L. Smith	Teacher	06-13-97
Mary E. Stardy	Teacher	06-11-97
Pamela L. Suggs	Teacher	06-30-97
Colleen M. Tarantino	Teacher	07-01-97
Paula G.Tillen	Teacher	06-17-97
Annie L. White	Teacher	06-13-97
Linda G. Williams	Teacher	06-28-97
Shauna D. Wilson	Teacher	06-25-97
Connie S. Wood	Teacher	06-30-97

(Item 15) Action on Recommended Administrative Appointments and Promotions

Recommendation

The Superintendent and the Director, Office of Board Governance, recommend that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Kathy Bonds	Principal Alcott Elementary School	Schedule III, Range 13Z $67,459
5(r)	Paul Kroog	Assistant Principal King High School	Schedule III, Range 12Y $47,867
2(r)	Katrice Cotton	Assistant Principal Audubon Middle School	Schedule III, Range 11Z $44,904
2(r)	Willie Hickman	Assistant Principal Webster Middle School	Schedule III, Range 11Z $50,757
2(r)	Sheila Harris	Assistant Principal Lady Pitts Alternative School	Schedule III, Range 12Y $61,651
5(r)	Lisa Kujawa	Assistant Principal American Sign Language Immersion at Irving Elementary School	Schedule III, Range 10Z $55,058
5(r)	Ruth Maegli	Assistant Principal Bryant Elementary School	Schedule III, Range 10Z $47,257
4(r)	Celin Arce	Assistant Principal Fratney Elementary School	Schedule III, Range 10Z $58,469
2(r)	Hughes George	Assistant Principal Holmes Elementary School	Schedule III, Range 10X $45,830
2(nr)	James Lyles	Assistant Principal Lancaster Elementary School	Schedule III, Range 10Z $61,107
5(r)	Jeffrey Krupar	Assistant Principal Neeskara Elementary School	Schedule III, Range 10Z $61,830

2(r)	Tami Doss	Assistant Principal Parkview and Ninety-fifth Street Elementary Schools	Schedule III, Range 10Z $42,768
5(nr)	William Johnson	Assistant Principal Pierce Elementary School	Schedule III, Range 10Z $60,578
2(r)	Reginald Lawrence II	Assistant Principal Wheatley Elementary School	Schedule III, Range 10Z $43,657
2(r)	Mary Henry	MUSI Coordinator Department of Education Services	Schedule III, Range 11A $75,470
5(r)	Barbara Martinko	MUSI Assistant Coordinator Department of Educational Services	Schedule III, Range 9A $65,834
5(r)	Debra Jacob	Exceptional Education Supervisor Division of Exceptional Education and Supportive Services	Schedule III, Range 8A $65,821
5(r)	Kathleen Moore	Exceptional Education Supervisor Division of Exceptional Education and Supportive Services	Schedule III, Range 8A $65,821
5(r)	Patricia Engbring	Exceptional Education Supervisor Division of Exceptional Education and Supportive Services	Schedule III, Range 8A $65,821
5(r)	Ann Pedersen	Exceptional Education Supervisor Division of Exceptional Education and Supportive Services	Schedule III, Range 8C $56,377
2(r)	Wanda Richards-Miller	Exceptional Education Supervisor Division of Exceptional Education and Supportive Services	Schedule III, Range 8A $65,821
2(r)	Erbert Johnson Jr.	Controller – General Accounting Report Department of Finance	Schedule III, Range 11A $74,640
5(nr)	Larisa Brodskaya	Electrical Engineer Division of Facilities and Maintenance	Schedule III, Range 7A $43,357
2(r)	Sherry Pearson	Budget Analyst Department of Finance	Schedule III, Range 7A $55,232
2(r)	Nita Farrow	Auditor I Audit Services	Schedule III, Range 3A $32,500
5(r)	Paul Capozzi	Auditor II Audit Services	Schedule III, Range 5A $46,662

2 - African American
3 - Asian/Oriental/Pacific Islander
4 - Hispanic
5 - White

r - Resident

nr - Non-resident

Director Small moved to approve the appointments and promotions.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Sinicki, Small, Thompson and President Fisher—5.

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

RESOLUTIONS

Resolution 9697R-025

By Director Sinicki:

WHEREAS, The administration has been seeking a permanent site for the Wisconsin Conservatory of Life Long Learning (WCLL) per Board direction in February 1995; and

WHEREAS, After a review of more than 40 potential purchase or leased sites, no suitable location has been secured; and

WHEREAS, The Board approved requesting $4 million from the City of Milwaukee to fund the relocation of WCLL, and this amount is adequate to move WCLL into an existing MPS facility; and

WHEREAS, The Board directed the administration to seek suitable location at an MPS facility; and

WHEREAS, In June 1997, the administration withdrew a recommendation to move WCLL to Marshall High School; now therefore, be it

RESOLVED, That the Board determine if they still wish the administration to continue efforts to relocate WCLL at an MPS site, and if so, recommend which sites they wish to consider, and be it

FURTHER RESOLVED, That a site be determined no later than the September 1997 Board meeting.

Referred to the Finance/Personnel Committee.

Resolution 9697R-026

By Director Todd:

WHEREAS, The Milwaukee Public Schools (MPS) is a growing urban school district and must make adjustments in school facilities to accommodate the increasing student body population; and

WHEREAS, As a responsible district, MPS does facilities planning internally and leases facilities in the City of Milwaukee with an eye toward stringent fiscal responsibility while still serving its 104,000 students; and

WHEREAS, The performance of the MPS facilities Planning Division, Department of School and Community Service, has been deemed a failure by the community, by many elected officials, and by many in the business community in light of a successive series of obvious and preventable debacles, including, but not limited to, Milwaukee Education Center, Grand Avenue, White

Elephant/Site 74, the Wisconsin Conservative of Lifelong Learning and School for Community Service; and

WHEREAS, The Facilities Planning Division has continually failed to meet the high standards expected of the MPS students, parents, and teachers in past and present real estate purchases, sales, and leases that have not met or withstood fiscal scrutiny of being prudent and responsible advocates of the citizens, voters and other stakeholders of the district; and

WHEREAS, The leadership and support, which must come from department heads and administrators of the Facilities Planning Division, have been found wanting in too many instances and the group have set themselves as experts in the field of and all peripherals of real estate practices, but have not performed in the best interests of the MPS stakeholders; and

WHEREAS, The confidence, respect, and backing of many citizen groups of the City of Milwaukee, city and county officials (including elected officials), the business community, and various stakeholder groups have been lost and irreparably damaged; now, therefore, be it

RESOLVED, That the Board eliminate the facilities planning function and positions, which include a facility planner, two facility planning analysts, and a real estate and property management position, effective August 1997, and contract with a firm to provide these services for the district; and be it

FURTHER RESOLVED, That the Board downsize the Division of Building Operations and the Department of School and Community Services to include in its mission and organization only the maintenance of existing and future facilities owned and operated by MPS; and be it

FURTHER RESOLVED, That the remaining employees be reorganized to ensure that quality employees are hired and promoted; and be it

FURTHER RESOLVED, That said restructuring be accomplished within 60 days of the adoption of this resolution; and be it

FURTHER RESOLVED, That the Department of School and Community Services be put on notice that if more efficient and effective procedures are not implemented and demonstrated by January 3, 1998, the department will be automatically moved to report to the Office of Board Governance for an orderly demolition and phase out in favor of a new delivery mechanism to be recommended by the Office of Board Governance.

Referred to the Finance/Personnel Committee.

Resolution 9697R-027

By Director Todd:

WHEREAS, There has been public interest expressed in three types of music-oriented curricula: 1) Julliard, 2) Music as a Learning Enhancement, and 3) Music as a First Platform; and

WHEREAS, The Board's first goal is first choice within the Milwaukee Public Schools (MPS); and

WHEREAS, The Milwaukee High School of the Arts to date has a waiting list of nearly 50 students waiting to enter as ninth graders as their first choice and additional students who selected the school as their second or third choices; and

WHEREAS, Suburban school districts continue to express a strong interest in sending students to MPS specialty schools; now therefore, be it

RESOLVED That the Administration bring back to the Board a feasibility study in November 1997 to implement the three types of music curricula at the Milwaukee High School of the Arts and other interested schools: 1) Julliard-type program, 2) Music as a Learning Enhancement, and 3) Music as a First Platform for implementation in the 1998-99 school year.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-028

By Director Todd:

WHEREAS, North Division High School (NDHS) has an attendance rate of 62 percent, and

WHEREAS, the school grade-point average is 0.92, and

WHEREAS, NDHS GPA and attendance rank as the lowest of all the high schools, and

WHEREAS, the school has a history of low academic performance, crime, and student turmoil; and

WHEREAS, the 1991 NBC Expo disclosed some disturbing facts about the school climate, and

WHEREAS, reports of these disturbing facts continue, and

WHEREAS, district residents are concerned about the overall educational environment, and

WHEREAS, another class must not become part of the sordid and pathetic history of the school, and

WHEREAS, wearing of uniforms has been suggested by the North Division community, and

WHEREAS, safety, security, and stability are the priorities paramount to turning the school around, and

WHEREAS, past community activists have prevented the School Board from turning the school around by playing the "race card," and

WHEREAS, the recent reconstitution and all other past community committees and task-force efforts to reform the school into a meaningful workplace for academic achievement have been gross dismal failures,

THEREFORE, BE IT RESOLVED that NDHS be converted to a military-type academy by:

1. Changing the name to North Point Military Academy or any other such name representative of a more structured approach to stability, safety, and security;
2. Putting to a vote before the parents, faculty, and students that all faculty and students strongly consider uniforms as a way of stressing a more orderly environment and a new beginning for NDHS;
3. Including military drill classes as an option to gym and/or sports and giving letter awards for drill successes;
4. Convening a task force to consider and oversee this military-type program in accordance with Director Hardin's resolution;
5. Selecting an appropriate military advisor or military partner(s) for the program;
6. Implementing the program in September 1997 or as soon as is practicable; and
7. Giving this option to other high school communities, alternative high school communities, or charter school communities, should the NDHS community reject this as an option for re-establishing stability, safety, and security in the school environment and re-establishing a sense of school community and school purpose.

Referred to the Innovation/School Reform Committee.

The Board recessed from 9:00 to 9:14 PM.

The Board adjourned at 9:38 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:43 PM.

Present—Directors Braun, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—7.

Absent and excused—Directors Gardner and Hardin—2.

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

July 28, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Thursday, July 31, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

Nancy R. Noeske
Director

Director Braun moved that the Board retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Thompson and Todd—6.

Noes—President Fisher—1.

The Board retired to executive session at 6:45 PM.

The Board adjourned from executive session at 9:30 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 5, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 5:18 PM.

Present—Directors Braun, Hardin, O'Neil (5:25 PM), Sinicki, Small and President Fisher—6.

Absent and excused—Directors Gardner, Thompson and Todd—3.

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

July 31, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 5:00 PM on Tuesday, August 5, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action with respect to plans to fill the position of Director, Office of Board Governance.

The Board may retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility, and may reconvene in open session to take action on matters considered in executive session.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) for the purpose of considering plans to fill the position of Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, Sinicki, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 5:20 PM.

The Board adjourned from executive session at 5:50 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 5, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:00 PM.

Present—Directors Braun, Hardin (6:03 PM), O'Neil, Sinicki, Small, Todd and President Fisher—7.

Absent and excused—Directors Gardner and Thompson—2.

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

July 31, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, August 5, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:02 PM.

The Board adjourned from executive session at 8:55 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 13, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:09 PM.

Present—Directors Braun, Gardner, Hardin (7:30 PM), Sinicki, Small, Todd and President Fisher (6:30 PM)—7.

Absent and excused—Directors O'Neil and Thompson—2

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

August 7, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, August 13, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Sinicki, Small, Todd and President pro Tem Braun—5.

Noes—None.

The Board retired to executive session at 6:10 PM.

The Board adjourned from executive session at 9:50 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 19, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:15 PM.

Present—Directors Braun, Hardin (6:25 PM), Sinicki, Small, Thompson and President Fisher—6.

Absent and excused—Directors Gardner, O'Neil and Todd—3.

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

August 14, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, August 19, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Thompson moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Sinicki, Small, Thompson and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:16 PM.

The Board adjourned from executive session at 8:00 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 23, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 10:30 AM.

Present—Directors Braun, Hardin, O'Neil, Sinicki, Thompson and President Fisher—6.

Absent and excused—Directors Gardner, Small and Todd—3.

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

August 21, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 10:15 AM on Saturday, August 23, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 10:33 AM.

The Board adjourned from executive session at 12:20 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 25, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:13 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki (8:30 PM), Small, Thompson, Todd (6:40 PM) and President Fisher—9.

Absent—None.

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

August 21, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Monday, August 25, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—7.

Noes—None.

The Board retired to executive session at 6:14 PM.

The Board adjourned from executive session at 10:20 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 27, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:07 PM.

Present—Directors Braun, Gardner (6:11 PM), Hardin, O'Neil (6:11 PM), Sinicki, Small, Thompson and President Fisher—8.

Absent and excused—Director Todd—1.

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

August 21, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, August 27, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

The Board may reconvene in open session to take action on matters considered in executive session.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session under the provisions of Wisconsin Statute 19.85 (1) (e) 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 Braun, Hardin, Sinicki, Small, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:09 PM.

The Board reconvened in open session at 7:15 PM.

Director Gardner moved that the Board adopt the following resolution:

WHEREAS, The agreement between the Milwaukee Board of School Directors (hereinafter MBSD) and the Administrators and Supervisors Council (hereinafter ASC), from July l, l995 to June 30, l997 (which was extended by agreement of the parties to August 3l, l997), expires on September l, l997, and

WHEREAS, Milwaukee Board of School Directors recognizes the need effective September l, l997 to continue the wages, fringe benefits and conditions of employment for all positions formerly in the ASC unit; be it

RESOLVED, That, if the Milwaukee Board of School Directors and ASC are unable to reach agreement on or before August 3l, l997, Milwaukee Board of School Directors will implement the wages, fringe benefits and conditions of employment for all positions formerly in the ASC unit effective September l, l997, as set forth on Appendix A attached hereto and incorporated by reference; and be it

FURTHER RESOLVED, That effective September l, l997 the total compensation and fringe benefits for administrators and supervisors be increased by 4.002%.

Director Gardner further moved that the entirety of the appendix be part of the resolution as attached to the minutes of this Board with the note that the numbers in the index require corrective pagination so that they correlate accurately with the contents of the appendix as part of the resolution.

The motion to adopt the resolution failed of adoption on a tie vote:

Ayes—Directors Braun, Gardner, Sinicki and Thompson—4.

Noes—Directors Hardin, O'Neil, Small and President Fisher—4.

Director Gardner moved that the Board adopt the following resolution:

WHEREAS, The MPS Board of Directors respects and values the roles of labor unions and their members in carrying out the work of public education in Milwaukee; and

WHEREAS, The MPS Board of Directors joins all bargaining units in recognizing that collective bargaining agreements form an integral part of our common commitments to build public confidence in public education in Milwaukee; and

WHEREAS, The MPS Board recognizes our responsibility to unite for the benefit of the students in our schools, families in our city, and the communities on whom we depend; and

WHEREAS, The MPS Board has been united in working diligently, consistently, and persistently in reviewing, amending, and adopting bargaining positions with the MTEA and the ASC, and has instructed attorneys Chas Mulcahy and James Hall, the Superintendent, and other members of the administration to represent our bargaining positions since January of 1997; and

WHEREAS, It was the unanimous desire of the Board to resolve labor agreements before agreements expired on June 30, 1997; and

WHEREAS, Representatives of the MTEA and the ASC have asserted that the MPS Board of Directors is neither united nor agreed upon our adopted bargaining positions; and

WHEREAS, The staffs of the MTEA and ASC have communicated directly with members of the MPS Board of Directors regarding labor negotiations, and attempted to bypass the collective bargaining process and discredit the bargaining team retained and assigned by the Board; and

WHEREAS, These allegations and actions call into question the integrity of the bargaining process, the independence of the Board of Directors, and whether members of the Board of Directors' first loyalty is to the people of Milwaukee or to the MTEA and ASC; and

WHEREAS, These allegations and actions misrepresent the bargaining positions of the board to the members of the MTEA and ASC, and to the general public; and

WHEREAS, The public that elected us, and the bargaining units who have called our independence and integrity into question, deserve to know where we stand, individually and collectively, on the bargaining positions as developed and approved by the Board, and presented by our bargaining team; therefore be it

RESOLVED, that the MPS Board of Directors affirms our commitment to the following positions as adopted by the Board and presented by our negotiating team:

1. That teachers represented by the MTEA be offered compensation increases in excess of the maximum Qualified Economic Offer for both 1997-98 and 1998-99; and

2. That teachers represented by the MTEA, in cooperation with parents of students at MPS schools, be authorized to play a significant role in selecting new teachers assigned to their schools; and

3. That principals be represented by a separate bargaining unit within the ASC, analogous to the four separate bargaining units within the MTEA that represent teachers, teaching assistants, substitute teachers, and accountants, to afford principals the right to determine their own compensation and conditions of employment, without subversion or interference from Assistant Principals they hire and supervise; and without subversion or interference from Central Services administrators on whom they depend for services vital to principals' responsibilities; and

4. That the compensation, conditions, and evaluation of principals must be tied to accountability and performance standards, as determined by the MPS Board and administration in consultation with principals; and

5. That the board reserves the right to invoke the minimum Qualified Economic Offer to the MTEA in the event that resolution of these agreements is not achieved by September 1, 1997; and

6. That the board reserves the right to implement an offer to ASC members in the event that resolution of these agreements is not achieved by September 1, 1997; and

7. That the board is united and firm in its commitment to these positions, and others adopted by the Board, as amended in continuous communication with the Board's bargaining team, and presented by the Board's bargaining team; and

8. That the Board urges and encourages representatives of the MTEA and ASC, for the good of MPS students and families, the Milwaukee communities on whom MPS depends, and MTEA and ASC members themselves, to resolve these agreements no later than August 31, 1997, so that teachers, principals, administrators, all employees, and the new Superintendent can focus on education in the new school year.

Director Small moved to hold the resolution at the Board level for a specially scheduled Board meeting for hearing and discussion prior to the next regular meeting of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small and President Fisher—6.

Noes—Directors Gardner and Thompson—2.

The Board adjourned at 7:30 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 27, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 7:31 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

AWARDS AND RECOGNITIONS

RECOGNITION OF DR. NANCY R. NOESKE, DIRECTOR, OFFICE OF BOARD GOVERNANCE, AND BOARD CLERK

RESOLUTION

By President Fisher on behalf of the Board:

WHEREAS, The Board appointed Dr. Nancy R. Noeske as the first Director of the Office of Board Governance and Board Clerk on February 23, 1994; and

WHEREAS, Dr. Noeske previously served the district from 1959 to 1976 as a teacher at Bell Middle School, an instructional television teacher, coordinator of environmental education, supervisor of secondary science and coordinator of pupil diagnostic and programming services; and

WHEREAS, Dr. Noeske's career has included responsible positions in the private sector as executive director of the YWCA of Greater Milwaukee and as vice-president of the Wisconsin Electric Power Company; and

WHEREAS, Under Dr. Noeske's tenure as Director of the Office of Board Governance the Board's new audit function was established, defining procedures, conducting and completing numerous audits and giving the Board information for sound policy-making; and

WHEREAS, Dr. Noeske assisted the Board in the development of its strategic planning and budget function, both the process and the calendar; and

WHEREAS, Dr. Noeske provided Board leadership sessions designed to make the Board better policy makers and reduce micro-managing, established agenda-setting as a function of the Board, and developed a policy analysis capability within the Office for Board items and other Board issues and concerns; and

WHEREAS, Dr. Noeske assisted the Board in expanding its communications with its various stakeholders and developed a method for processing constituent complaints and requests for information that Board members receive and for getting responses on a timely basis; and

WHEREAS, Dr. Noeske worked to improve Board member communications through the provision of e-mail and fax technology, upgraded the Office technology to improve efficiency and effectiveness and developed the first ever Office Procedures Manual; and

WHEREAS, Dr. Noeske prepared a complete revision of the Board's rules and policies, including the development of governance policies, and eliminated the six year backlog in publishing Board Proceedings; and

WHEREAS, Dr. Noeske refurbished the Board meeting rooms to upgrade 35-year-old furniture and equipment, improved the sound system and refurbished the auditorium to make it more conducive to conducting Board meetings, including the addition of audio-visual capability for presentations; and

WHEREAS, Dr. Noeske improved the record keeping and filing system, reorganized a records storage area left untouched for more than 35 years and completed a records management system; and

WHEREAS, Dr. Noeske provided good counsel to all Board members and was a trusted advisor to the Board; and

WHEREAS, Dr. Noeske is now retiring from service with the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Dr. Nancy R. Noeske for her years of dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Dr. Nancy R. Noeske in tribute to her record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

Adopted unanimously by acclamation.

EXCELLENCE IN EDUCATION AWARD

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member. The honorees are chosen for displays of excellence, achievement, and innovation that serve as examples to our school district and to the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education" award to:

Vincent F. O'Connor
Director, Milwaukee Urban Systemic Initiative

Mr. Vincent F. O'Connor recently retired from the Milwaukee Public Schools after 31 years of dedicated service. Over the years, he worked as a mathematics teacher and department chairperson at Milwaukee Lincoln Junior-Senior High School. He was a supervising teacher and served the majority of his years as the District's mathematics curriculum specialist. He also taught courses at the university level at the University of Notre Dame and at Marquette University.

Mr. O'Connor has played a leadership role in the District's efforts to reform mathematics education. His educational expertise has been instrumental in helping shape the District's improvement strategies and assisting in their implementation, such as:

- High standards for all students,
- Equity 2000 mathematics reform,
- Requiring all ninth graders to take algebra,
- Mathematics graduation proficiency exam,

- Performance assessments in mathematics, and
- Staff development and teacher re-training efforts.

Most recently, Mr. O'Connor served as the director of the Milwaukee Urban Systemic Initiative, a five-year collaborative funded through a $15 million National Science Foundation grant to support the systemic transformation of mathematics and science teaching and learning.

Mr. O'Connor has served in a leadership capacity in a number of state and national organizations, such as the Wisconsin Mathematics Council and the National Council of Teachers of Mathematics. He participated on numerous state and national projects and committees which focused their work on cutting-edge curriculum development and innovative changes in teaching and learning. He was also a presenter at numerous local, state, and national mathematics conferences on topics that included performance assessment, calculators, computers, strategies for reluctant learners, mathematics anxiety, estimation and approximation, and active student involvement.

In 1987, Vince O'Connor was awarded the Wisconsin Mathematics Council's Distinguished Mathematics Educator Award, and in 1989 he received the Wisconsin Mathematics Council 25 Year Mathematics Education Citation.

The Milwaukee Board of School Directors and the entire school community recognize Mr. Vincent O'Connor for his distinction as an outstanding educator, for being a recognized leader in mathematics education at the local, state, and national levels, and for his many years of service to the children of the Milwaukee Public Schools.

OTHER AWARDS AND RECOGNITIONS

A team of students from **Rufus King High School** *won third place in the nation in the Panasonic Academic Challenge held in June 1997 in Orlando, Florida*. The event is a highly academic quiz-bowl-style competition involving teams of students from 46 states and three U.S. territories. King was the only team from Wisconsin. The team members are **Greg Whitten, Paul Getto, Stephen Meer, Ryan Peterson, Sylaja Murikipudi, and Allyson Modra**. **Erin Modra and Laurel Aschoff** served as the team managers. **Dr. James Kroll**, guidance director, was the team's coach.

Amy Fritsch and Nicole Watring, **graduating seniors from Bay View High School**, were selected as *Wisconsin's only delegates to the National Youth Science Camp* held in a rustic camp near the National Radio Astronomy Observatory at Green Bank, West Virginia. They were selected by the Governor's office for their accomplishments in science and achievements in school and community activities.

The following students were *elected as officers at Badger Boys State*, a week-long leadership session held at Ripon College in June 1997:

- **Antoine Sillas, Hamilton High School,** elected state treasurer
- **Byron Purdy, Rufus King High School,** elected state superintendent of public instruction
- **Dallas Groce, Rufus King High School,** elected chief justice of the Supreme Court

About 1,000 high school students from Wisconsin participated in the program.

Mr. Michael Sonnenberg, principal of Pulaski High School, *was elected vice president of the American Federation of School Administrators*, a national union for school supervisors. He will serve a three-year term on the national board.

Rufus King High School was named a *regional winner of Ocean Spray's Crave to be Your Best Women's Athletic Program*. The school will receive a grant for $2,500 to support a step aerobics program at the school.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of July 2, 7, 10, 16, 21, 23, 30 and 31, 1997, were approved as printed.

* * * * *

COMMUNICATION FROM THE SUPERINTENDENT

August 27, 1997

Office of
Superintendent of Schools

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Each year, as required by Wisconsin Statutes Section 119.34(4), the Milwaukee Public Schools conducts a total enumeration of the City of Milwaukee to determine the number of children ages 0-19 residing in Milwaukee. A report of the results of the child census is then transmitted to the Board, usually during the month of August.

The child census is a very important tool in planning for future enrollments and to determine facilities needs to support these enrollments. As such, any demographic trends which result from the data collected must be carefully monitored and analyzed since their implications will have an effect on the finances of the district and impact future planning by the Board.

The data collected as part of the 1997 enumeration continues to indicate that a change in growth may be occurring. These data indicate decreases in the total number of children enumerated and in all but six age groups. Although some analysis of the data has been completed, additional analysis of the data is required to ascertain whether these changes are part of a new long-term direction or are simply an anomaly within the longer term trends which have been occurring for the past several years.

The purpose of this communication is to:

1. Formally transmit to the Board the results of the 1997 Child Census;
2. Inform the Board that the Administration will be conducting an analysis of recent census and enrollment data and that a report of that analysis will be brought to the Board as part of an update of the long-range Capital Plan for your review and discussion.

A copy of the census by census tract, attendance area, age, and racial composition is available upon request.

Respectfully submitted,

BARBARA P. HORTON
Acting Superintendent of Schools

Attachment

ATTACHMENT

August 27, 1997

As required by Wisconsin State Statutes Section 119.34 (4), a census was taken of the children of school age residing in the City of Milwaukee. Additionally, an enumeration was made of children under the age of four. School attendance figures shown for each of the age levels are not intended to represent actual enrollments in the corresponding grade levels. The 1997 census is as follows:

1997 ANNUAL ENUMERATION OF CHILDREN RESIDING
IN THE CITY OF MILWAUKEE
As of June 30, 1997

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	1,976	1,772	3,748	0	0	3,748
1	3,672	3,496	7,168	0	0	7,168
2	4,265	4,002	8,267	0	0	8,267
3	4,459	4,404	8,863	395	0	8,468
Total	14,372	13,674	28,046	395	0	27,651
4	4,967	4,750	9,717	2,285	515	6,917
5	5,231	5,070	10,301	5,834	1,354	3,113
6	5,513	5,408	10,921	8,311	1,883	727
7	5,534	5,374	10,908	8,681	2,057	170
8	5,306	5,105	10,411	8,388	1,983	40
9	4,946	4,890	9,836	7,917	1,899	20
10	4,926	4,717	9,643	7,782	1,834	27
11	4,808	4,691	9,499	7,648	1,833	18
12	4,812	4,496	9,308	7,358	1,923	27
13	4,502	4,288	8,790	6,986	1771	33
14	4,401	4,385	8,786	6,986	1,763	37
15	4,401	4,295	8,696	6,904	1,705	87
16	4,348	4,341	8,689	6,980	1,559	150
17	4,376	4,198	8,574	6,666	1,445	463
18	4,164	4,392	8,556	5,226	1,714	1,616
19	4,194	4,198	8,392	3,169	2,217	3,006
Total 4-19	76,429	74,598	151,027	107,121	27,455	16,451
Grand Total	90,801	88,272	179,073	107,516	27,455	44,102

A copy of the census by census tract, age, and racial composition is available upon request.

Received and ordered placed on file.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

August 27, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

President Fisher has asked me to advise the Board that the position of Board Clerk will become vacant, effective August 31, 1997.

Since the Board is required to have a Clerk by State Statute, and the search for a new Director of the Office of Board Governance/Board Clerk will not be completed by August 31, it is necessary for the Board to designate an individual as Interim Board Clerk. This individual should be designated at the August 27, 1997, Board meeting.

This communication has been noticed for executive session to facilitate the Board's discussion of an Interim Clerk.

DR. NANCY R. NOESKE
Director
Office of Board Governance

Ordered held for consideration later in the meeting.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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:

INNOVATION/SCHOOL REFORM COMMITTEE

(Item 1) Action on a Request for a Hearing from Mary T. Connolly Regarding the Student Assignment Process

Communication

Mrs. Mary Connolly originally wrote to the Board President in April 1997, regarding her concerns for the school selection process as it related to her son. The communication was referred to the administration as a complaint communication under the provisions of Board Rule 1.10 (2).

Since the complaint has not been resolved to the satisfaction of Ms. Connolly, the matter is being brought before this committee for hearing, in accordance with the provisions of the same rule.

Committee Recommendation

Your Committee reports having received information at the time of the meeting that the matter had been satisfactorily resolved.

Your Committee recommends that the communication be placed on file.

* * * * *

(Item 2) Action on Communication 9798C-002 from Mary Bills to Create a Door and Landscaped Play Space for Headstart Children at the Central Services Building

Communication

At its meeting on May 28, 1997, the Board referred Communication 9798C-002 from Mary Bills to the Innovation/School Reform Committee. The communication, a copy of which is attached, requests that the Board create a door and landscaped play space for the Headstart children at the Central Services Building.

Committee Recommendation

Your committee recommends the $35,700 be transferred from the School Operations Contingent Fund to the appropriate accounts to fund the improvements mentioned in the resolution.

* * * * *

(Item 3) Action on Communication 9798C-003 from Ross A. Torsrud Regarding the Improvement of Students' Health Conditions and Care

Communication

At its meeting on May 28, 1997, the Board referred Communication 9798C-003 from Ross Torsrud to the Innovation/School Reform Committee. The communication, a copy of which is attached, deals with the improvement of students' health conditions and care.

Committee Recommendation

Your Committee recommends that the communication be placed on file.

* * * * *

(Item 4) Action on Communication 9798C-004 from Ross A. Torsrud Regarding a Plan for Neighborhood Clusters Based on a Middle School-Elementary School Relationship

Communication

At its meeting on May 28, 1997, the Board referred Communication 9798C-004 from Ross Torsrud to the Innovation/School Reform Committee. The communication, a copy of which is attached, deals with a plan for neighborhood clusters based on a middle school-elementary school relationship.

Committee Recommendation

Your Committee recommends that the communication be referred to the administration to comment and report back.

* * * * *

(Item 5) Action on Communication 9798C-005 from Ross A. Torsrud Regarding a School-To-Work Program to Make an Operational Shop Available in at least Three Middle Schools

Communication

At its meeting on May 28, 1997, the Board referred Communication 9798C-005 from Ross Torsrud to the Innovation/School Reform Committee. The communication, a copy of which is attached, deals with a School-To-Work program to make a operational shop available in at least three middle schools.

Committee Recommendation

Your Committee recommends that the communication be referred to the administration for an analysis which assesses the fiscal implications and other aspects.

* * * * *

(Item 6) Action on Resolution 9798R-003 by Directors Thompson, Small, Gardner and Todd Regarding the Development of Admission Standards for Fall 1998 for MPS High Schools

Resolution

At its meeting on May 28, 1997, the Board referred Resolution 9798R-003 by Directors Thompson, Small, Gardner and Todd to the Innovation/School Reform Committee:

WHEREAS, The present MPS school selection process creates great frustration among parents and students unable to get a place in the high school of their choice, and

WHEREAS, By ignoring academic effort and achievement, the school selection process undermines the message from parents and MPS itself that hard work and study will be rewarded, and

WHEREAS, The school selection process encourages families who can afford to send their children to suburban, private, or religious schools to withdraw their children from MPS, and

WHEREAS, Taking account of academic achievement would allow the most qualified students to participate in the most academically challenging programs, and

WHEREAS, The school selection process has a disproportionate impact on high-achieving African-American students who may have a probability as low as one in six of getting into their first-choice high schools, and

WHEREAS, By filling scarce seats with students who have shown little interest in study, MPS makes inefficient use of resources, now therefore, be it

RESOLVED That:

1. All high schools be authorized to develop admission standards for Fall 1998 enrollment that (1) give priority to students whose GPAs exceed a given value, (2) prioritize students according to GPA, or (3) set such other admissions standards as are appropriate to the school's mission.

2. High schools may apply these standards in selecting students from their waiting lists for 1997 admission.

3. In applying these standards, the high school may not discriminate on race, gender, religion, or national origin, except to the extent that such distinctions are needed for the school to meet the MPS standards for Racially Balanced Schools.

Committee Recommendation

Your Committee recommends that the resolution not be adopted.

* * * * *

(Item 7) Action on Resolution 9798R-004 by Director Thompson Regarding the Development of a Comprehensive Plan to Handle Disruptive Students

Resolution

At its meeting on May 28, 1997, the Board referred Resolution 9798R-004 by Director Thompson to the Innovation/School Reform Committee:

WHEREAS, Students, parents, and teachers identify disruptive students as interfering with the education of other students and driving out serious students from MPS, and

WHEREAS, Disruption is often a sign that the student is not benefiting from his or her school, with many of these students having been programmed to fail by not receiving the support and structure they need, and

WHEREAS, Too often the response to disruptive students meets neither the needs of the other students or their own needs, now therefore, be it

RESOLVED, That the Administration develop a comprehensive plan to handle students who would otherwise disrupt classes, including:

A tabulation of the numbers and types of students with a history of disruption, including (but not limited to) students who are promoted socially, but are academically unprepared, and those reentering MPS from institutions such as Wales;

An assessment of present and potential programs to meet the needs of these students, including summer school, various support services, charter schools, evening programs, contracts, alternative programs, etc.

Committee Recommendation

Your Committee reports this item to the Board without recommendation.

* * * * *

(Item 8) Action on Resolution 9798R-028 by Director Todd Regarding the Conversion of North Division High School to a Military-type Academy

Resolution

At its meeting on July 30, 1997, the Board referred Resolution 9798R-028 by Director Todd to the Innovation/School Reform Committee:

WHEREAS, North Division High School (NDHS) has an attendance rate of 62 percent, and

WHEREAS, the school grade-point average is 0.92, and

WHEREAS, NDHS GPA and attendance rank as the lowest of all the high schools, and

WHEREAS, the school has a history of low academic performance, crime, and student turmoil; and

WHEREAS, the 1991 NBC Expo disclosed some disturbing facts about the school climate, and

WHEREAS, reports of these disturbing facts continue, and

WHEREAS, district residents are concerned about the overall educational environment, and

WHEREAS, another class must not become part of the sordid and pathetic history of the school, and

WHEREAS, wearing of uniforms has been suggested by the North Division community, and

WHEREAS, safety, security, and stability are the priorities paramount to turning the school around, and

WHEREAS, past community activists have prevented the School Board from turning the school around by playing the "race card," and

WHEREAS, the recent reconstitution and all other past community committees and task-force efforts to reform the school into a meaningful workplace for academic achievement have been gross dismal failures,

THEREFORE, BE IT RESOLVED that NDHS be converted to a military-type academy by:

1. Changing the name to North Point Military Academy or any other such name representative of a more structured approach to stability, safety, and security;
2. Putting to a vote before the parents, faculty, and students that all faculty and students strongly consider uniforms as a way of stressing a more orderly environment and a new beginning for NDHS;
3. Including military drill classes as an option to gym and/or sports and giving letter awards for drill successes;
4. Convening a task force to consider and oversee this military-type program in accordance with Director Hardin's resolution;
5. Selecting an appropriate military advisor or military partner(s) for the program;
6. Implementing the program in September 1997 or as soon as is practicable; and
7. Giving this option to other high school communities, alternative high school communities, or charter school communities, should the NDHS community reject this as an option for re-establishing stability, safety, and security in the school environment and re-establishing a sense of school community and school purpose.

Committee Recommendation

Your Committee recommends that the resolution be referred to the North Division High School Task Force.

* * * * *

(Item 9) Action on Resolution 9798R-027 by Director Todd Regarding a Feasibility Study to Implement Three Types of Music Curricula at the Milwaukee High School of the Arts and Other Interested Schools

Resolution

At its meeting on July 30, 1997, the Board referred Resolution 9798R-027 by Director Todd to the Innovation/School Reform Committee:

WHEREAS, There has been public interest expressed in three types of music-oriented curricula: 1) Julliard, 2) Music as a Learning Enhancement, and 3) Music as a First Platform; and

WHEREAS, The Board's first goal is first choice within the Milwaukee Public Schools (MPS); and

WHEREAS, The Milwaukee High School of the Arts to date has a waiting list of nearly 50 students waiting to enter as ninth graders as their first choice and additional students who selected the school as their second or third choices; and

WHEREAS, Suburban school districts continue to express a strong interest in sending students to MPS specialty schools; now therefore, be it

RESOLVED That the Administration bring back to the Board a feasibility study in November 1997 to implement the three types of music curricula at the Milwaukee High School of the Arts and other interested schools: 1) Julliard-type program, 2) Music as a Learning Enhancement, and 3) Music as a First Platform for implementation in the 1998-99 school year.

Committee Recommendation

Your Committee recommends that the resolution be adopted amended as follows:

RESOLVED, That the Administration bring back to the Board a feasibility study in December 1997 to implement the three types of music curricula at the Milwaukee High School of the Arts and other interested schools: 1) Julliard-type program/Chicago Conservatory of Music type program/Curtis Institute of Philadelphia type program 2) Music as a Learning Enhancement, and 3) Music as a First Platform for implementation in the 1998-99 school year; and be it

FURTHER RESOLVED, That the study be conducted in collaboration with the governance team at MHSA and other interested schools.

* * * * *

(Item 10) Report on Implementation Plan for Health Screening/Nursing Services

Your Committee reports having received the following informational report from the administration.

Administration's Report

The implementation plan for health screening and nursing services presented to the Board on August 28, 1996, was implemented as outlined, with some changes based on input received from principals. The following components were initiated:

- 91 Comprehensive School Health Teams were established.
- 120 School Health Needs Assessments were completed.
- 46 School Health Action Plans were completed.

Schools were invited to select a meeting time and discuss the process of forming comprehensive health teams and completing the health needs assessments and health action forms. Thirty-two schools took advantage of these meetings. Six schools requested community linkages, which were accomplished in follow-up meetings at the schools. The informal feedback that has been received from teams who have completed the process is very positive.

Asthma and personal hygiene are two health needs identified by many schools. Two collaborative projects have been initiated with Health Resource Center members to address these needs. The asthma project was piloted this spring and is being offered this fall to 52 schools with 25 or more children

identified with asthma. A proposal to address personal hygiene needs in grades K-3 has been developed, and funding is being sought for the project.

Staff development around health services and comprehensive school health was provided through two conferences and three college courses. Approximately 250 teachers and staff participated.

The framework of Comprehensive School Health Teams, School Health Assessments, and School Health Action Plans is being used in all of the schools that are currently working with area health providers to increase health services in elementary schools in ZIP codes 04, 06, 08, 12, 15, and 28. Children's Medical Group is working with twelve elementary schools. Aurora Health Care is assessing eleven elementary schools, and Columbia/St. Mary's Hospitals are in discussions with eight elementary schools.

The administration will continue to work with schools and the community to move forward with the implementation of the plan for health screening and nursing services.

* * * * *

(Item 11) Report on the Opening of the American Sign Language Immersion School

Your Committee reports having received the following informational report from the administration.

Administration's report

In January 1997, Irving Elementary School was approved by the Board as the site of the American Sign Language Immersion School to be opened in the fall of 1997.

A steering committee comprising parents, district staff, administrators and community members began meeting in October and will continue to meet.

90% of the staff at Irving were involved in sign language classes conducted during the spring 1997 semester.

Building modification plans have been developed with parent and staff input. These plans reflect the necessary building changes to accommodate the early childhood and middle school components being implemented in this school.

A new administrative team has been designated for this school.

A curriculum in sign language development for regular education students will be implemented in the fall. Sign language written and video materials have been purchased and added to the library at the American Sign Language Immersion School.

Sign language courses for parents, siblings and families throughout the district will be held beginning in October 1997 at the American Sign Language Immersion School. This is a continuation of such classes which have been offered for the last three years through a DPI grant.

* * * * *

(Item 12) Report on the District’s Plans to Implement the Amendments to the Individuals with Disabilities Education Act (IDEA)

Your Committee reports having received the following informational report from the administration.

Administration's report

President Clinton signed the Reauthorization of the Individuals with Disabilities Act (IDEA 97) in May 1997. IDEA 97 contains a number of mandates that should fit well with the direction of MPS reform of exceptional education. Key provisions of the new law include the following:

- Education for each student with disabilities under IDEA 97 must be based on quality educational practices that allow the child to learn. Emphasis will be placed on outcomes and not solely on compliance to procedural requirements.

- Educational opportunities must be offered in the least restrictive environment based on an individual child’s needs. Greater emphasis will be placed on education of students in their original schools and regular education classrooms where appropriate.

- All children must have access to the general education curriculum, with Individual Education Programs (IEPs) developed which specify the supports and services needed to access the curriculum. The

IEP committee for each student must be composed of the parents, at least one regular education teacher, at

least one special education teacher, one representative who is qualified to supervise the special education services and is knowledgeable about the resources available, and the student whenever appropriate.

- Greater participation must be afforded to parents in the IEP and placement process for their students.

- The diagnostic process must focus on student strengths and abilities, as well as on progress and appropriateness of services.

- All students must be included in the standardized assessment activities of the district, with accommodations where appropriate.

- Free appropriate public education (FAPE) services must be available for all students who have been suspended or expelled from school.

- All planning relating to transition to vocational and post-school living must begin at age 14 years.

- Mediation procedures must be developed to aid in the resolution of disputes.

- New funding formulas which will be based on the total student population, with increased funding for populations of low-income students, will be developed.

Full implementation of IDEA 97 must be in place no later than July 1, 1998.

The Department of Public Instruction (DPI) has begun the process of revising PI 11, which is Wisconsin's Administrative Code regarding the education of children with exceptional education needs. The Division of Special Services is in contact with DPI to ensure input and information as the state rules and regulations are developed.

The Division of Special Services will work with all appropriate divisions and departments to ensure that appropriate policies and procedures are developed relative to the implementation of IDEA 97.

The Division of Special Services will work with MTEA, ASC and PAMPS to ensure smooth transition and implementation of any new policies and procedures.

The Exceptional Education Reform Steering Committee will provide recommendations relative to the implementation of IDEA 97 within the scope of the committee's ongoing objectives regarding the Exceptional Education Reform.

The Division of Special Services will ensure that parents are included in the implementation of IDEA 97 through collaboration with the Exceptional Education Task Force and other interested parent and community groups.

The Office of the City Attorney has been contacted regarding the reauthorization and has been asked to provide a commitment for consultation services during this planning year.

As appropriate, informational and action items regarding development of new policies and procedures will be forwarded to the Board in December 1997; March 1998, and June 1998.

* * * * *

(Item 13) Report Regarding Before and After School Child Care at MPS Sites

Your Committee reports having received the following informational report from the administration.

Administration's Report

The Milwaukee Board of School Directors approved at its January 1997 meeting the following directive:

Consistent with the Board's first and second budget initiatives for the 1997-98 budget to increase parent choice with Milwaukee Public Schools and expand early childhood education for Milwaukee children, that the administration report to the Board, how Milwaukee parents will be afforded maximum feasible before and after school child care and recreational and educational programs, with special concern for families and communities that will be especially affected by the implementation of Wisconsin Works (W2).

MPS is addressing the impact of W2 through two major initiatives: 1) Expansion of Before and After School Child Care at MPS Schools, and 2) Implementation of Joint Kindergarten-Child Care programs. An overview of each initiative is provided below.

Before/After School Child Care at Mps Sites

Phase I of this initiative is to provide child care resources for approximately 1,750 school-aged children through the development of neighborhood child care sites at various MPS elementary schools. The service would begin August 27, 1997, and would operate on all pupil attendance days. Neighborhood school sites would provide parents with a much needed choice for quality, accessible child care. Thirty-seven schools in the central city area have committed to participate in this initiative.

Major benefits of this initiative are:

- Neighborhood sites in the areas of greatest need
- Anticipated cost benefit to the County/W2 compared to MCR rate
- Contract for wraparound slots for W2-eligible children
- Staff/child ratios will meet or exceed licensing requirements
- Criminal background checks performed for all employees
- Staff wages @ minimum $7.70 per hour.
- Efficient administration of services

The child care program would be self-supporting and cover the cost of supplies, snacks, salaries and fringe benefits. The county would contract with MPS to pay the fees for all participants who are eligible for a child care subsidy. Parents not eligible for the child care subsidy would pay at a rate of approximately $2.50 per hour — The paid rate may fluctuate, depending upon the number of students participating. The schools will be responsible for collecting all co-pay funds.

Schools would also have the option of contracting with a private child care provider as long as the child care provider agrees to accept the weekly rate contracted between MPS and the county for participants who are eligible for the child care subsidy.

The Milwaukee County Board of Supervisors has approved this initiative. The administration and Milwaukee County officials are in the process of negotiating a contract. The projected cost of the initiative is $2.6 million. No local Board funds will be used.

Phase II of the initiative would provide year-round child care beginning in June 1998 to include all vacation periods as well as other non-pupil attendance days. Phase III would expand the child care program to include all elementary schools in the fall of 1998.

Joint Kindergarten-Child Care Programs

The Milwaukee Board of School Directors has made the expansion of kindergarten services a major priority of the district. Traditional half-day kindergarten does not meet the needs of a large number of parents, especially those involved in W2. For many W2 parents, kindergarten programs must involve a full-day of programming that allows them to be fully involved for a realistic work day. They must also allow for parental choice and be cost-effective to enable the district to operate within budgetary limits.

The Joint Kindergarten-Child Care Initiative (KCC) proposes to establish ten (10) sites of 100 children each in areas of with large numbers of children living in poverty. The sites would not be schools in the traditional sense, but may collaborate with a school for programming support. These sites would be designed to provide high-quality educational and developmental programming, as well as to address the practical issues that W2 families face on a daily basis. The KCC program would include:

- Full-day programs
- An additional half-day of child care for those children in Head Start or half-day kindergarten programs
- Before and After School child care

- One-stop service that allows a parent with multiple children in kindergarten and below school age to have child care slots at the site
- Location in areas with high poverty levels and in close proximity to the neighborhood school
- Utilization of child care funds to contract for KCC slots for W2-related children

This initiative would provide services for 1,000 students. The initiative will focus on those areas that have the highest concentration of W2 families in the greatest need for combined educational and child care services.

The KCC initiative seeks to combine multiple funding sources to provide high-quality wrap-around child care services. Educational funds, child care funds, Head Start and private sources will be utilized. The administration will report back to the Board as this initiative becomes more fully developed.

Both initiatives are consistent with the Board's goal of student achievement. The educational benefits of early childhood education are well documented by research and are consistent with Board goals and objectives. No Board policy or rule would require modification.

There is no fiscal impact on the district for the Before and After School Initiative. The fiscal impact of the Kindergarten-Child Care Initiative is unknown at this time. Funding requests would be reviewed by the Board's Strategic Planning and Budget process.

The Before and After School Child Care Initiative will start the first day of school, August 27, 1997.

* * * * *

Separate consideration having been requested of Items 2, 6, 7 and 8, the balance of the report was adopted, the vote being as follows:

Ayes— Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 2, relating to Central Services Building modifications to create a play space for Head Start Children, having been set aside as it involved a transfer from the School Operations Fund, Director Small moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 6, relating to admission standards for fall 1998 for MPS high schools, Director Sinicki moved to refer the item back to Committee.

The motion to refer failed of adoption, the vote being as follows:

Ayes—Directors Braun, Sinicki, and President Fisher—3.

Noes—Directors Gardner, O'Neil, Small, Thompson and Todd—5.

Voting "present"—Director Hardin—1.

Director Thompson moved to adopt the resolution.

Director Gardner moved to amend the resolution as follows:

1. All high schools be authorized to develop admission standards for Fall 1998 enrollment that ~~(1) give priority to students whose GPAs exceed a given value, (2) prioritize students according to GPA, or (3) set such other admissions standards as are appropriate to the school's mission~~ define admission standards of attendance, behavior, academic achievement and demonstrated interest in the school's mission and specialties required for application to high schools.

~~2. High schools may apply these standards in selecting students from their waiting lists for 1997 admission.~~

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and Todd—8.

Noes—President Fisher—1.

Director Braun moved to amend the resolution by adding an additional resolved:

3. That the Board receive a report through the Superintendent from all high schools on their standards no later than January, 1998.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The question being on adoption of the resolution as amended, it was adopted, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Small, Thompson and Todd—5.

Noes—Directors Braun, Hardin, Sinicki and President Fisher—4.

With respect to Item 7, relating to a comprehensive plan to handle disruptive students, which was reported out of Committee without recommendation, Director Thompson moved to adopt the resolution, with the Innovation/School Reform Committee to receive a comprehensive plan from the administration by January, 1998.

The motion was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Sinicki—1.

With respect to Item 8, regarding conversion of North Division High School to a military-type academy, Director Todd moved to adopt the Committee report with a recommendation to be returned to the Innovation/School Reform Committee as part of the Task Force report by December, 1997.

The motion was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—Director Sinicki—1.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Report and Possible Action Regarding Audit Exceptions for HR Academy and Seeds of Health

Background

1. At its meeting on June 12, 1997, the Accountability/Audit Committee directed that the Office of Board Governance request copies of documentation and explanations from HR Academy and Seeds of Health for those costs which the audit reports identified as undocumented.

2. The copies of documentation and explanations provided by HR Academy and Seeds of Health have been forwarded to the Committee under separate cover.

Analysis

3. The documentation and related explanations provided by HR Academy and Seeds of Health were reviewed by the Office of Board Governance – Audit Services and the Division of Small Community Schools. The review found:

A. HR Academy

HR Academy did provide adequate documentation for the seminar expenditures of $1,264, the bus transportation of $2,800 and the educational supplies of $864. However, adequate documentation was not provided for:

A1. The audit review indicated that costs of $3,656 for Employee Benefits could not be substantiated. HR Academy provided a Financial Summary of life and disability insurance premium payments from an insurance company for June 1995 to May 1997. However, only $2,833 was applicable to FY96. The Financial Summary indicated that the account holder was the Executive Director; not HR Academy. In addition, HR Academy did not provide any canceled checks to substantiate the payments to the insurance company. No supporting documentation was received from HR Academy for the remaining $822.

A2. HR Academy did not provide supporting invoices for the $286 for field trips to Villa Entertainment and Wisconsin State University.

A3. The audit review indicated that HR Academy could not support $7,200 in liability insurance expenditures. HR Academy provided a Certificate of Insurance with the effective dates of 12-18-95 through 12-18-96 and a letter from the insurance company that indicated the cost of the policy was $5,567. The letter further indicated that, if HR Academy would have obtained insurance

from them earlier in 1995, the estimated cost of the insurance would have been between $7,000 - $7,500. According to the Division of Small Community Schools, HR Academy did have insurance coverage from 7/1/95 to 12/18/95.

The audit review found that the $5,567 cost of liability insurance was supported by cancelled checks and invoices. As such, this expenditure was previously included as an allowable expenditure in the total $13,010 insurance expenditure for FY96. The $7,200 insurance expenditure remains without support.

B. Seeds of Health

Seeds of Health could not provide additional documentation to support a September 1995 general journal entry for $1,548. Seeds of Health stated that the journal entry appears to be incorrect.

Committee Recommendation

Your Committee recommends that the Board direct the Division of Small Community Programs to either resolve the unsupported expenditures in a manner satisfactory to MPS or to obtain reimbursement for them.

* * * * *

(Item 2) Review of Year-end Summary Pupil Attendance Data

Your Committee reports having reviewed the following information regarding pupil attendance and having requested the administration to supply reports on a semiannual basis for the Committee's review.

Background

Each July, the administration produces a summary report of pupil attendance for the preceding year. This report is a compilation of monthly reports produced throughout the year.

Given the Board's concern with attendance and achievement, it is appropriate for this Committee to review the attendance data, at least on an annual basis. The report for the 1996-97 school year is attached.

Should the Committee so desire, attendance reports could be made available for review on a monthly, quarterly, or semiannual basis.

* * * * *

(Item 3) Report and Possible Action on Correction Plan to Address the Problems Noted in the Legislative Audit Bureau Report on the Children At Risk Program

Background

Under the provisions of Wisconsin Statute 118.155, Programs for Children At Risk, the Wisconsin Legislative Audit Bureau (WLAB) is required biennially to perform a program evaluation audit of the conduct of the program. The evaluation audit is designed to determine whether the desired results are being achieved and whether the objectives established by the Legislature for the program are being met.

In accordance with the state statute, the WLAB recently completed a program evaluation audit of the Children At Risk program. The most current evaluation by the WLAB went beyond its legislative mandate and included an audit of school district eligibility, performance criteria, and state aid payments. In addition, the WLAB also analyzed the following:

— relationships between the dropout and graduation rates and the Children At Risk program.

— services which the school district's At Risk programs provided.

— extent to which school districts are contracting with private, nonprofit, nonsectarian agencies to provide programming for at-risk students.

The administration analyzed and reviewed the problems identified in the report of the Programs for Children At Risk. The administration's report

- Identifies the Wisconsin Legislative Audit Bureau's report findings that most pertain to MPS.
- Provides a response to these findings.
- Details what action will be taken to correct problem areas.

Audit Report Findings

The WLAB reported the following findings associated with the at risk programs provided by the Milwaukee Public Schools:

1. Only Milwaukee contracts with private educational agencies for the provision of at risk services.

2. Milwaukee's reliance on partnership schools has increased in the past ten years.

3. Milwaukee contracted for 1,605 seats for the 1996-97 school year.

4. Payments to partnership schools will exceed $8 million for the current school year.

5. Milwaukee's payments to partnership schools exceeded the amount received from the program.

6. Students in partnership schools appear to outperform those enrolled in other MPS programs.

7. Over the last two years, more at-risk students in partnership schools met the criteria than those enrolled in other MPS programs.

8. MPS has not compared its own at-risk program performance to that of the partnership school.

9. Several concerns about the relationship between MPS and its partnership schools remain.

10. Partnership schools are not paid on an FTE basis, as required by statute.

11. MPS inappropriately uses children at risk contracting authority to purchase some educational services.

While the vast majority of the audit report findings are factual and accurate and do not require a response from the Milwaukee Public Schools, the generalizations expressed in findings 8, 9, 10, and 11 point to problem areas that require a response.

Responses and Corrective Steps To Findings

8. Milwaukee has not compared its own at risk performance to that of the partnership schools.

Response:

The administration does not concur with the finding that MPS has not compared its own at risk performance to that of the partnership schools. Auditors arrived at this conclusion because, while MPS does gather and analyze student performance information, current practice does not include a presentation of this information to the Board at the time of contract renewals. Additionally, MPS does not perform the same type of comparison as that employed by the auditors, which measures individual student performance rather than aggregate school data.

As a matter of common practice, MPS collects, analyzes and reports information on all alternative schools, whether under contract or not. Student outcome information associated with accountability standards set by the Board for partnership schools is collected for both MPS and contracted at-risk programs each school year. Data is collected on 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 passing basic skills courses.

This student performance data is used to determine whether schools achieved MPS standards and to make recommendations for continuation or the need for modifications in programs. In addition, this same type of analysis is used to assist MPS in determining which programs to expand.

As a result of an analysis of the student performance, programs in five out of the eight MPS alternative schools listed on table 12 of the report have either been closed or reconstructed to make the programs more effective. Moreover, similar data analysis has led to an expansion of seats in some MPS programs. A total of 110 seats were added to programs identified as successful in meeting quantitative and qualitative performance standards in 1996-97.

Correction Steps to Findings:

The administration will provide an annual report to the Board at its July meeting, which will include a summary of current-year student performance data and any recommendations for program changes in contracted and MPS programs.

The administration will also take steps to generate a report to the Board for the October meeting that identifies the percentage of students in each partnership and MPS alternative school that meet at least three of the statutory criteria established for the children at risk program.

9. Several concerns about the relationship between MPS and its partnership schools remain.

Response:

Auditors maintained that, while MPS has made improvements in its management of contracts with partnership schools, the issue of ensuring that the student performance and grading criteria by partnership schools are accurate remains unresolved. A chief concern of the auditors was the verification of attendance data.

Accuracy of attendance for MPS contracted sites is verified by the Alternative Programs Information Center and through field visits by MPS Program Officers who review at random student attendance records. Other student performance information such as grade and credit data is verified using the same procedures employed with non-at risk programs.

Corrective steps to Findings:

The administration will create a set of written guidelines for the reporting of student performance information and the granting of academic credit. A handbook describing the procedures for the appropriate reporting and awarding of credit will be completed by November.

In addition, the administration will review the appropriateness of reported data as part of its annual schedule of audits of Partnership Schools. The results of the audits will be presented to the Board in June.

In order to address concerns regarding the reporting of student attendance information, the administration will implement strategies that will increase the effectiveness of on-site visits to partnership schools. These strategies will include conducting an inspection of student attendance records and verifying the recorded data with an actual count of students in the classroom.

10. Partnership schools are not paid on an FTE basis as required by statute.

Response:

Following the state statute, MPS makes payment to each contracting service provider for each full-time equivalent student enrolled in the program. The percentage of seats filled by each contracted agency is reported annually at the June Board meeting. The report format used by the administration contains information on the percent of seats filled by each service provider.

Based on the information reported at the June 1997 Board meeting, partnership schools were, on average, 97.84% filled during the 1995-96 school year. When behavioral reassignment sites are excluded, partnership schools maintained an annual average filled seats rate of 99.23%, based on seating capacity during the 1995-96 school year. This level of placements has been achieved by requiring all contracted schools to be at or near capacity by the third Friday in September.

Auditors for the Wisconsin Legislative Audit Bureau seem to suggest in their report that payments recovered by contractors should be based on student attendance and not on enrollment. While MPS could move in this direction, neither our own internal auditors nor the Department of Public Instruction has stated at risk payments for service to students should be based on student attendance. It should also be noted that this method of payment is not mandated by the Children At Risk legislation.

Currently, there is no statutory definition of Full Time Equivalency (FTE) that differs from the meaning most commonly used, which defines a FTE as a measure of enrollment and not of attendance. For example, one FTE is earned when a student is enrolled for a full school day or when two students are each enrolled in one half-day session.

A number of steps have already been taken to provide assurances that partnership school seats are being used effectively and efficiently. These changes include improved recruitment of students eligible for alternative programs, requiring partnership schools to be at or near capacity by the third Friday in September, and the staggering of behavioral reassignment seats over the fall and spring semesters.

Corrective steps to Findings:

In order to determine whether MPS is required to pay its contracted providers based on student attendance instead of student enrollment, the administration will consult with the Department of Public Instruction (DPI). If DPI confirms that payment should be based on student attendance and this manner of payment is mandated by the Children At Risk legislation, the administration will include this information in the FY99 Partnership School Contracts.

11. MPS inappropriately used children at risk contracting authority to purchase some educational services.

Response:

State auditors reported that MPS violated the contracting authority provided to the district under the Children At Risk law when it used that contracting authority to enter into a contract with the United Community Center to serve students of limited proficiency in English. Under Wisconsin statute 118.153, a "Child at risk" means pupils in grades 5 to 12 who are one or more years behind their age group in the number of high school credits attained, or 2 or more years behind their age group in basic skill levels, and are also one or more of the following: a dropout, a habitual truant, a school-age parent, or an adjudicated delinquent. The Wisconsin at risk statute, unlike similar legislation in other states, does not specify limited proficiency in the English language as part of the at risk pupil eligibility criteria.

The administration agrees that a contract was let to the United Community Center under the children at risk authority and was used by MPS to offer a bilingual program to children who, because of overcrowding in bilingual education programs in nearby elementary schools, could not be accommodated in an MPS bilingual education program. However, the WLAB auditors provided no evidence that Children At Risk aid was used inappropriately by MPS. The funds used to support the contract with the United Community Center were local funds and not state funds.

Corrective steps to Findings:

The administration will ensure that all contracts authorized under the Children At Risk statute meet the requisite criteria of the statutes.

Committee Recommendation

Your Committee recommends that:

1. No State of Wisconsin at-risk funds be used to support bilingual programs that do not meet the state criteria for at-risk programs.

2. All partnership and alternative schools shall report accountability data by the same instruments and in the same format as MPS schools, unless they can demonstrate alternative and superior accountability measures, in which case they should submit those.

3. The administration be directed to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools, with a report back from the administration at the Committee's September meeting.

* * * * *

(Item 4) Summary of Discussion Between the Board and the Accountability Task force Held on June 25, 1997

Your Committee reports having received the following report from the Office of Board Governance.

Your Committee further reports that it is the wish of the Committee to have the administration schedule another meeting of the Task Force with the Board in October.

Background

At its May 28 meeting, the Milwaukee Board of School Directors directed the Superintendent, in cooperation with the Director of the Office of Board Governance, to schedule an informal meeting among the Board, the administration, and the Task Force to discuss the Board goals and how they have been

incorporated into the Tier 1 measures of the Accountability Plan. The administration was to report back to the Accountability/Audit Committee in August on the results of the meeting.

The meeting was scheduled for June 25, 1997. The Directors in attendance were President Joseph Fisher, Vice-president Warren Braun, Bruce Thompson, Charlene Hardin, John Gardner, and Lawrence O'Neil.

Then-Acting Deputy Superintendent Barbara Horton, along with five members of the Accountability Task Force and Dr. Douglas Reeves, a consultant for the Center for Performance Assessment, and other Central Services staff were also in attendance.

The Task Force is made up of principals, parents, business community members, MTEA, ASC, and Central Services staff. The five members of the 26-member Task Force present were Clark Street Principal Diane Neicheril, Al Cooper of the P-5 Program, Chuck Gobel of the ASC, Barry Gilbert of the MTEA, and Dr. Cynthia Ellwood, Director of the Department of Educational Services. There were no parents or members of the business community present at the meeting.

Staff present to provide support to the Task Force were Dr. Deanna Housfeld, Office of the Deputy Superintendent, and Christine Lai, Tim McElhatton, and Mary Fair Johnson of the MPS Division of Research and Assessment.

Overview of the Meeting

President Fisher called the meeting to order in Room 103 at 6 p.m. and asked Director Gardner to make a few remarks, since Director Gardner had been the one to suggest that the Board meet with the Task Force members about the Accountability Plan.

While he believes some of the 18 Tier 1 measures are "outright foolish and crazy," Director Gardner stressed that the 18 Tier 1 measures are not "written in granite. We need to revise these periodically, and we need to be open to those periodically." Director Gardner also stressed the importance of having an accountability system that is not punitive.

President Fisher next asked then-Acting Deputy Superintendent Horton to make a few remarks. Ms. Horton thanked the Board for agreeing to a meeting and thanked the Task Force members for the hard work they provided to produce the district's Accountability Plan. She also said that, for the first-time, "this district does have a system that is non-punitive, that the three tiers deal with and recognize the student in a holistic way, and that in fact we are moving in the right direction."

Ms. Horton introduced Dr. Housfeld, who has guided the Task Force through production of the Accountability Plan. Dr. Housfeld mentioned that, because of the date and time, many of the Task Force members could not attend the meeting, but had called to express their disappointment in not being able to attend. Dr. Housfeld asked the Task Force members present to introduce themselves.

Dr. Housfeld then introduced Dr. Reeves, the consultant who has been working with the Task Force for more than a year to develop the plan. Dr. Reeves, who distributed a set of handouts to illustrate his presentation, explained that the "Board has asked us to not only set this system up, but to continuously review and improve it. For example, at this time six months ago, we were looking at literally 800 school-based measures. We're now down to a few dozen of those, continuing to narrow the focus on equity and excellence so that the things that schools are reporting make the most sense and also are manageable, also coordinate the Task Force recommendations with the Office of Board Governance, as well as with the Board, and to establish some 1997 to 1998 communications."

Dr. Reeves provided the audience with a history of the workings of the Task Force to establish the Tier 1 and Tier 2 measures as they currently exist. He also discussed the fact that the alternative schools have now been included in the process because of his understanding that "the academic expectations you set for MPS students means all MPS students, not just those who are in regular schools."

"It sounds to me like one of the things the Board would be willing to consider is to broaden that range [of points awarded for achievement], and to give more credit for progress rather than the way the system does right now, but I think it is an essential attribute that we want to keep, is respecting progress, not just a binary system of okay or not okay," Dr. Reeves stated.

Summary of Views Regarding the Accountability Plan

The following summarizes the remarks of Task Force members and Board members regarding the Accountability Plan:

Task Force/Administration Questions, Comments, and Remarks

"I think the perspective of teachers and principals is that there is constant criticism. There is an affirmation from the public in terms of public school teachers and/or public school principals. A lot of it has to do with lack of information; a lot of it has to do with agendas of powerful people that have money and can get the news out the way they want to get it out.'' (NEICHERIL)

"That would be a big step if we had a district that was not punitive with the teachers and principals and/or buildings that are really putting forth great effort." (NEICHERIL)

"At a recent meeting of the Task Force, members became aware that the Tier 1 measures were negotiable. I would suspect that, for most schools and most principals, certainly that night, it was a revelation, and I would suspect that perhaps I wasn't even aware of it, they're not aware of it now, or it hasn't sunk in." (GOBEL)

"When you have Tier 1 assessments . . . that drives your instruction because of the weight given to those accountability measures. The thing that has to happen — and that's why I don't like the year-to-year kind of thing — I'm not saying get away from it, but the Board in my estimation needs to take a longer view because, if schools are going to develop programs that work, sometimes that takes experimentation." (NEICHERIL)

"Really, in many ways, the accountability plan is very powerful in a positive way, and I think all of us at the table feel that . It has, in fact, served to focus our attention on certain academic areas." (ELLWOOD)

"Well, I think that schools have many ways of recognizing students that are achieving, and it's something that we discuss all the time. For example, at Clark, we have honor roll, and then we have high honor roll for those that have extremely high standards of grades at the intermediate levels." (NEICHERIL)

"What I'd like to see is that left to the schools to recognize those and maybe eventually, if there is some mechanism in the Board, to recognize kids through some kind of letter or something to do that." (NEICHERIL)

"What I don't want to see happen from my standpoint, just speaking for myself, is to get confused with what happens with the individual student in the process versus what happens to the aggregate group, because these tiers at this point are geared to the aggregate." (NEICHERIL)

"If you are going to measure the success of that building and the academic program that the [staff] has implemented, then you need to look at those students that have been there over time." (COOPER)

"I'm not taking issue with the idea that there aren't enough rewards — There certainly aren't. But there is a reward system (for principals) that operates somewhat transparently, that is somewhat invisible, and that is there, and there are a lot of competitive grant processes that go on in the district, whether it's initiatives that are begun like the National Science Foundation initiative, for example." (ELLWOOD)

Board Member Questions, Comments, and Remarks

"How do we reward principals and/or teachers who in fact are delivering on our accountability system? Besides "atta-boy" at the end of the year, or something like that, how do we do that? Do we have anything that rewards this kind of production, to use a corporate model?" (BRAUN)

". . . You were talking about experimentation with the curriculum, and Miss Hardin was getting close to that . . . But what I have been hearing is that — what you're saying anyway — that the education in the first year is not measurable, the level, so to speak. What I hear from parents is that they want to know what the level of their child is from grade to grade so that they know where their standard is sitting.'' (O'NEIL)

"I think we need to start figuring out ways to adjust for the schools' populations, and I think people have hinted at that a good deal, but right now we really do penalize the schools that take on the most challenging populations." (THOMPSON)

"I would like you to look at all of them [Tier 1 measures] to see whether they are unrealistic standards, because I think to have standards that are unrealistic is almost the same thing as having no standards at all.

It's saying, 'We don't believe in these. We'll put them in because they sound politically good.'" (THOMPSON)

"I would really like us to move towards following students through the system and developing value-added standards. It's really not a question of where your students are at one point in time, but where they start from and how far along you move them." (THOMPSON)

"But what about those that achieved, that maybe come from a "U" to a "D," and their achievement level, that's considered an "A". I mean, we should look at first and foremost the achievement in the learning levels of the students." (HARDIN)

"How do we evaluate the individual student's performance as opposed to the school performance? Which one is fair and how do they fit together and how can we know that as a Board?" (BRAUN)

"The gentleman referred to some of the teachers and principals at various schools talking about the evaluation of kids, and they only had six months or a year at the third-grade level, and to charge a whole school principal and faculty liable for a person, this mobility child that just jumped in there, that's very unfair to those people there." (FISHER)

"One of our greatest problems is the multiplicity of mobility students that we have to deal with on a daily, monthly and annual basis." (FISHER)

Results

From the discussion, Dr. Reeves said he would have the Task Force focus on the following six points:

- With regard to the Tier I standards: "We should reflect the high school graduation proficiencies the Board has already established . . . have those as the focus of our Tier I standards rather than the test that simply happens to be administered."
- "Focus on standards rather than percentiles so that we have a fixed target to achieve."
- Identify the "best assessment instruments, whether or not those happen to be the ones that are used . . ."
- "Do a better job of recognizing progress rather than simply the attainment of a level."
- "Incorporate credit for exceptional performance beyond what the Board has expected."
- Use the existing Task Force to "continue the emphasis that the district has already undertaken for a student-based data record, because ultimately the way you will get the best longitudinal data is with a student-based data record."

Dr. Reeves concluded his summary by saying that the Task Force will continue to refine the Tier 2 measures, as well as begin to focus on the implementation of the Central Services plan for the coming school year. In October, the administration plans to give the Board an update which will include a very systematic data analysis to determine which things worked and which didn't. The administration will follow up with updates on the implementation in January and March of 1998.

President Fisher adjourned the meeting at 7:21 p.m.

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(Item 5) Report on SRI School-To-Work Evaluation

Your Committee reports having received the following informational report from the administration.

Administration's Report

On January 29, 1997, funds were approved in the amount of $71,300 to be paid to SRI International to complete two components of its third-year evaluation of School To Work. The two components being carried out by SRI with the additional funds are 1) providing baseline data on the six reconstituted schools, and 2) building MPS capacity to evaluate the progress of School to Work.

- ***Providing baseline data on the six reconstituted schools:***

For the six reconstituted schools, SRI has worked with district and school staff to identify quantitative data available at the district and school levels which can serve as baseline data for measuring STW progress at the six reconstituted schools. In addition, SRI has conducted interviews with key school staff on the question of STW implementation and its impact. The three major tasks within this component are:

Task 1: Examining the type of data available at the district level to show schools' progress in STW

Task 2: Examining the type of school-level data available on STW progress and the context of STW in the reconstituted schools

Task 3: Reporting on the progress of STW at the six reconstituted schools.

- ***Building MPS capacity to evaluate the progress of STW:***

In this component, SRI is working closely with MPS staff to answer two questions: "What data are available in the ten Wave 1 schools to ascertain the progress of MPS students in STW?" and "What other kinds of data need to be in place in the future to assess the progress of MPS students in STW?" The focus of this task is assistance from SRI to build the capacity of MPS staff to obtain and analyze pertinent data, to understand the larger issues surrounding this data, and to help in the revamping of the database so that the needed elements are built into the new system.

Task 1: Examining district-level data on the progress of STW in Wave 1 schools

Task 2: Examining school-level data on the progress of STW (including understanding the school context that shapes STW)

Task 3: Analyzing the implications for future data collection and data management decisions

Task 4: Preparation of interim summary reports and final action plan

The final report from SRI is due September 9, 1997. A draft report is now being disseminated for feedback. SRI will incorporate the compiled feedback into the final report. The final report will be brought to the Accountability/Audit Committee during the October Board cycle.

* * * * *

(Item 6) Action on Administration's Follow-up Response to the Review of Transportation Services, Audit #704

Administration's analysis

1. The Superintendent's response to Audit #704, Review of Transportation Services, requires that the administration report to the Board with an analysis of Audit Recommendations #5, #6, and #7. Each recommendation and a summary of the administration's analysis is provided below.

2. Audit Recommendation: #5: *District administration should investigate implementing a three tier scheduling system, starting in FY99, to reduce the cost of student transportation and provide a detailed report to the Board by August, 1997. This report should identify the advantages and disadvantages of using a three tier system, the steps required to implement a three tier system, and the financial impact of different routing scenarios and bell schedules. The Ecotran software should be used to investigate a number of different bell schedules and routing scenarios to identify the maximum benefit that could be realized by the district.*

Using the Ecotran computer software, the administration modeled various three-tiered scenarios as follows:

SCENARIO #1	PROS	CONS

Student Day High Schools 7:00 AM-2:10 PM Middle Schools 7:00 AM-2:00 PM Elementary 8:30 AM-3:10 PM 9:30 AM-4:10 PM	• Reduction of 181 buses • Potential savings of $3.4 million	• Students picked-up prior to 6 AM • Students dropped off after 5:15 PM • County Transit service may not be available or cost of the service could increase significantly. • Truancy and tardiness will increase at secondary schools.

SCENARIO #2	PROS	CONS
Student Day High Schools 7:20 AM-2:30 PM Middle Schools 9:15 AM-4:10 PM Elementary 8:00 AM-2:30 PM 9:30 AM-4:10 PM	• Reduction of 111 buses • Potential savings of $2.1 million • Minor change to High Schools	• School starts at least 30 minutes later for all middle schools and some elementary schools. • Students dropped off after 5:15 PM • Major changes in current bell schedules would be required.
SCENARIO #3	**PROS**	**CONS**
Student Day High Schools 7:20 AM-2:30 PM Middle Schools 7:20 AM-2:20 PM Elementary 8:30 AM-3:10 PM 9:30 AM-4:10 PM	• Reduction of 94 buses • Potential savings of $1.8 million • Minor change to High Schools	• School starts at least 30 minutes for all elementary schools. • Students dropped off after 5:15 PM • Major changes to current bell schedules would be required.

Each of the scenarios would require modifications to various labor contracts. Presently, the MTEA contract permits the following teacher-day windows:

High School:	No sooner than 7:25 AM or later than 8:25 AM and end seven (7) hours and thirty-three (33) minutes after the starting time.
Middle School:	No sooner than 7:30 AM or later than 8:30 AM and end seven (7) hours and thirty-three (33) minutes after the starting time.
Elementary:	No sooner than 7:45 AM or later than 9:00 AM and end seven (7) hours and five (5) minutes after the starting time.

A three-tiered bell schedule would reduce transportation costs. Estimates range from a savings of $3.4 million to $1.3 million; however, the administration is concerned that, under these scenarios, some secondary students would be picked up before 6:00 AM or dropped off after 5:15 PM. In each scenario, some elementary students would be dropped off after 5:15 PM. The administration believes it is unsafe, especially in the winter months, for students to be at stop locations at those times.

Transportation is a service which MPS provides for its students. The transportation system should not be a detriment to either our children's safety or their ability to achieve academic success. For this reason, the administration recommends not pursuing a three-tier bell schedule option.

While the administration recommends against a three-tier schedule, expanding the teacher-day window does offer the flexibility needed to improve efficiency. This year, a Memorandum of Understanding (MOU) with the MTEA enabled seven middle schools to start school 15 minutes earlier. By doing so, the district was able to reduce by 19 the number of buses needed, for a savings of $350,000. Further analysis would indicate that greater savings could be gained if additional flexibility were available at all MPS schools.

3. Audit Recommendation #6: *District administration should investigate reducing or eliminating the use of mirrored bus routes to decrease the cost of student transportation and provide a detailed report to the Board by August, 1997. This report should identify the advantages and disadvantages of reducing*

or

eliminating mirrored routes, and district wide changes that must be made to improve transportation system efficiency, and the potential financial impact of using different mirrored route percentages in both a two tier and three tier system with different bell schedules. The Ecotran software should be used to investigate a number of routing scenarios to identify the maximum economic benefit that could be realized by the district.

"Mirroring" bus routes is the scheduling of the same bus driver on a bus route morning and afternoon. The benefits of "mirroring" are improved driver performance and better student discipline. The drawback of "mirroring" is that buses run more miles or that more buses are needed.

Using the Ecotran software, the administration modeled various "mirroring" percentages to determine which scenario had the greatest fiscal impact. A 50% "mirroring" rate had the greatest cost saving — a reduction of eleven (11) buses, for a potential savings of $206,177. However, a major drawback is a large number of bus drivers would have shortened schedules in the afternoon, thus increasing the likelihood of driver absenteeism.

The administration routinely performs analysis for the most effective "mirroring" percentage. For FY97, a 90% "mirroring" rate was the most cost-effective. For FY98, the administration is scheduling buses at an 83% rate. Balancing the cost benefits of less "mirroring" with the operational benefits of more "mirroring" is the objective of the administration.

Until the lengths of bus routes are reduced, which is a factor of the school selection process, or the schools' bell schedules are modified (see Recommendation #5), the economic benefit of "mirroring" more bus routes would not outweigh the administrative and discipline difficulties inherent in having different bus drivers and companies in the morning and afternoon. The administration recommends that the current practice of the administration's determining the appropriate level of "mirroring" be maintained.

4. Audit Recommendation #7: *District administration should investigate the number of paired bus routes to reduce the cost of student transportation and provide a detailed report to the Board by August, 1997. The report should identify the advantages and disadvantages of increasing the number of paired routes, any district wide changes that must be made to support the use of additional paired routes, and the potential financial impact. The Ecotran software should be used to investigate a number of different bell schedules, combinations of paired schools and routing scenarios to identify the maximum economic benefit that could be realized by the district.*

Pairing is a viable option if 1) the current pupil load per bus is low, 2) bell schedules enable buses to travel between schools, 3) parking space is available to accommodate a large number of buses, and 4) student management problems can be addressed.

The current teacher contract does not provide enough flexibility in time schedules to enable more pairing. There are only five minutes in the afternoon between the end of the student-day and the end of the teacher-day. This is not enough time to load students and travel to another school. Greater flexibility in the teacher-day is required to realize the savings potential by pairing bus routes.

Utilizing the Ecotran software, the administration identified thirty-two schools that potentially could be paired, if the teacher-day window could be modified. All of them would be elementary schools. Based on this model, thirty-six routes could be eliminated for a potential savings of $600,000. The administration recommends negotiations with the MTEA and other labor unions regarding an expansion of the teacher-day window.

Strategic Plan Compatibility Statement

6. The administration's recommendations are consistent with the Board goal of Student Achievement. Pupil transportation will be safe and responsive to student needs.

Statute, Board Policy or Rule Statement

7. The administration's recommendations are consistent with state statutes and Board policies.

Fiscal Impact Statement

8. The administration's recommendations, if implemented, could reduce transportation costs by almost $1 million.

Implementation and Assessment Plan

9. The administration will begin discussions with the MTEA. Changes in school times and route pairings could be in effect for FY99.

Administration's Recommendation

That the Board authorize the administration to initiate negotiations with the MTEA and other labor unions to expand the teacher-day window.

Committee Recommendation

Your Committee recommends that the administration bring back:

1. A quick study on double busing to the Committee in October.
2. A comprehensive analysis on busing issues prior to the budget process.
3. A preliminary analysis on the viability of transportation hubs/walk zones in neighborhoods.

Your Committee further recommends that the administration provide parents with a questionnaire at the time of the student selection process to better understand the reasons why they chose which schools.

* * * * *

On the motion of Director Todd, the report was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Hardin—1.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Report on the Per-Student Cost of Education (Follow-up to Resolution 9798R-005 by Director Thompson, adopted on June 18, 1997)

Your Committee reports having received the following informational report from the administration:

Administration's report

At the June 18, 1997, meeting of the Board of School Directors, the Board took action to adopt Resolution 9798R-005 regarding per-student cost of education. The Board requested that the MPS administration submit a report on the per-student cost of education to the August round of meetings.

In$ite (FAM) was purchased by the Board in August 1995 to assist in understanding and using per-pupil data for the district. The product is intended to be a managerial reporting tool for the district. The Department of Finance chose to utilize this product to prepare the requested report.

The Finance Department has, in the past two years, issued periodic reports to the Board. These reports provide per-pupil data on programs and functions within In$ite.

The In$ite reports are based on preliminary FY97 numbers, prior to closing the year. Further, *the district does not collect cost information on a individual student basis, instead costs are accumulated in "pools," such as a program. This "pool" is then divided by the number of students receiving the service and this produces an average per-pupil cost.* The actual amounts may vary greatly on an individual student basis. There are other assumptions In$ite makes which should be taken into account.

Enrollments are not FTE counts; instead they are non-duplicated student counts.

General education and other categorical program enrollments are total enrollment less exceptional education enrollment.

Leadership costs are included in general education.

All exceptional education and bilingual education costs include categorical.

In$ite includes benefits.

In$ite amounts include allocations of services which are centrally budgeted but which benefit either students or teachers.

Table I of the attachment depicts a summary of the full report.

The resolution also requested recommendations of reallocations between various kinds of students and which spending decisions should be made at the school level. The School Budget Committee is currently addressing these issues as part of their redesign of central services and student formula tasks. Recommendations regarding these areas will be included in the School Budget Committee report submitted to the Board.

* * * * *

(Item 2) Review and Possible Amendment of the Six Million Dollar Reallocation from Central Services to Schools with Grades K-3 (Follow-up to Resolution 9798R-012 by Directors Small, Thompson and Todd, adopted on June 18, 1997)

Your Committee reports having received the following informational report from the administration:

Administration's Analysis

As communicated to the Board on May 8, 1997, and presented at the May 28, 1997, regular Board meeting, the Administration identified several major fiscal categories for budget reductions to fund an approved $6.0 million amendment. The major categories with dollar and percent reductions are shown below. This varies slightly from the May 28th listing. The attachment provides more detailed information.

Milwaukee Public Schools
FY98 Budget: Recommended $6 Million Reductions
From Central Services Accounts

Savings from vacancies and new positions	$ 818,396	14%
Savings from consultants, contracted services, and part-time certificated accounts	1,742,111	29%
Acceleration of allocations from centralized accounts to schools	1,550,000	26%
Other savings from centralized accounts	1,889,493	31%
TOTAL	$ 6,000,000	100%

The recommended reductions are the result of a detailed review of department and centralized accounts, as well as input from the School Budget Committee. Please note that savings from position salaries are derived from vacancies and new positions. No current employee is affected by this budget reduction. The administration recommends that open positions affected by this reduction be ***de-funded*** only, with the decision to eliminate these positions postponed until the *plan to redesign central services* has been completed. Further, the district is now two months into the new fiscal year (FY98), and schools have begun to implement their educational plans which are dependent on existing levels of Central Services support. Modifications to the recommended reductions may have a disruptive effect on school operations.

Funds were distributed to 115 elementary and K-8 schools. The amount distributed to each school ranged from $12,379 to $96,434 and was based on the September 1997 projected per pupil enrollment in K4-Grade 3. The average allocation per school was approximately $52,000. The attachment details planned school use for the $6.0 million amendment. A summary of the list follows:

Type of Expense	Amount in Millions
Salaries and Benefits	$ 3.0
Services, Supplies, and Materials	2.3
Building Modifications and Equipment	0.6
Other	0.1
Total	$ 6.0

* * * * *

(Item 3) Discussion and Possible Action on the FY99 Budget:

•Discussion of Equitable Allocation of School Funding for FY99
•Continued Discussion of Board Strategic Planning Initiatives for FY99
•Follow-up to the Board's July Strategic Planning Retreat
•Report on Budget Format/Resource Allocation Model (In$ite)
•Discussion and Possible Action on the FY99 Budget Format

Your Committee reports having received information from the Administration and the Office of Board Governance on the following matters related to the FY99 budget.

1. Discussion of Equitable Allocation of School Funding for FY99
2. Continued Discussion of Board Strategic Planning Initiatives for FY99; and
3. Follow-up to the Board's July Strategic Planning Retreat
4. Report on Budget Format/Resource Allocation Model (In$ite)
5. Discussion and Possible Action on the FY99 Budget Format

* * * * *

On the motion of Director Braun, the report was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

Temporarily absent—Directors Hardin and Todd—2.

COMMITTEE ON FINANCE/PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

(Item 1) Action on Monthly Finance and Facilities Matters: Authorization to Make Purchases

Authorization to Make Purchases

B-5203 4 Each Dump Trucks (F & M Div.)

Recommend authorization to purchase four trucks totaling $122,170.72 net from the second-lowest bidder, Five corners GMC Truck Dealership. This model is of a sturdier design than their lower-priced alternate.

B-5204 3 EACH STEP VAN TRUCKS (F & M)

Recommend authorization to purchase three trucks totaling $91,610.25 from the low bidder, Five Corners GMC Truck Dealership.

B-5205 4 EACH PICK-UP TRUCKS (F & M)

Recommend authorization to purchase four pick-up trucks totaling $81,544.00 net from the sole bidder Badger Truck Center.

B-5206 1 EACH DUMP TRUCK (F & M)

Recommend authorization to purchase one dump truck totaling $60,9045.28 net 15 days from the second-lowest bidder, Central Truck of Milwaukee.

B-5212 1 EACH DUMP TRUCK (F & M)

Recommend authorization to purchase one dump truck totaling $65,950.00 Net, from the low bidder Badger Truck Center, Inc.

Committee recommendation

Your Committee recommends that the Board authorize the purchases, as listed above.

* * * * *

(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 Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presented the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommended that the Board approve the following appointments of teachers and school psychologists, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommended that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

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

5. Deletion of Names from the list of appointed teachers.

The Superintendent recommended that the names of the teachers listed in the below be deleted from the list of appointed teachers, since they have been absent without leave for more than 45 days during a half-year (page 151).

6. Report on the Activities of the Compensation Administration Committee.

This is an informational report and no action is required.

7. 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 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, dated July 1 and July 3, 1997, are attached.

8. Affirmative Action Report

The affirmative action report for August, 1997 is attached. No action is required.

Committee recommendations

Your Committee recommends:

1. That the Board approve the classified personnel transactions, teacher appointments, leaves of absence and deletion of names from the list of appointed teachers as listed below.

2. That the Board grant authorization to pay the prevailing wage rates in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the dates indicated on the communications.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	PROMOTIONS	
Terry Burbey Purchasing	School Secretary I $19,964.88/yr.	08-25-97
	REINSTATEMENTS	
Uneta Rouse-Rhodes Lancaster	School Secretary I $21,043.11/yr.	08-19-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between August 26, 1997, and September 2, 1997, inclusive:					
(r)	Laurie A. Aaron Upper Elementary	B	24,684	0	08-26-97
(r)	Tina M. Barnes Upper Elementary	B	24,684	0	08-26-97
(r)	Michael L. Biba Elementary	B	24,684	0	08-26-97
(r)	Cherie L. Braxton Upper Elementary	B	24,684	0	08-26-97
(r)	Sherlyn Brown Upper Elementary	B	24,684	0	08-26-97
(r)	Lisa D. Chiconas Elementary	B	24,684	0	08-26-97
(nr)	Sara L. Christensen Elementary	B	24,684	0	08-26-97
(r)	Audrey A. Collins Elementary	BB	25,919	0	08-26-97
(r)	Bryan S. Corcoran Elementary	B	24,684	0	08-26-97
(r)	Lisa A. Crook Upper Elementary	B	24,684	0	08-26-97
(r)	Ruthie L. Darrough Elementary	B	24,684	0	08-26-97
(r)	Jodi A. Dentice Elementary	B	24,684	0	08-26-97
(nr)	Darcy J. DeSmet Music	B	25,919	1	08-26-97
(r)	Paramjit Dhillon Biology/Chemistry	B	33,324	7	08-26-97
(r)	Pamela C. Ellsworth Elementary	B	24,684	0	08-26-97
(r)	Kelly C. Frederick Art	B	24,684	0	08-26-97

(nr)	Amy M. Fritsch Upper Elementary	B	24,684	0	08-26-97
(nr)	Sherri L. Fromm C. D./Elementary	B	27,152	2	08-26-97
(r)	Stephen M. Girman Elementary	C	27,893	0	08-26-97
(nr)	Levi D. Goins Mathematics	C	32,077	3	08-26-97
(r)	Darshan S. Grewal Mathematics	B	24,684	0	08-26-97
(nr)	Kristin M. Guse L. D.	B	24,684	0	08-26-97
(nr)	Maria A. Gutekunst L. D./E. D.	BB	25,919	0	08-26-97
(r)	Yadira Harris-Lawson Elementary	B	24,684	0	08-26-97
(r)	Thora Harrison Elementary	B	24,684	0	08-26-97
(nr)	Steve C. Helmer L. D.	B	24,684	0	08-26-97
(nr)	Rachel R. Henry Elementary	B	24,684	0	08-26-97
(nr)	Sharice L. Hildreth Phy. Ed./Health	B	24,684	0	08-26-97
(r)	Heddy E. Keith Upper Elementary	BB	25,919	0	08-26-97
(nr)	Mary A. Kelly Mathematics	BB	25,919	0.5	08-26-97
(nr)	Timothy J. Kenney Upper Elem./Mathematics	B	24,684	0	08-26-97
(nr)	Barbara Kopec L. D.	B	24,684	0	08-26-97
(nr)	Scott J. Koss Phy. Ed./Adapt. Phy. Ed.	B	24,684	0	08-26-97
(r)	Elise M. Layman Elementary	B	25,919	1	08-26-97
(nr)	Neva E. Long Upper Elementary	B	24,684	0	08-26-97

(nr)	Barbara C. Louage L. D.	B	33,324	7	08-26-97
(nr)	Nick J. Lowery Elementary	B	24,684	0	08-26-97
(nr)	Mayimuna M. Mason Elementary	B	24,684	0	08-26-97
(r)	Keith A. May Elementary	B	24,684	0	08-26-97
(r)	Meredith A. McKeown French/History	B	24,684	0.5	08-26-97
(r)	Angela T. McLaughlin Upper Elementary	B	24,684	0	08-26-97
(r)	Kathleen M. Meuler EC:EEN/Elementary	B	24,684	0	08-26-97
(nr)	Celeste A. Moe Upper Elementary	B	24,684	0	08-26-97
(r)	Patrick J. Mulvey Upper Elementary	B	24,684	0	08-26-97
(r)	Tabia N. Nicholas Upper Elementary	B	24,684	0	08-26-97
(nr)(b)	Linda A. Nolte L. D.	E	40,988	8	08-26-97
(nr)	Sara A. Okoronta C. D.	B	30,855	5	08-26-97
(r)	Emily A. Otero Bil./Span./Soc. Studies	B	25,919	1	08-26-97
(r)	Jillian L. Ozanne L. D.	C	27,893	0	08-26-97
(r)	Carrie A. Passage Elementary	B	30,855	5	08-26-97
(nr)	Tamila L. Peavy Soc. Studies/History	B	28,387	3	08-26-97
(r)	Yvonne Perry E. D./L. D.	B	25,919	1	08-26-97
(nr)	Nicole B. Plieseis Math./BF Science/Chem.	B	25,919	1	08-26-97
(nr)	Edward C. Price Elementary	B	24,684	0	08-26-97

(nr)	Heidi S. Quistgard Elementary	B	24,684	0	08-26-97
(nr)	Sherise L. Randolph Elementary	B	24,684	0	08-26-97
(r)	Larry J. Robinson Elementary	B	30,855	5	08-26-97
(r)	Dimitric M. Roseboro Upper Elementary	B	24,684	0	08-26-97
(nr)	Jo Ellen St. Clair Upper Elementary	BB	25,919	0	08-26-97
(nr)	Michael St. Pierre Elementary	B	24,684	0	08-26-97
(r)	Gloria M. Sanchez Elementary	B	24,684	0	08-26-97
(r)	Jane M. Schultz C. D.	B	24,684	0	08-26-97
(nr)	Teresa L. Schwartz Upper Elem./Math.	B	27,152	2	08-26-97
(nr)	Shannon M. Soto Elementary	B	24,684	0	08-26-97
(nr)	Ruth D. Stark Elementary	C	27,893	0	08-26-97
(r)	Ronnie Swan Elementary	B	24,684	0	08-26-97
(r)	James H. Thames Physical Education	B	24,684	0	08-26-97
(nr)	Catherine A. Tremel Elementary	B	24,684	0	08-26-97
(nr)	Shelley R. Vigars C. D.	B	24,684	0	08-26-97
(r)	Stephen L. Warfel Art	BB	27,214	1	08-26-97
(nr)	Pamela A. Weiss Business Education	B	24,684	0	08-26-97
(nr)	Clare Whitaker Elementary	B	24,684	0	08-26-97

School Social Workers - Schedule 02

Effective between August 19, 1997, and September 2, 1997, inclusive:

(nr)	Catherine M. Klein	35,077	0	08-19-97
(r)	Sarah R. Kubetz	35,077	0	08-19-97
(r)	LaMonte L. Smith	35,077	0	08-19-97
(r)	Felicia S. White	35,077	0	08-19-97

School Psychologists - Schedule 05

Effective between August 19, 1997, and September 2, 1997, inclusive:

(nr)	Meiga L. Brasch	34,410	0	08-19-97
(r)	Catherine A. Mackowski	45,567.26	6.9	08-19-97
(r)	Matthew J. O'Neil	34,410	0	08-19-97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to June 13, 1997:		
Shirley Bowders	Mitchell	March 14, 1997
Karen Jackson	Brown	April 25, 1997
Annette Knutson	Trowbridge	May 16, 1997
Doretha Moore	Scott	May 22, 1997
Joseph Saporito	Maple Tree	May 22, 1997
Illness Leave, to January 23, 1998:		
Gerald Oliver	Bay View	August 26, 1997
Thomas Taylor Jr.	Parkview	August 26, 1997
Illness Leave, to June 15, 1998:		
Joel Parker	Leave	August 26, 1997
Maternity Leave, to June 15, 1998:		
Melinda Runnoe	Burbank	August 26, 1997
Colleen Sullivan Konyn	Hamilton	June 11, 1997

Personal Leave, to January 23, 1998:

Anne Oulahan	Fratney	August 26, 1997

Personal Leave, to June 15, 1998:

Jodi Baumgardner	Cass	August 26, 1997
Ann Malesza	Lloyd	August 26, 1997
Ann Marie Nicholas	Burdick	August 26, 1997
Eileen Schwalbach	Superintendent's Office	August 26, 1997
John Thompson	Fritsche	August 26, 1997
Saadia Tongpalad	South	August 26, 1997
Kathryn Winston	Elm	November 18, 1997
Patricia Zimmerman	Moltke Academy	August 26, 1997

Sabbatical Leave, to June 15, 1998:

Martin Lexmond	Leave	August 26, 1997
Marc Prather	Juneau	August 26, 1997

Study Leave, to June 15, 1998:

Margaret Preston	Leave	August 26, 1997

Extension of Illness Leave, to January 23, 1998:

Joanne Costigan	Leave	August 26, 1997
Ruth Ann Guthmann	Leave	August 26, 1997
Gloria Thomas	Leave	August 26, 1997

Extension of Illness Leave, to June 15, 1998:

Marilyn Wackler	Leave	August 26, 1997

Extension of Maternity Leave, to June 15, 1998:

Cynthia Briselden	Leave	August 26, 1997
Brenda Carlton	Leave	August 26, 1997
Peggy Chase Drana	Leave	August 26, 1997
Bonnie Heller	Leave	August 26, 1997
Suzanne Kayser	Leave	August 26, 1997
Peggy Lane	Leave	August 26, 1997
Tracy Paulson	Leave	August 26, 1997
Carol Raasch	Leave	August 26, 1997
Barbara Rohleder	Leave	August 26, 1997
Deborah Schinner	Leave	August 26, 1997
Jane Spanuello	Leave	August 26, 1997
Beth Specht	Leave	August 26, 1997
Heidi Timm	Leave	August 26, 1997
Nancy Ullmann	Leave	August 26, 1997

Extension of Personal Leave, to June 15, 1998:

Robert Anderson	Leave	August 26, 1997
Amy Burns Kahn	Leave	August 26, 1997
Donald Ernest	Leave	August 26, 1997
Sid Hatch	Leave	August 26, 1997
Patrick O'Mahar	Leave	August 26, 1997

CURTAILMENT OF LEAVE

Teresa Heier -- Rescinded her extension of a child rearing leave that was granted from August 26, 1997 through June 15, 1998.

Luis Salazar -- Rescinded his sabbatical leave that was granted from August 26, 1997 through June 15, 1998.

Lonna Wiedmeyer - Rescinded her sabbatical leave that was granted from August 26, 1997 through June 15, 1998.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Joleen M. Barry	Teacher	07-07-97
Pamela L. Bartee	Teacher	07-06-97
Nicole R. Bastian-Romero	Teacher	07-08-97
Deanna Biermann-Schroeder	Teacher	07-21-97
Tammy L. Booth	Teacher	07-12-97
Ann M. Buckley	Teacher	07-17-97
Michael A. Cayton	Teacher	07-23-97
Alice O. Callareno	Teacher	06-13-97
Lisa M. D'Alessio-Lenczner	Teacher	07-28-97
Darren J. Depuydt	Speech Path.	07-24-97
Kathleen M. Dermody	Ex. Ed. Sup.	07-28-97
Susan J. Elias	Teacher	07-12-97
Timothy J. Fosshage	Psychologist	07-28-97
Monica M. Garcia-Barber	Psychologist	06-30-97
Heidi L. Hagemeier	Library	07-10-97
Susie L. Harris	Teacher	07-01-97
Portia K. Harrison	Social WorkSupervisor	07-18-97
Alison C. Jakus	Teacher	06-30-97
Carrie F. Jester	Teacher	07-23-97
Gregory S. Karvelas	Teacher	07-25-97
Thomas W. Kastner	Teacher	07-22-97
Christina M. Koneazny	Teacher	07-23-97
Mary A. Miller	Teacher	06-13-97
Barbara K. McKesson	LearningCoordinator	07-10-97
Nancy R. Noeske	Director	08-30-97
Karyn M. O'Connor	Teacher	07-17-97
Lynn M. O'Connor	Teacher	08-22-97
Michael J. Rakowiecki	Teacher	07-16-97
Gretchen D. Ross	Teacher	06-13-97

Carol J. Schmidt Ex. Ed. Sup. 08-28-97

Marcy R. Schmitz	Physical Therapist	07-18-97
Christine Sedlak-Swider	Teacher	07-22-97
Jacob I. Slodki	Teacher	07-01-97
Carolyn R. Stampley	Teacher	07-10-97
Virginia M. Thurow	Teacher	08-14-97
Alton E. Townsel	Principal	06-27-97
Jeffrey D. White	Teacher	07-21-97
Heather E. York	Teacher	07-11-97

REPORT ON DELETION OF NAMES FROM THE LIST OF APPOINTED TEACHERS

In a letter dated June 24, 1997, 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, 1997, as is required in their contract. As of this date, no response has been received nor has the staff member informed the administration of his/her status.

Kristine Carey	Harold Ramsey
Joseph Carpenter II	Lisa Watson
Lisa Drescher	Margaret Wittkowske
Susan Fossali	Michelle Wuenstel
Jyl Krohn	

* * * * *

(Item 3) Action on Recommended Administrative Appointments and Promotions

The Superintendent recommended that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board.

Committee recommendation

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

4(r)	Luis Garza	Director Division of Safety and Security	Schedule IIIE, Range 12A $64,639
5(r)	David Merollo	Assistant Principal Custer High School	Schedule III, Range 12Y $62,042
2(r)	Stanley McWilliams	Assistant Principal Hamilton High School	Schedule III, Range 12Y $47,867
2(r)	Carolyn Tate McIntosh	Assistant Principal Edison Middle School	Schedule III, Range 11Z $49,007
2(r)	Clark Addison	Assistant Principal Doerfler Elementary School	Schedule III, Range 10Z $61,107
5(r)	Michele Pena	Assistant Principal Fernwood Elementary School	Schedule III, Range 10Z $56,102

2 - Black
4- Hispanic
5- White

r - Resident
nr - Non-resident

* * * * *

(Item 4) Action on a recommendation to deny a Grievance filed by a Former Employee in the Office of Board Governance

Your Committee reports have considered a grievance filed by a former employee in the Office of Board Governance.

Committee Recommendation

Your Committee recommends that the grievance be denied.

* * * * *

(Item 5) Report on Applications for Charter School Planning and Implementation Grants

Your Committee reports having received the following informational report from the Administration.

Administration's Report

At its meeting on July 30, 1997, the Board authorized the Superintendent and the Board clerk to sign charter school grant application for submission to DPI as appropriate, with the understanding that the Board would not be required to establish a charter school as a result of endorsing any entity for which a grant application was submitted.

The Board adopted this authorization contingent upon a list of grant applications being submitted to the Finance/Personnel Committee at its August meeting. The applicants are listed below:

Name of Charter School Proposal	**Description of Charter School Program**	**Contact Person**
Advanced Learning School	Advanced Learning School plans to be an early childhood education center (K-4, K-5, and first grade) based on implementing the research on effective schools and teaching children to read and use language well.	Kenneth Moe
Agape Center of Academic Excellence, Inc.	This is a private, non-sectarian grade school serving grades K4 through Grade 5. It's mission is to educate children to live in the NOW and to prepare them for the 21st century. The program emphasizes family involvement.	Yvonne Ali
Assata High School	ASSATA, currently a Milwaukee Public School Alternative School, is seeking to establish a charter school that provides a year-round, culturally sensitive, competency-based high school program with strong relationships to businesses that links young people to the world of work. The school would focus on the success of those who have failed in traditional public schools, especially young African Americans.	Carlotta Freeman
The Central City Cyberschool of Milwaukee	The Central City Cyberschool plans to focus on people first and technology second. However, the curriculum and instructional pedagogy are based on providing children access to an information society which exists all around them.	Christine Faltz
Children in Crisis	This school plans to specialize in children who are or have been labeled emotional and learning disabled. The school will model a dual-approach for education. Emphasis will be placed on education and social service needs of children ages six to fourteen.	Mary L. Brown

Name of Charter School Proposal	Description of Charter School Program	Contact Person
The COA Charter Early Childhood/Early Elementary School	COA will strive to develop the person in a child first. It will serve 40 children ages three to nine. The focus will be self-esteem, confidence and the ability to communicate effectively with other children and adults. This will be the mandatory foundation upon which other skills can be built.	Sandy Diekvoss
Hickman's Academy Preparatory School	This school plans to specialize in providing services to gifted and talented children from Kindergarten to Grade 6 with special emphasis in higher-educational goals and computer technology careers for residents of underdeveloped areas of the Milwaukee community.	Debbie Lewis-Thomas
Khamit Academy	Khamit Academy plans to serve young people in grades 9-12. The major goals are to provide young people with competency-based curriculum using a culturally-sensitive model and to expose and prepare young people to entrepreneurial opportunities.	Yakini Shabaka
Silver Spring Neighborhood Center Academy	A partnership between Silver Spring Neighborhood Center and the League of Martin proposes a charter school to address the growing need for creative and innovative strategies in public education to curtail the growing number of children involved in crime, school drop-out, truancy, and low academic achievement. The collaboration is designed to operate a K-8 school serving primarily low-income children and families living in the Silver Spring Community.	Wendy Humphreys
Youth Educational Solutions Learning Academy and Parent Potential Center	Y.E.S. Learning Academy plans to be a comprehensive community-based school with a preventative before and after school program. They believe that their students deserve an educational program which is relevant, meaningful, and necessary for them to succeed as productive adults. It plans to serve children from six weeks to grade three in its first year.	Elve Barton
Youth Leadership Academy Center	This Academy, established in 1986, would like to plan a charter school to serve Milwaukee African American males in grades three through eight. It is a school-linked, early intervention program that serves young, socio-economically disadvantaged African American males who are vulnerable to the risk factors and stressors associated with persistent poverty and discrimination.	Derek Kenner

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(Item 6) Action on Communication 9798C-001 from Douglas Memorial Center Requesting an Extension of the Deadline for Notification of the Names, Grade Levels and Locations of Pupils Eligible for Board Paid Transportation

Communication

1. At its meeting on May 1, 1997, the Board referred Communication 9798C-001 from Douglas Memorial Center to the Agenda Planning Meeting of the Board. At the June 4, 1997, Agenda Planning Meeting, the Communication was assigned to the Finance/Personnel Committee.

2. The communication, a copy of which is attached, requests an extension of the deadline for notification of the names, grade levels and locations of pupils eligible for Board paid transportation

Committee Recommendation

Your Committee recommends that the communication be placed on file.

* * * * *

(Item 7) Action on a Request to Approve Entering into an Intergovernmental Cooperation Agreement with the City of Milwaukee for the Purpose of Financing District Building Improvements to Meet Requirements of the Americans with Disabilities Act

Background

1. The district is set to begin Phase IV of its building improvement program designed to place it in compliance with requirements of the Americans with Disabilities Act (ADA).

2. The City of Milwaukee has agreed to secure financing for these building improvements through either a Common School Trust Fund Loan or General Obligation Short-Term Promissory Notes, whichever is more favorable to the district.

3. Either financing option requires the district to enter into an Intergovernmental Cooperation Agreement with the City. The Common Council approved this agreement on July 12, 1997. A copy of the agreement is reproduced below.

4. The Board approved a similar agreement for Phase III building improvements on July 31, 1996.

Committee Recommendation

Your Committee recommends that the Board approve entering into the following Intergovernmental Cooperation Agreement with the City of Milwaukee for the purpose of financing building improvements required by the ADA.

INTERGOVERNMENTAL COOPERATION AGREEMENT
FOR LEASE-PURCHASE OF
MPS BUILDING IMPROVEMENTS

THIS AGREEMENT is made this ____ day of _____, 1997, by and between the CITY OF MILWAUKEE ("CITY") and the MILWAUKEE BOARD OF SCHOOL DIRECTORS ("BOARD").

W I T N E S S E T H :

WHEREAS, The BOARD is desirous of undertaking the Building Improvements required under the federal Americans with Disabilities Act ("ADA") in various Milwaukee Public Schools ("MPS"); and

WHEREAS, The CITY is willing, through the entry into this Intergovernmental Cooperation Agreement, to assist the BOARD in its efforts to undertake the Building Improvements; and

WHEREAS, The CITY's Common Council has approved entering into this Agreement via Common Council Resolution File No. _____ adopted on _____; and

WHEREAS, The BOARD has approved entering into this Agreement via its action on _____;

NOW, THEREFORE, As and for the good and valuable consideration hereinafter expressed, the parties promise and covenant as follows:

I. CITY ACTIVITIES

The CITY shall obtain financing in the amount of $2,000,000 (Two Million Dollars) for public school improvements, required by the ADA, to be made by MPS. The method of financing shall be determined by the CITY through the City Comptroller, who shall choose one of the two financing options set forth below:

A. Common School Trust Fund Loan [Option A]

If the CITY chooses Option A, the CITY shall:

1. Approve the BOARD application for a loan under §24.66(3) (am), Stats., for public school improvements to be made by MPS in the principal amount of $2,000,000 (Two Million Dollars), (the "Loan") and the issuance of general obligation short-term promissory notes in conjunction therewith; levy an irrepealable tax for all principal and interest payments due and owing on or after March 15, 1999, all in accordance with the debt service schedule issued upon disbursement of the Loan.

2. Assume the BOARD's debt service obligations on the Loan, arising on or after March 15, 1999, in consideration for the BOARD's sale of its equitable interest in the use of the Building Improvements made pursuant to this Agreement.

3. Lease the Building Improvements back to the BOARD for a term commensurate with the term of payment of the promissory notes and for a rental equal to the CITY's debt service needs, arising on or after March 15, 1999, generated by the notes financing this project. Rental payments from the BOARD to the CITY shall be due and payable, and the CITY Comptroller shall be authorized to transfer the funds therefore, on or before December 31st of the year prior to the date upon which the corresponding CITY payments are due under the notes. (The CITY at no time warrants the usability or merchantability of any or all of the Building Improvements, and hereby specifically assigns to the BOARD the right to enforce any warranties which are provided by the manufacturers and installers or providers of the Building Improvements.)

4. Grant to the BOARD an option to purchase the Building Improvements, in an "as is" state without warranty, at the expiration of the term of the lease for $1.00 (One Dollar).

B. General Obligation Short-Term Promissory Notes [Option B].

If the CITY chooses Option B, the CITY shall:

1. Issue and sell general obligation short-term promissory notes in the amount of $2,000,000 (Two Million Dollars) for the purposes described herein.

2. Use the proceeds from the sale of the notes to purchase, pursuant to sec. 66.299, Stats., from the BOARD the BOARD's equitable interest in the Building Improvements.

3. Lease the Building Improvements back to the BOARD for a term commensurate with the terms of payment of the promissory notes and for a rental equal to the CITY's debt service needs generated by the notes financing this project. Rental payments from the BOARD to the CITY shall be due and payable on or before December 31st of the year prior to the date upon which the corresponding CITY payments are due under the notes. (The CITY at no time warrants the usability or merchantability of any or all of the Building Improvements, and hereby specifically assigns to the BOARD the right to enforce any warranties which are provided by the manufacturers and installers or providers of the Building Improvements).

4. Grant to the BOARD an option to purchase the Building Improvements, in an "as is" state without warranty, at the expiration of the term of the lease for One Dollar ($1.00).

II. BOARD ACTIVITIES

A. In the event that the CITY chooses financing option "Option A," described above, the BOARD shall:

1. Make application for a Loan; and if it makes an application, the BOARD shall provide the requisite budgetary notice thereof in accordance with Sec. 24.66(5) (a), Stats.

2. If (i) the BOARD makes application for a Loan; (ii) the Loan is approved; (iii) the CITY's Common Council has authorized the borrowing required in Section II.A.; and (iv) the contract for the Building Improvements is authorized in accordance with sec. 67.10(6), Stats., the BOARD shall:

a. Contract with vendors for the purchase and installation of the Building Improvements listed on Exhibit A.

b. Sell the BOARD's equitable interest in the use of the Building Improvements to the CITY in consideration for the CITY's agreement to assume the BOARD's debt service obligations under the Loan arising on or after March 15,

1997, provided that the Building Improvements and their installation qualify for the Loan.

c. Lease the Building Improvements back from the CITY on the terms and conditions set forth in Section I.A.3. above.

d. Exercise the option to purchase the Building Improvements set forth in Section I.A.4. above.

e. Include in its annual budget transmitted to the Common Council a sum sufficient to reimburse the CITY for debt service it must pay in the calendar year next following the ensuing calendar year and pay over such sum sufficient to the CITY no later than December 31 of the ensuing calendar year.

B. In the event that the CITY chooses financing option, “Option B,” described above, the BOARD shall:

1. Contract with vendors for the purchase and installation of the Building Improvements listed on Exhibit A.

2. Sell the BOARD's equitable interest in the use of the Building Improvements to the CITY for an amount equal to the BOARD's purchase and installation price of the Building Improvements; in consideration for the CITY's agreement to assume the BOARD's debt service obligations under the Loan. The CITY's obligation to fund building improvement purchases shall not exceed the amount of the general obligation short-term promissory notes issued for these purposes.

3. Lease the Building Improvements back from the CITY on the terms and conditions set forth in Section I.B.3. above.

4. Exercise the option to purchase the Building Improvements set forth in Section I.B.4. above.

5. Include in its annual budget transmitted to the Common Council a sum sufficient to reimburse the CITY for debt service it must pay in the calendar year next following the ensuing calendar year and pay over such sum sufficient to the CITY no later than December 31 of the ensuing calendar year.

IN WITNESS WHEREOF, The parties have had their presence duly executed in their respective names by their respective officers as of the day and year first written above.

IN THE PRESENCE OF: **CITY OF MILWAUKEE**

_____ By:_____

John 0. Norquist, Mayor

_____ By:_____

Ronald D. Leonhardt, City Clerk

COUNTERSIGNED:

_____ By:_____

W. Martin Morics, Comptroller

IN THE PRESENCE OF: **MILWAUKEE BOARD OF SCHOOL DIRECTORS**

_____ By:_____

President

_____ By:_____

Superintendent of Schools

Approved as to content this
____ day of _____, 1997.

____

Assistant/Special Deputy City Attorney

Approved as to form and execution
this ____ day of _____ , 1997.

____

Assistant/Special Deputy City Attorney

* * * * *

(Item 8) Action on a Resolution Authorizing the Borrowing of Funds from the Board of Commissioners of Public Lands

Administration's analysis

1. At its meeting of June 18, 1997, the Board adopted a resolution authorizing the Administration to borrow funds in the amount of $2,000,000 from the State Trust Funds of the Board of Commissioners of Public Lands to complete modifications at various schools to comply with the Americans With Disabilities

Act (ADA). These modifications represented the fourth phase of the district's total compliance effort for the ADA, estimated to cost $25 million over a six-year period.

2. The Board has adopted similar resolutions as part of the previous borrowing efforts taking action at its meetings of May 25, 1994 (Proc. pp. 21-22), February 22, 1995 (Proc. pp. 407-408), and March 27, 1996 (Proc. pp. 676-677).

3. During the process to borrow funds for FY97, legal questions arose regarding the Board's ability to borrow funds. As a result, an Intergovernmental Cooperation Agreement with the City of Milwaukee was executed to enable this borrowing to occur. The agreement was authorized by the Board on June 26, 1996 (Proc. pp. 148-149) and approved at its meeting of July 31, 1996 (Proc. pp. 180-181).

4. During the past year the Administration has worked with officials from the City of Milwaukee to draft legislation to correct the legal issue. Language has been included in the state budget bill(s) currently under discussion in Madison and will be included in any final document which results. Upon approval by the Governor, the district will be authorized to borrow funds from the Board of Commissioners of Public Lands without any question of legality. In the interim, the Comptroller's office has indicated to the Administration that the process should move forward up to the final acceptance of funds so that the most economical way of borrowing can be utilized. The next steps in the process are the adoption of a formal resolution relative to the loan and its publication and authorization to enter into an Intergovernmental Cooperation Agreement with the City to execute this process.

Strategic plan compatibility statement

5. The recommendation is consistent with the Board goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations; and the Board goal on School Facilities adopted on March 30, 1994, which states ". . .continue to find ways to address the school district's infrastructure needs, including ongoing maintenance and renovation of existing facilities, as well as new facilities to keep our students competitive for the 21st Century. . . ."

Statute, board policy or rule statement

6. Adoption of a resolution by the applicant Board is required by State Statutes.

Fiscal impact statement

7. Borrowing for this effort was included in the Five-Year Capital Plan as part of the budget for FY98. The Administration will confer with the appropriate officials from the City of Milwaukee to determine if funds can be borrowed at a more favorable rate by the City. If so, the funds will be borrowed through the City as part of an Intergovernmental Cooperation Agreement which will be brought to the Board for its approval at a later date. If not, the borrowing will occur through the standard procedures with the Board of Commissioners.

Implementation and assessment plan

8. After adoption of the resolution by the Board, it must be published no later than ten (10) days subsequent to action by the Board. Once publication has occurred, the next steps cannot occur until thirty (30) days later, when the request for the next set of forms is completed. Although the resolution was approved by the Board at its June 18, 1997, meeting, the resolution must be again approved since the forms required to be published were not executed within the required ten-day period. In addition, an Intergovernmental Cooperation Agreement will be drafted to enable the process to move forward.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution authorizing the borrowing of $2,000,000 from the Board of Commissioners of Public Lands and that the Board president and clerk of the Board be authorized to execute the appropriate documents on behalf of the Board.

RESOLUTION OF SCHOOL BOARD AUTHORIZING LOAN

RESOLVED that we, the members of the School Board of the School District of Milwaukee, Wisconsin, duly assembled in meeting according to law this 27th day of August, 1997, approve and authorize that application be made by the President and Clerk of the School Board to the Board of Commissioners of Public Lands for a State Trust Fund loan in the amount of two million dollars ($2,000,000.00) for the purpose of completing Phase IV modifications at various schools to comply with the Americans With Disabilities Act. The loan is to be repaid within 10 years from the 15th day of March preceding the date the loan is made. The loan is payable in annual

installments with interest at the rate of 6.00 percent per annum, from the date of making the loan to the 15th day of March next and thereafter annually as provided by law.

BE IT FURTHER RESOLVED that there is levied on all the taxable property within the School District of Milwaukee a direct annual irrepealable tax sufficient in amount to pay the principal and interest on the loan as they become due.

BE IT FURTHER RESOLVED that we, the members of the School Board of the School District of Milwaukee, Wisconsin, do not intend to use our exemption authority within the purview of Section 67.12(12)(e)2g, Stats. for the application of this loan.

* * * * *

(Item 9) Action on Resolution 9798R-025 by Director Sinicki Regarding a Permanent Site for the Wisconsin Conservatory of Life Long Learning

Resolution

1. At its meeting on July 30, 1997, the Board referred the following resolution, which was introduced by Director Sinicki, to the Finance/Personnel Committee:

WHEREAS, The administration has been seeking a permanent site for the Wisconsin Conservatory of Life Long Learning (WCLL) per Board direction in February 1995; and

WHEREAS, After a review of more than 40 potential purchase or leased sites, no suitable location has been secured; and

WHEREAS, The Board approved requesting $4 million from the City of Milwaukee to fund the relocation of WCLL, and this amount is adequate to move WCLL into an existing MPS facility; and

WHEREAS, The Board directed the administration to seek suitable location at an MPS facility; and

WHEREAS, In June 1997, the administration withdrew a recommendation to move WCLL to Marshall High School; now therefore, be it

RESOLVED, That the Board determine if they still wish the administration to continue efforts to relocate WCLL at an MPS site, and if so, recommend which sites they wish to consider, and be it

FURTHER RESOLVED, That a site be determined no later than the September 1997 Board meeting.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 10) Report on Proposed Fiscal Policies Relative to the Enterprise Functions

Your Committee reports having received the following informational report from the Administration:

Administration's Report

The administration is aware that in the future there may be a need or desire to create enterprise units within the district for the purpose of providing administrative services to schools and/or departments. Prior to creating such entities it is important to establish the policies by which enterprise functions would be governed. For this reason, fiscal policies have been developed.

Following are the proposed Milwaukee Public Schools Fiscal Policies for Enterprise Funds:

a. District Intent for Enterprise Activities: Authorization of enterprise activities is based on the general concept that profits generated by the enterprise activities will be redirected to general district operations to promote the Board goals of student achievement and equity. Enterprise activities are restricted to governmental units, including those outside the district. Enterprise activities that do not generate a profit but break even are authorized on the general concept that services provided are those requested by customers (i.e., MPS schools and departments).

b. Enterprise Management Committee: The oversight of enterprise activities will be the responsibility of the Enterprise Management Committee, consisting of the Superintendent, the Director of

Finance, the Chief Auditor, and four principals (the School Budget Committee Co-chairs). The primary responsibilities of the Enterprise Management Committee are to maintain the integrity of enterprise activities as well as to ensure that enterprise activities are consistent with approved business plans and the overall mission of the district.

c. **Definition of Enterprise Activities:** District operations considered to be enterprise activities are those ***recurring*** operations ***intended*** to be financially self-sustaining with projected annual revenues in excess of $250,000. Expenses incurred by enterprise activities are to be recovered in the current operating period by charging sufficient user fees.

d. **Generally Accepted Accounting Principles:** The Department of Finance will utilize generally accepted accounting principles(GAAP) for "proprietary funds" as promulgated by the Governmental Accounting Standards Board and employ accounting and financial management practices permitted by the Government Finance Officers Association. The district will utilize the "flow of economic resources" measurement focus and the "full accrual" basis of accounting. Enterprise activities will be "bundled" into groups of related services and accounted for. The Department of Finance will be responsible for maintaining detailed administrative and accounting procedures for these activities.

e. Multi-year Business Plan and Annual Budget: To ensure proper planning, new enterprise activities will be authorized through the annual budget adoption process. Prior to the start-up of any enterprise activity, a business plan with a three-year financial forecast must be developed and submitted to the Department of Finance. The business plan should include a mission statement, operations and marketing strategy, identification of key personnel, and an in-depth write-up to include business risk assessment, labor issues, detailed break-even and cost/benefit analyses, and three-year revenue and expense forecasts along with all key assumptions used. The Department of Finance will evaluate the business plan for completeness, accuracy and viability, and will submit a recommendation to the Superintendent.

f. **Nature of Business Expenses:** Expenses incurred by enterprise activities are to be reasonable, ordinary, and directly related to enterprise operations. Acquisition of capital goods in excess of $25,000 each must be included in the annual budget and be consistent with the business plan. Acquisition of capital goods will be based on sound investment analysis using discounted cash flows/net present value methods, and be included in the annual budgeting process. Capital goods will be expensed utilizing an appropriate depreciation methodology. Finance will periodically review these expenses for propriety and suggest corrective action where appropriate.

g. Financing Start-Up Activities: Financing start-up activities is predicated upon an accepted and viable business plan and a projected operating position of no less than break even. For those enterprises demonstrating a break-even in the current fiscal year, the district will provide cash flow assistance thereby meeting the working capital needs of the enterprise. In some cases the enterprise may have a need for capital assets. Equipment acquisition during start-up will be financed by the Equipment Acquisition Fund.

h. Equipment Acquisition Fund: The intent for the Equipment Acquisition Fund is to be a self-sustaining, revolving fund that receives annual repayments of principal and interest for loans issued to enterprise funds. The funding for the equipment acquisition fund will be provided by the district's unreserved fund balance (financial reserves) of the School Operations Fund and will be set at a level of $3,000,000. This fund will be managed by the Enterprise Management Committee, with responsibilities for loan approvals and development of administrative procedures to ensure the financial integrity of the fund. The Committee will be guided by the following objectives: (1) asset safety, (2) internal rate of return and pay-back period and (3) consistency with the business plan. Interest earnings of the Equipment Acquisition Fund will be distributed to the School Operations Funds for general operations.

i. Operating Reserve for Enterprise Activities: The intent of an operating reserve is to minimize disruptions in the delivery of enterprise services to customers. Operating reserves are to be funded by the net income generated from the enterprise activity, with operating reserves not to exceed three months of operational expenses. The Department of Finance will determine the appropriate level of the operating reserve.

j. Disposition of Net Income: Distribution of profits will be determined on a case-by-case basis by the Enterprise Management Committee. The distribution of profits will be predicated on a financial analysis of the enterprise activity and its ability to achieve and sustain its business plan. The

Enterprise Management Committee will utilize the following distribution formula, in order of priority, as a guideline: a) repayment of loans from the Equipment Acquisition Fund; b) funding of operating reserves; c) reinvestment into the Enterprise activity (not to exceed 50% of the profits); and d) the remainder transferred to School Operations funds for general operations.

The administration will disseminate these proposed policies to all interested and affected parties for review and comment. After this review, an action item will be brought to the Board in October, 1997, to request approval of fiscal policies relative to the enterprise functions.

* * * * *

(Item 11) Report on Compliance with the Year 2000 with Respect to Computer Operations

Your Committee reports having received the following information report from the Administration:

Administration's report

Technology experts throughout the entire industry have been struggling to resolve errors which may occur in calculations involving the year 2000. Traditionally, computers and computer software have stored the year by recording the last two digits (96,97,98...) of the year. When the calculations involve the year 00 (2000) or 01 (2001) process errors may occur. Software designers did not anticipate the impact of the millennium on processes that they developed. This is an industry-wide problem that has become a primary focus of the industry.

Sample Calculations:

To determine a person's age one simply subtracts the year a person was born from the current year

Example 1	Example 2	Example 3
traditional method	*traditional method*	*corrected method*
97 current year	00 current year	2000 current year
-60 birth year	-60 birth year	-1960 birth year
37 age	-60 age	40 age

Analysis of MPS Impact

A useful way to discuss the anticipated impact on MPS is to view Year 2000 issue in four categories:

1. **Application Software**: Application software is used to synthesize data collected throughout the district. General groupings include student information, financial information, employee information and miscellaneous other.

Technology Application Development staff has been systematically addressing Year 2000 compliance. Almost all new applications developed since 1994 have been Year 2000 compliant.

Student Information

MPS is actively working toward the purchase of new school management software, an initiative in the Technology Strategic Plan. All high schools, all middle schools and some elementary schools will be using this new software by September 1999. The new software will be Year 2000 compliant. A number of custom developed applications will continue to be used to address district reporting requirements and will require a commitment of additional resources to achieve compliance.

Acquisition of new school management software will address approximately 50% of district compliance issues in this category. An analysis currently being done will identify the necessary resources to meet the balance of compliance requirements by December 1997 and the resources needed to achieve compliance.

Financial Information

MPS is currently installing the latest release of the general ledger software which is Year 2000 compliant. This will leave approximately 85% of current financial applications that will require analysis and resource commitment to achieve compliance.

Employee Information

MPS is evaluating Human Resources Management System/Payroll products to replace current software that is over 23 years old. The replacement system will be Year 2000 compliant. At least 90% of district Year 2000 compliance issues in this category will be met with the timely installation of a replacement system.

Miscellaneous Other

Applications in this category include Recreation Athletic Scheduling, Career Surveys, Graduate Surveys and Census. These applications have not yet been analyzed to identify the resources necessary to secure compliance.

2. Technical Services: Technical services include the mainframe computer and operating systems, computer system applications and programs. Also included are printing, data communications and networking.

All items listed in this section will be Year 2000 compliant without the commitment of extraordinary resources.

3. School Technology: School technology includes technology tools used by students and teachers (primarily microcomputers) and purchased educational software.

The scope of Year 2000 compliance at the school level is being investigated. The anticipated impact for recently purchased microcomputers and software will be minimal. However, finding and analyzing vendor and school developed software applications is going to be a real challenge for MPS.

4. Mechanical Systems: Mechanical systems include clocks, bell systems, environmental controls, elevators, etc.

Compliance for mechanical systems is being investigated by the Department of School and Community Services.

Fiscal Impact

The technology industry is currently charging $1.10 to $3.50 per line of code to provide this service to organizations. MPS has approximately 4 million lines of code. While we do not expect the cost to achieve Year 2000 compliance to reach $10 million in direct cost, there will need to be significant investments in systems and systems implementation to increase functionality and secure Year 2000 compliance at the same time. An indirect cost will be the delay in development of new applications while this issue is being resolved.

* * * * *

(Item 12) Action on a Request to Authorize Negotiations with Vendors Relative to the Human Resources/Payroll System Initiative

Administration's Analysis

1. The FY94 Anderson Consulting Strategic Plan recommended that a new Human Resources/Payroll System be implemented to address shortcomings of the current system and utilize state of the art technology. Furthermore, the Technology Strategic Plan (FY97) reconfirmed this recommendation.

2. The current Human Resources/Payroll System is over 20 years old. This outdated technology restricts the versatility, functional capability, and distribution of data.

3. The Administration recognizes that critical decisions must be made relative to implementing a Human Resources/Payroll Systems by 1999.

4. During FY95 and FY96 the infrastructure to support the recommended Human Resources/Payroll System was implemented in the Department of Human Resources. This infrastructure is currently being maintained.

5. During FY97, the Administration initiated the process to identify the requirements for a new Human Resources/Payroll System. This process is being coordinated by the Human Resources/Payroll System Project Core Committee comprised of representatives from the Departments of Human Resources, Technology, Finance, and School and Community Services.

6. During April and May, 1997, focus groups with representatives from all departments at Central Services as well as all school levels met to develop and refine the list of requirements for the new Human Resources/Payroll System.

7. During this same time period (FY96 and FY97), the City of Milwaukee was also examining its financial systems. At the June 12, 1997, Board meeting, the Comptroller from the City of Milwaukee presented the findings of the study which had been initiated to determine the feasibility of combining financial systems for the City of Milwaukee and the Milwaukee Public Schools.

8. At the June 12, 1997, Board meeting, the Administration stated that it would come back to the Board in August, 1997, with a request for authorization to purchase software to commence the implementation of a new Human Resources/Payroll System which would address the district's requirements as well as the crucial Year 2000 issue as it pertains to Human Resources and Payroll.

9. During July, 1997, the Human Resources/Payroll System Project Core Committee with the assistance of Stratagem, Inc. performed a series of steps (i.e., refined requirements developed the technical architecture and distributive environment vision statements) which resulted in a comprehensive (RFP). This plan also includes an evaluation component.

10. The knowledge gained by participating in the City-sponsored vendor sessions will help expedite the MPS vendor selection process.

11. Early August, 1997, RFPs were sent to software vendors who are to submit proposals which include more than one implementation partner. RFPs were also sent to potential Human Resources/Payroll outsourcing vendors. The City will also be provided a copy of the RFP and their response will be evaluated along with all other responses that are submitted. The response date for both RFPs is August 25, 1997.

12. In view of the Year 2000 issue, it is critical that this RFP process begin immediately and that implementation occur within eighteen (18) months of vendor selection.

Strategic Plan Compatibility Statement

13. The Human Resources/Payroll System will enable district staff to more effectively administer Board personnel policies and procedures. The increased availability of employee data to school administrators will also support the decentralization initiative.

14. This request is compatible with the Technology Strategic Plan (FY97).

Statute, Board Policy or Rule Statement

15. The process for issuing the RFP adheres to district procedures which are in compliance with statutes, Board policy and rules.

16. The requirements for the Human Resources/Payroll System as specified in the Human Resources/Payroll Project Phase 1 - Requirements Definition comply with Administrative Policies, 6.00 Personnel.

Fiscal Impact Statement

17. The estimated cost of this project is up to $5.7 million. This amount includes flexibility to cover any changes resulting from negotiations. Please note that the above costs are one-time in nature except for the software maintenance fees estimated to be approximately $0.1 million annually, subject to negotiation. The costs are projected to be incurred over three fiscal year periods FY98 - FY2000. A more specific cost analysis including potential funding sources will be brought to the Board in October, 1997.

Implementation and Assessment Plan

18. The RFP process relative to the Human Resources/Payroll System Initiative has been developed to enable the district to proceed immediately to address technology needs in this area. The assessment process

has been established to include weighted evaluation criteria, the implementation plan, the history of the vendor, reference checks, a cost/benefit analysis, as well as scripted case studies and client visits. The eighteen (18) month implementation plan is provided in the attachments.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to negotiate with selected software vendors and implementation vendors who meet the district requirements for implementing a new Human Resources/Payroll System as well as vendors who can provide outsourcing options, and to bring the recommended vendor selection results, funding strategy and cost benefits analysis to the Board in October 1997.

* * * * *

On the motion of Director Braun, the report was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

Temporarily absent—Directors Hardin and Todd—2.

REGULAR ITEMS OF BUSINESS

(Item 1) Award of Contracts

Award of Contracts
The Superintendent recommends that the Board award the following contracts:

ARCHITECTURAL DESIGN SERVICES

Eppstein Uhen Architects
210 East Michigan Street
Milwaukee, WI 53202
Monthly base retainer of $2,500

ELECTRICAL/LAN TECHNOLOGY UPGRADE

Division 1 – Bay View High School

Connectivity Systems Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186
Low bidder, Base Bid of $288,899

Division 1 – Milwaukee High School of the Arts

Connectivity Systems Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186

Division 2 – Riverside University High School

Wil-surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low bidder, Base Bid of $248,469

Division 2 – Washington High School

Connectivity Systems Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186
Low bidder, Base Bid of $447,269

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

Temporarily absent—Directors Hardin and Todd—2.

* * * * *

COMMUNICATIONS AND PETITIONS

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

Communication 9798C-012 from the City Comptroller Requesting an opportunity to present a follow-up to the feasibility study of combining financial systems of the City of Milwaukee and MPS.

Referred to the Finance/Personnel Committee.

Communication 9798C-013 from the MPS task force on exceptional education and supportive services regarding Medicaid billing.

Referred to the Finance/Personnel Committee.

Communication 9798C-014 from AJ Bus Service, Inc., regarding the awarding of transportation contracts.

Referred to the Finance/Personnel Committee.

RESOLUTIONS

Resolution 9798R-029

By Director Small:

WHEREAS, Present school attendance boundaries have not been changed since 1976; and

WHEREAS, Some school attendance boundaries are much larger than others and contain many more students than schools can accommodate; and

WHEREAS, Numerous changes in facilities and programs have been implemented since 1976, and some of these attendance boundaries are unclear; and

WHEREAS, Demographics have changed since 1976 and should be considered; and

WHEREAS, Neighborhood school enrollment is being encouraged by the Milwaukee Board of School Directors in order to decrease the cost of busing, now therefore, be it

RESOLVED, That the administration bring back a reconfiguration of walk-zone schools attendance boundaries including newly implemented programs and/or facilities to the appropriate Board committee by December 1997.

Referred to the Finance/Personnel Committee.

Resolution 9798R-030

By Director Sinicki:

WHEREAS, The Board, at the June 1997 Board meeting, established the Finance/Personnel Committee; and

WHEREAS, Board Rule 2.06 (5) requires the Finance/Personnel Committee to consider and make recommendations to the Board on all personnel transactions as required by law or Board policies, including the allocation of appropriated funds for new and vacant positions; and

WHEREAS, The Board, through the adoption of the June 1983 Arthur Young Administrative and Supervisory Employees Compensation/Classification Study, established the Compensation Administration Committee, consisting of five Central Service administrators, to evaluate and make recommendations relative to administrative salary grade classifications; and

WHEREAS, The Arthur Young study further required recommendations of the Compensation Administration Committee to be subject to the normal review process of the Superintendent and the Board; and

WHEREAS, Board Policy 4.10 requires that the Compensation Administration Committee report the activities of the committee only as a quarterly informational report; and

WHEREAS, The Board is requested to approve positions included in the budget which do not include a salary grade classification, and the grade classification is subsequently determined by the compensation administrator and approved by the Compensation Administration Committee; and

WHEREAS, Over the years, a significant number of positions have either been classified or reclassified without action by the personnel committee or the Board; now, therefore, be it

RESOLVED, That the salary classifications and reclassifications approved by the Compensation Administration Committee be forwarded to the Finance/Personnel Committee for action and recommendation to the Board; and be it

FURTHER RESOLVED, That the Office of Board Governance be directed to revise Board Governance Policy 4.10 to require that the recommendation of the Compensation Administration Committee be brought to the appropriate committee for action and recommendation to the Board.

Referred to the Finance/Personnel Committee.

Resolution 9798R-031

By Director Thompson:

WHEREAS, Total MPS enrollment continues to increase; and

WHEREAS, MPS suffers from a space shortage, particularly at the elementary school level; and

WHEREAS, A number of other schools, particularly at the high school level, are operating substantially below capacity; and

WHEREAS, Current research indicates optimal school size to be substantially smaller than that for which many of these schools were constructed; and

WHEREAS, Other cities have successfully developed multiple schools sharing a single building; now therefore, be it

RESOLVED, That the Administration prepare a census of space in existing school buildings with excess capacity that could be made available for other schools, including size and type of school that could be accommodated, and the approximate cost; and let it be

FURTHER RESOLVED, That the Administration present recommendations concerning the management of buildings with two or more schools.

Referred to the Legislation, Rules and Policies Committee.

Resolution 9798R-032

By Director Thompson:

WHEREAS, Parents and students clearly express a desire both for true, high-quality neighborhood schools and for city-wide specialty schools; and

WHEREAS, It is the intention of the Board to offer students their first choice within MPS; and

WHEREAS, Many specialty programs have waiting lists; and

WHEREAS, Many students who would prefer their neighborhood schools are forced to ride buses to other schools because of lack of space in the local schools; and

WHEREAS, Recent research supports the view that neighborhood safety and effectiveness reflect community cohesion; and

WHEREAS, Milwaukee has a large and very expensive program to bus students to schools outside their neighborhoods; and

WHEREAS, Except in cases of city-wide schools and other specialty programs, the choice of a school outside the neighborhood often does not reflect a positive choice on the part of parents and students; and

WHEREAS, the distance to schools often makes family participation very difficult; and

WHEREAS, Much of this busing does not promote the cause of racial or ethnic diversity, now therefore, be it

RESOLVED, That the Administration prepare a detailed plan for schools with elementary programs that would ensure, to the maximum extent feasible, that each student would have a home school and have the right to attend that school if that student and parents so choose. The elements in the plan should include, but not be limited to:

1. Redrawing of school attendance boundaries so that the number of students likely to attend the school, after those choosing city-wide or other specialty programs are subtracted, is in rough balance with the capacity of the school;

2. In the case of areas with insufficient school capacity, examination of options for increased capacity, including (but not limited to) rental or purchase of unused space in parochial schools, churches, community centers and other buildings; the use of underutilized MPS space, especially in high schools; contracting with independent schools and agencies; the relocation of city-wide schools to areas of excess capacity; and, in absence of other options, construction of new school buildings.

3. A plan to expand over-subscribed specialty (city-wide) programs to meet demand, including Montessori, language immersion, arts, and gifted and talented programs.

4. Measures to ensure that a student presently in a school may continue to attend that school if he or she so desires, regardless of redrawn boundaries or other changes.

Referred to the Finance/Personnel Committee.

Resolution 9798R-033

By President Fisher:

WHEREAS, MPS at one time offered a full summer school program, including courses both for enrichment and for credit; and

WHEREAS, MPS no longer offers a full summer school program; and

WHEREAS, Summer courses for credit could help reduce the dropout rate by allowing students to make up courses they have failed; and

WHEREAS, Summer courses for enrichment, such as reading and mathematics, could help with preparation for the various testing and competency requirements; and

WHEREAS, A summer school program could be used as a year-round school program to alleviate the problems associated with W-2; and

WHEREAS, In the past, state aid provided full funding for summer school on a one-year delayed basis; now, therefore, be it

RESOLVED, That the Board direct the administration to develop plans for Board approval for the reinstatement of a full summer school program, beginning with summer, 1998; and be it

FURTHER RESOLVED, That the Board direct the Administration to investigate initial start-up funding for the program, such as a one-time state grant or foundation funds.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-034

By President Fisher:

WHEREAS, The Board has expressed concern for the extremely high mobility rate of Milwaukee Public Schools students; and

WHEREAS, Studies around the nation show that students who are mobile during the school year are more likely to fall behind in their school work and/or grade levels than students who spend the entire year at the same school; and

WHEREAS, MPS must address the problem of student mobility during a single school year; and

WHEREAS, MPS should provide assurance to parents that their children can remain at the same schools until the end of the year even after they move from the attendance areas; and

WHEREAS, Allowing students to attend the same school after they move from the attendance area, for the sake of student stability, will possibly increase the district's transportation costs; now therefore, be it

RESOLVED, That the Board direct the Administration to explore various funding sources including state, federal and various foundations to pay for allowing MPS students to remain at their current assignments when they relocate; and be it

FURTHER RESOLVED, That the Board also direct the Administration to examine the MPS transportation budget, particularly where the district spends money on cross-town busing, as a possible source of funding to deal with stability/mobility; and be it

FURTHER RESOLVED, That the administration bring back recommendations with a fiscal note to the Board in November 1997 for action so that this initiative and related costs can be included in the deliberations for the FY99 budget.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-035

By President Fisher:

WHEREAS, Many Milwaukee Public Schools (MPS) specialty programs are oversubscribed; and

WHEREAS, Many of the MPS specialty programs have proven successful in educating all students; and

WHEREAS, The number-one Board budget priority is and has been to give parents their first choice, which for many MPS parents and students are specialty programs; and

WHEREAS, Various Board members and members of the MPS community have called on the Board to replicate the most successful specialty programs to keep students and their parents from leaving the district; and

WHEREAS, Many private and parochial school sites may become available for lease or purchase over the next few years and the district has a shortage of space and insufficient funds to build new schools; now therefore, be it

RESOLVED, That the Board direct the Administration to develop both short- and long-range plans to lease and/or purchase sites after private or parochial schools no longer have use for them; and be it

FURTHER RESOLVED, That the Board also direct the Administration to develop short- and long-range plans to lease and/or purchase space in vacant buildings in the community to house expanded specialty programs; and be it

FURTHER RESOLVED, That the Board direct the Administration to recommend educationally sound programs for the potential facilities acquired for the purpose of expanding specialty programs as well as to provide smaller class settings and lower class sizes and more neighborhood school options for students and parents.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-036

By President Fisher:

WHEREAS, Milwaukee Trade and Technical High School is housed in one of the most antiquated and outmoded facilities in the district; and

WHEREAS, There is need for a new facility containing state-of-the-art equipment to begin preparing Milwaukee students for the technical jobs of the future; and

WHEREAS, Funding for a new facility for Milwaukee Trade and Technical High School was included in the bond referendum which failed in 1993; and

WHEREAS, The support of a wide range of community groups, businesses, etc. will be required to fund the construction of a new facility; now, therefore, be it

RESOLVED, That the Board direct the Administration to bring plans and recommendations to the Board regarding a bond referendum in November of 1998 to provide for the construction of a new facility for Milwaukee Trade and Technical High School; and be it

FURTHER RESOLVED, That a strategy for obtaining broad community support be included in the plans to be submitted to the Board.

Referred to the Finance/Personnel Committee.

Resolution 9798R-037

By Directors Gardner, O'Neil, Sinicki, Thompson, and Todd:

WHEREAS, MPS is committed to providing the best possible education for all children in Milwaukee; and

WHEREAS, MPS recognizes and appreciates the historic and valuable contributions of the Catholic Archdiocese to Milwaukee's children, including the Archdiocese' substantial assistance in creating successful community-based secular schools such as Harambee and Urban Day School; and

WHEREAS, MPS appreciates the collegiality, support, and cooperation shown by parishes and the Archdiocese in joint planning regarding the conversion of facilities at the former St. Thomas Aquinas and St. Stephen Martyr schools; and

WHEREAS, The proposed merger of parishes may affect the continued viability of and support for a number of schools in the City of Milwaukee operated by the Archdiocese; and

WHEREAS, MPS shares with the Catholic Archdiocese of Milwaukee a concern for, and commitment to, all the City's children, now therefore, be it

RESOLVED, That the Board instruct the Administration to write to the Superintendent of Schools of the Archdiocese of Milwaukee, communicating MPS's willingness and desire to collaborate to ensure continued educational services to the families of schools that may be threatened with closure because of financial pressures; and be it

FURTHER RESOLVED, That the Administration submit to the Board no later than January of 1998 a report on possible goals, methods, and alternatives to assist schools through an affiliation with MPS; and be it

FURTHER RESOLVED, That MPS is open to and willing to consider any and all alternatives permitted by law to ensure that the qualities that have made these schools successful and attractive will be maintained.

Referred to the Innovation/School Reform Committee.

The Board next took up the Communication from the Director, Office of Board Governance regarding the designation of an Interim Board Clerk.

Director Small moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (c), for the purpose of considering the designation of an individual to serve as Interim Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 9:23 PM.

Director Sinicki left at 9:55 PM.

The Board reconvened in open session at 9:56 PM.

Director Braun moved to designate Robert J. Lawrence as Interim Board Clerk.

The motion was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

The Board adjourned at 9:58 PM.

NANCY R. NOESKE
Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 11, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 9:04 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

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

September 4, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Thursday, September 11, 1997, at 7:30 PM or immediately upon adjournment of the Accountability/Audit Committee meeting (scheduled to begin at 6:30 PM this same evening) in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing and assessing applications for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications for the position of Superintendent of Schools.

ROBERT J. LAWRENCE
Interim Board Clerk

Director O'Neil moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c), to review and assess employment applications for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 9:06 PM.

The Board adjourned from executive session at 12:00 M.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 16, 1997

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

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Absent and excused—Director Todd—1.

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

September 15, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board Of School Directors will be held on Tuesday, September 16, 1997, immediately upon adjournment of the Strategic Planning and Budget Committee meeting (scheduled to begin at 5:00 PM this same evening) in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c), to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

The Board retired to executive session at 6:02 PM.

The Board adjourned from executive session at 8:15 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 17, 1997

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

Present—Directors Braun (8:15 PM), Gardner, Hardin, O'Neil, Sinicki (7:15 PM), Small, Thompson, Todd (8:00 PM) and President Fisher—9.

Absent—None.

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

September 15, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Wednesday, September 17, 1997, at 6:00 PM in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing applications and interviewing applicants for the position of Superintendent of Schools.

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 retire to executive session to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Small moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c), to review and assess employment applications and to interview applicants for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:02 PM.

The Board recessed from 8:00 to 8:20 PM.

The Board adjourned from executive session at 9:20 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 18, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:03 PM.

Present—Directors Braun, Gardner, Hardin (6:12PM), O'Neil, Sinicki (6:22 PM), Small and President Fisher—7.

Absent and excused—Directors Thompson and Todd—2.

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

September 12, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Thursday, September 18, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

The Board may reconvene in open session to take action on matters considered in executive session.

ROBERT J. LAWRENCE
Interim Board Clerk

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

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Small and President Fisher—5.

Noes—None.

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

The Board adjourned from executive session at 6:25 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 23, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:03 PM.

Present—Directors Braun, Gardner, O'Neil, Sinicki, Thompson and President Fisher—6.

Absent and excused—Directors Hardin, Small and Todd—3.

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

September 19, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Tuesday, September 23, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) giving public hearing and discussing a resolution introduced by Director Gardner on August 27, 1997, regarding Board reaffirmation of its bargaining positions with respect to the MTEA and ASC as adopted by the Board and presented to its negotiating team; and (2) considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

With respect to (2) 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 units mentioned above.

ROBERT J. LAWRENCE
Interim Board Clerk

The Board proceeded to give public hearing on the following resolution by Director Gardner:

WHEREAS, The MPS Board of Directors respects and values the roles of labor unions and their members in carrying out the work of public education in Milwaukee; and

WHEREAS, The MPS Board of Directors joins all bargaining units in recognizing that collective bargaining agreements form an integral part of our common commitments to build public confidence in public education in Milwaukee; and

WHEREAS, The MPS Board recognizes our responsibility to unite for the benefit of the students in our schools, families in our city, and the communities on whom we depend; and

WHEREAS, The MPS Board has been united in working diligently, consistently, and persistently in reviewing, amending, and adopting bargaining positions with the MTEA and the ASC, and has instructed attorneys Chas Mulcahy and James Hall, the Superintendent, and other members of the administration to represent our bargaining positions since January of 1997; and

WHEREAS, It was the unanimous desire of the Board to resolve labor agreements before agreements expired on June 30, 1997; and

WHEREAS, Representatives of the MTEA and the ASC have asserted that the MPS Board of Directors is neither united nor agreed upon our adopted bargaining positions; and

WHEREAS, The staffs of the MTEA and ASC have communicated directly with members of the MPS Board of Directors regarding labor negotiations, and attempted to bypass the collective bargaining process and discredit the bargaining team retained and assigned by the Board; and

WHEREAS, These allegations and actions call into question the integrity of the bargaining process, the independence of the Board of Directors, and whether members of the Board of Directors' first loyalty is to the people of Milwaukee or to the MTEA and ASC; and

WHEREAS, These allegations and actions misrepresent the bargaining positions of the board to the members of the MTEA and ASC, and to the general public; and

WHEREAS, The public that elected us, and the bargaining units who have called our independence and integrity into question, deserve to know where we stand, individually and collectively, on the bargaining positions as developed and approved by the Board, and presented by our bargaining team; therefore be it

RESOLVED, That the MPS Board of Directors affirms our commitment to the following positions as adopted by the Board and presented by our negotiating team:

1. That teachers represented by the MTEA be offered compensation increases in excess of the maximum Qualified Economic Offer for both 1997-98 and 1998-99; and

2. That teachers represented by the MTEA, in cooperation with parents of students at MPS schools, be authorized to play a significant role in selecting new teachers assigned to their schools; and

3. That principals be represented by a separate bargaining unit within the ASC, analogous to the four separate bargaining units within the MTEA that represent teachers, teaching assistants, substitute teachers, and accountants, to afford principals the right to determine their own compensation and conditions of employment, without subversion or interference from Assistant Principals they hire and supervise; and without subversion or interference from Central Services administrators on whom they depend for services vital to principals' responsibilities; and

4. That the compensation, conditions, and evaluation of principals must be tied to accountability and performance standards, as determined by the MPS Board and administration in consultation with principals; and

5. That the board reserves the right to invoke the minimum Qualified Economic Offer to the MTEA in the event that resolution of these agreements is not achieved by September 1, 1997; and

6. That the board reserves the right to implement an offer to ASC members in the event that resolution of these agreements is not achieved by September 1, 1997; and

7. That the board is united and firm in its commitment to these positions, and others adopted by the Board, as amended in continuous communication with the Board's bargaining team, and presented by the Board's bargaining team; and

8. That the Board urges and encourages representatives of the MTEA and ASC, for the good of MPS students and families, the Milwaukee communities on whom MPS depends, and MTEA and ASC members themselves, to resolve these agreements no later than August 31, 1997, so that teachers, principals, administrators, all employees, and the new Superintendent can focus on education in the new school year.

Director Braun moved that the negotiations summary submitted by the Board's negotiator at the beginning of the meeting be made a part of the record of the meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Thompson and President Fisher—6.

Noes—None.

NEGOTIATIONS SUMMARY

DATE: September 23,1997

TO: Milwaukee Board of School Directors
FROM: MPS Bargaining Team

TEACHER NEGOTIATIONS

The MPS team and the MTEA have met approximately 23 times since the commencement of negotiations in February, 1997. Since April, the parties have been assisted in negotiations by Bill Houlihan, a 17-year veteran of the Wisconsin Employment Relations Commission, who was jointly requested by the parties. While the parties have been able to reach agreement on some issues, the following Board proposals remain unsettled:

Salaries

On June 10, 1997, the MPS team presented an offer which included a four percent (4%) total compensation increase. This represented approximately a .956 percent increase above the minimum QEO.

Staffing

The cornerstone of the MPS bargaining position has been a proposal to allow schools to decide how they wish to fill vacancies. Using a model virtually identical to that currently in place with existing "Innovative Schools," the MPS proposal would allow local school staffs to vote to participate in a process to interview and select staff, without regard for seniority, to fill vacancies that arise in their schools. This is consistent with the Board's goal of shifting power and resources to local schools where it can be best tailored to fit the needs of their students.

Health Insurance

It has become imperative that MPS look for ways to slow down the spiraling cost of health insurance. The current design which has undergone little change during the last ten years is a very costly model (for MPS and its providers). The MPS proposal in this area is designed to bring the district more in line with other large employers in the community and yet maintain the quality of the plan while targeting areas that have shown sharp increases in utilization (including to some degree, inappropriate utilization). By increasing the employee cost participation in areas like emergency room visits and office visits, the goal is to create an incentive for employees to make better decisions in these areas with the overall impact being lower costs. The MPS team has also indicated a willingness to share the savings resulting from such changes with the employees.

ASC NEGOTIATIONS

The MPS team and the ASC have met 16 times since the commencement of negotiations in May, 1997. In August, Bill Houlihan was requested by the parties to come and also assist in the negotiations for the ASC contract. While a number of significant issues have been tentatively agreed upon, both economic and non-economic, several major MPS issues continue to be unresolved. It should be noted that the MBSD/ASC contract expired on August 31, 1997. However, employees have been assured that their salaries and fringe benefits will continue unchanged at this juncture.

Creation of Principals' Unit

The cornerstone of the MPS position has been and continues to be a proposal to create a separate unit of principals, represented by ASC, but separate from the existing unit. In accordance with the Board's position that principals occupy a unique position in this district in terms of their role in raising student achievement and the implementation of the changes needed to accomplish this, their interests and needs as bargaining unit members are very different from those of other ASC members. While recognizing the value and contribution of all ASC members, the MPS team has consistently communicated the Board's strong desire to create a separate bargaining unit for these key members of the MPS management team.

Salary

In August, the MPS team offered the ASC a total package increase of 4.002 percent, the maximum amount allowable under state statute (Section 118.245Wis. Stats.). The city attorney issued a written opinion confirming this position. The 4.002 percent represents 1.082 percent beyond the minimum QEO.

Health Insurance

The health insurance proposal is identical to that made to teachers and the explanation and rationale set forth above is equally applicable. Moreover, given the leadership role played by the members of the ASC and the level of salary compensation generally applicable, the need to make changes in this area is perhaps even more compelling. We have also indicated to this group a willingness to share the savings resulting from any changes.

The MPS Philosophy of Negotiations is attached.

Milwaukee Public Schools — Philosophy of Negotiations
February 14, 1997

The Board of Education of Milwaukee Public Schools recognizes the need for improvement in providing education to children in the system. This school system is impacted by a number of economic and social problems which add to the difficulty of functioning in an efficient, effective manner for everyone involved, including parents, children, and staff. Difficult challenges face the school system, including educational reform, poverty, unemployment, and crime, as well as competitive alternatives which may threaten already thin resources.

A philosophy needs to be embraced involving the school board, parents, children, employee organizations, and staff that are all united in a common purpose to provide the best possible education for the children in the system. This education is a foundation for those students to achieve economic independence, personal well-being, and a positive attitude about their community.

The negotiations and/or communications between these parties should reflect this basic philosophy. If this occurs, the differences between the parties will narrow, most problems will be resolved, and areas where the parties are unable to agree can be resolved in a professional and sensible manner. If this occurs, MPS will emerge from its current situation in a positive and successful manner. The result will be an expanded public for public schools. Community leaders, businesses, as prospective employers, and the media will all respond in a positive and favorable manner. The parties in their negotiations and discussions will determine whether this result will be possible.

The Board adjourned at 7:31 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 24, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:30 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence for Shayla Johnson, a student from Washington High School who died on September 13, and Nicole Bohlmeier, a student from Marshall High School who died on September 21.

By unanimous consent the Board next took up Communications from the Interim Board Clerk.

COMMUNICATIONS FROM THE INTERIM BOARD CLERK

(Item A) Election of a Superintendent of Schools for the Term Ending June 30, 1999, and Approval of and/or Authorization to Execute an Employment Contract for that Individual

September 24, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

At the request of President Fisher, the matter of the election of a Superintendent of Schools and approval of and/or authorization to execute an employment contract 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 Fisher 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 June 30, 1999, effective _____ ,1997;

2) That the Board approve the terms of the employment agreement with _____, as presented in the Board President's memorandum.

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

ROBERT J. LAWRENCE
Interim Board Clerk

Director O'Neil moved:

1) That the Board elect Alan S. Brown Superintendent of Schools for the term ending June 30, 1999, effective October 13 ,1997;

2) That the Board approve the terms of the employment agreement with Alan S. Brown, as presented in the Board President's memorandum.

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, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Dr. Alan S. Brown, having received a majority vote of the members of the Board, was elected Superintendent of Schools for the term ending June 30, 1999, effective October 13, 1997.

The Board recessed from 6:35 PM to 7:15 PM.

The Board returned to its regular order of business.

AWARDS AND RECOGNITIONS

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 both to our school district and to the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to recognize the following innovative schools:

Grand Avenue Secondary School

Milwaukee Village School

Milwaukee School of Entrepreneurship

New School for Community Service

Wisconsin Conservatory of Lifelong Learning

These first five innovative schools, developed by district staff in conjunction with parents and community members, opened in the fall of the 1995-96 school year. The new schools were made possible by the district's commitment to explore innovative options to address the educational needs of all its children.

In March 1996, the Milwaukee Public Schools contracted with the North Central Regional Educational Laboratory (NCREL) to conduct an evaluation of the first five innovative schools. The purposes of the evaluation were to:

1. generate information that could be used to improve the program,
2. identify student outcome objectives and long-term implementation objectives, and

3. assess the overall status of innovative schools within the district.

The results of the evaluation were presented to the Milwaukee Board of School Directors' Innovation and School Reform Committee on September 9, 1997. Overall, the independent evaluators concluded that the success of innovative schools is in their small size and their individual attention to students. Relationships with students are a priority, and curricula is tailored to student needs. The challenge lies in retaining the family-based feel that distinguishes them from other schools as they scale up their programs.

A brief description of the schools' programs follows:

• Grand Avenue Secondary School — The school serves students in grades 6-11. Grade 12 will be added in 1998-99. The program focus includes global studies, inclusion, multiple-intelligences theory, project-based and integrated curriculum, technology, and real assessment. The vision of Grand Avenue is one that includes active, hands-on integrated thematic units and community-based learning. Through the school's School to Work thrust, real-life curriculum connections are developed in all subjects. High school students travel throughout the community to multiple sites for learning.

• Milwaukee Village School — The school serves students in grades 6-8 in the 1997-98 school year. The program is designed to become a sixth-to-twelfth-grade model. The school is organized so that a group of students remains with the same team of teachers for three years. Students advance based on what they learn, a strong support system ensures that every student learns, and parents are welcome to share learning. The school's curriculum follows the School to Work vision and it recognizes that children learn in different ways.

• Milwaukee School of Entrepreneurship — The school serves students in grades 11 and 12 with an intensive and rigorous School to Work curriculum. In the school's program, students learn competencies to own and manage a business successfully, using both in-classroom and community-based learning.

• New School for Community Service — The school serves students in grades 11 and 12 with a program which utilizes the community as the classroom. Students earn the majority of their credits in community-based learning internships in businesses, organizations, schools, and governmental offices. The goals of the school are to develop skills in community building, to use the energy and imagination of students to make a real contribution to our communities, and to graduate students who otherwise would drop out.

• Wisconsin Conservatory of Lifelong Learning — The school currently serves students in grades K4 through grade 8. The school will add a grade yearly until it reaches grade 12. With a School to Work emphasis, the school assists students in understanding the connections between knowledge, communication, technology, and the world of work. The school is organized so that groups of students remain with the same team of teachers for several years, allowing for stronger relationships to be realized.

The Milwaukee Board of School Directors and the entire school community recognize these five schools for their commitment to excellence in education for all students, for their innovative and creative ideas for providing high-level learning experiences for all students, and for their continued hard work in implementing the programs.

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APPROVAL OF MINUTES

The minutes of the special and regular Board meetings of August 5, 13, 19, 23, 25, and 27, 1997, were approved as printed.

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REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the reports of the Independent Hearing Panel of the Board of School Directors for September 4 at 9:30 A.M., September 16 at 9:30 A.M., September 17 at 9:30 A.M., September 18 at 9:00 A.M. and 2:00 P.M., and September 19 at 9:00 A.M.

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

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

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REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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 The Administration's Response To Communication 9798C-004 From Ross A. Torsrud Regarding A Plan For Neighborhood Clusters Based On A Middle School — Elementary School Relationship

Communication

1. At its meeting on August 27, 1997, the Board requested that the Administration prepare an analysis of Communication 9798C-004 from Ross Torsrud regarding a plan for neighborhood clusters based on a middle school – elementary school relationship. The communication stated the following:

"Whereas, MPS has been experiencing yearly higher costs for busing; and

"Whereas, This increasing number of students placed on school buses represents a greater risk regarding both safety and insurance rates; and

"Whereas, There is a decline in both parental involvement and participation in after-school activities for those bused students; now, therefore, be it

"Resolved, That the MPS administration provide a plan for neighborhood clusters based on a middle school-elementary school basis by January, 1998, which is to include information dealing with cost factors, legal matters, safety issues, parent and student interest, and be it

"Further Resolved, That a plan also be prepared as to how the foreign language and Montessori programs can work within this middle school-elementary cluster plan."

Administration's Analysis

2. Currently, the district has elementary-middle school feeder patterns that can be considered middle school clusters. These feeder patterns have been in effect since 1978. A copy of the feeder patterns is found in the attachments. The feeder patterns are based on geographic proximity. Since 1978, the feeder patterns are but one preference applied during the school selection process.

3. In the 1996-97 school selection process, only 20% of parents chose their neighborhood schools. Therefore, the feeder preference was rarely applied. A middle school cluster model would require that more parents choose their neighborhood schools or that the district assign students to their neighborhood schools.

4. Elementary and middle school attendance areas would require adjustments to ensure that seats are available for all the students in the cluster. At a special Board meeting held on April 10, 1997, relative to Unitary Status, it was pointed out that the necessary changes to attendance boundaries would result in a significant increase in racially identifiable attendance areas. The Administration believes that implementation of the middle school cluster model would require the district to seek Unitary Status.

5. The Administration projects a $200,000 cost to pursue a Unitary Status decision. The Administration projects a cost of $20,000 in staff time to prepare maps and reports. If a survey of parents is conducted, an additional $20,000 will be required.

6. A middle school cluster model, with students attending their neighborhood schools, could reduce the number of students transported by 8,000 students. The estimated reduction in transportation costs is $3,200,000.

Strategic Plan Compatibility Statement

7. A middle school cluster model is contrary to the Board's goal of providing parents with their first choice in selecting schools.

Statute, Board Policy or Rule Statement

8. Attorneys from Hogan and Hartson and the City Attorney's Office indicated a student assignment process based on attendance areas and mandatory assignments would require the district to gain a Unitary Status judgment from the court. The Administration believes the middle school cluster model would require the district to seek Unitary Status from the courts.

Fiscal Impact Statement

9. The cost to develop a middle school cluster model is estimated to be approximately $240,000.

10. Transportation costs could be $3.2 million less with a middle school cluster model.

Implementation And Assessment Plan

11. Obtaining a Unitary Status judgment is projected to take 1-2 years.

Committee Recommendation

Your Committee recommends that the communication be placed on file.

* * * * *

(Item 2) Action on Resolution 9798R-009 by Director O'Neil Regarding Project SEED

Resolution

At its meeting on May 28, 1997, the Board referred the following resolution, which was introduced by Director O'Neil, to the Innovation/School Reform Committee:

WHEREAS, The Board has set high standards for all students enrolled in the Milwaukee Public Schools (MPS); and

WHEREAS, The district has developed a rigorous math proficiency exam where students must receive a passing grade as a graduation requirement; and

WHEREAS, All ninth grade students are required to take algebra; and

WHEREAS, The Board has stressed the importance for the mastery of math, science reasoning, and communications concepts to take place in elementary and middle school; and

WHEREAS, Project SEED, a National Diffusion Network Project of the US Department of Education, which has been operating the last 33 years as a non profit organization, though formerly federally funded; and

WHEREAS, Other major school districts such as Dallas, Philadelphia, Detroit, and Indianapolis have implemented Project SEED; and

WHEREAS, Project SEED is a supplemental one semester program for students in grades 3-6; and

WHEREAS, Clarke Street School has participated in a classroom demonstration of Project SEED, teaching fifth graders some high level math concepts using both mental and physical concepts in teaching math; now therefore it be

RESOLVED, That the Superintendent be directed to initiate a pilot program of Project SEED in elementary and/or middle schools during the 1997-98 school years; and be it

FURTHER RESOLVED, That the Superintendent be directed to conduct an evaluation of the program and bring back to the Board, no later than June 1998, recommendations regarding the possible expansion of the program within MPS.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

   On May 23, 1997, a demonstration and discussion of Project SEED was held at Clarke Street School. Of the schools represented, thirteen expressed an interest in having Project SEED. Eight elementary schools have been selected to begin piloting Project SEED during the 1997–1998 school year. The schools selected are Browning, Clarke, Congress, M.L. King, Jr., Maryland Avenue, Palmer, Pierce, and Tippecanoe. Sherman is considering becoming a Project SEED site. All of the schools have agreed to make the required three-year commitment to Project Seed and fund it at a cost of $10,000 per classroom. Each school will need to determine the number of classrooms and grade levels that will participate in the project. The mathematics specialists who have been trained in the Project SEED methodology are responsible for direct instruction of students, staff development, and parent workshops. Labor Relations is currently in ongoing discussions with the MTEA to determine if a Memorandum of Understanding is needed.

2. What are the suggested timelines for implementation of the resolution?

   Project SEED is tentatively scheduled to begin implementation in fall of 1997.

3. What are the implications if the resolution is adopted?

   A. Are significant policy questions involved?

   There are no significant policy questions related to the implementation of Project SEED. Implementation of Project SEED would support the following Board policies:

   - Policy 1.02 School District Goals and Objectives
   - Policy 7.01 Teaching and Learning Goals

   B. Is a City Attorney's opinion required and how long will it take?

   A City Attorney's opinion is not needed to implement Project SEED. However, Insurance and Risk Management is securing the assistance of the City Attorney's office in drafting the Project SEED contract.

   C. Is there a significant cost to implement?

   The cost of implementation is $10,000 per classroom, to be covered by local school funds.

D. Is an assessment plan needed?

The Division of Research and Assessment will oversee the implementation of an independent evaluation of the project.

E. Is extensive public input needed? What type?

Public input would be handled at the local school level and would involve informing parents of the methodology and implementation of the project at the identified grade levels.

F. Will significant staff time be needed to implement?

The Project SEED mathematics specialists are responsible for providing direct instruction to students and training the classroom teachers involved in the project with the instructional pedagogy and in advanced mathematics curriculum design. The Project SEED Coordinator will work directly with the Director of Curriculum and Instruction in overseeing the project.

G. A recommendation for award of contract will be submitted to the Board's Finance and Personnel Committee at the September 18, 1997, meeting.

Committee Recommendation

Your Committee recommends that the resolution be adopted with the first Resolved deleted.

* * * * *

(Item 3) Action on Resolution 9798R-034 by President Fisher Regarding Duplication or Expansion of Successful Specialty Programs

Resolution

At its meeting on August 27, 1997, the Board referred the following resolution, which was introduced by President Fisher, to the Innovation/School Reform Committee:

WHEREAS, Many Milwaukee Public Schools (MPS) specialty programs are oversubscribed; and

WHEREAS, Many of the MPS specialty programs have proven successful in educating all students; and

WHEREAS, The number-one Board budget priority is and has been to give parents their first choice, which for many MPS parents and students are specialty programs; and

WHEREAS, Various Board members and members of the MPS community have called on the Board to replicate the most successful specialty programs to keep students and their parents from leaving the district; and

WHEREAS, Many private and parochial school sites may become available for lease or purchase over the next few years and the district has a shortage of space and insufficient funds to build new schools; now therefore, be it

RESOLVED, That the Board direct the Administration to develop both short- and long-range plans to lease and/or purchase sites after private or parochial schools no longer have use for them; and be it

FURTHER RESOLVED, That the Board also direct the Administration to develop short- and long-range plans to lease and/or purchase space in vacant buildings in the community to house expanded specialty programs; and be it

FURTHER RESOLVED, That the Board direct the Administration to recommend educationally sound programs for the potential facilities acquired for the purpose of expanding specialty programs as well as to provide smaller class settings and lower class sizes and more neighborhood school options for students and parents.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 4) Action on Resolution 9798R-035 by President Fisher Regarding the Problem of Student Mobility During the School Year

Resolution

At its meeting on August 27, 1997, the Board referred the following resolution, which was introduced by President Fisher, to the Innovation/School Reform Committee:

WHEREAS, The Board has expressed concern for the extremely high mobility rate of Milwaukee Public Schools students; and

WHEREAS, Studies around the nation show that students who are mobile during the school year are more likely to fall behind in their school work and/or grade levels than students who spend the entire year at the same school; and

WHEREAS, MPS must address the problem of student mobility during a single school year; and

WHEREAS, MPS should provide assurance to parents that their children can remain at the same schools until the end of the year even after they move from the attendance areas; and

WHEREAS, Allowing students to attend the same school after they move from the attendance area, for the sake of student stability, will possibly increase the district's transportation costs; now therefore, be it

RESOLVED, That the Board direct the Administration to explore various funding sources including state, federal and various foundations to pay for allowing MPS students to remain at their current assignments when they relocate; and be it

FURTHER RESOLVED, That the Board also direct the Administration to examine the MPS transportation budget, particularly where the district spends money on cross-town busing, as a possible source of funding to deal with stability/mobility; and be it

FURTHER RESOLVED, That the administration bring back recommendations with a fiscal note to the Board in November 1997 for action so that this initiative and related costs can be included in the deliberations for the FY99 budget.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 5) Action on Resolution 9798R-037 by Directors Gardner, O'Neil, Sinicki, Thompson, and Todd Regarding Collaboration with the Archdiocese of Milwaukee to Ensure Continued Educational Services to Families of Schools That May Be Threatened with Closure

Resolution

At its meeting on August 27, 1997, the Board referred the following resolution, which was introduced by Directors Gardner, O'Neil, Sinicki, Thompson, and Todd, to the Innovation/School Reform Committee:

WHEREAS, MPS is committed to providing the best possible education for all children in Milwaukee; and

WHEREAS, MPS recognizes and appreciates the historic and valuable contributions of the Catholic Archdiocese to Milwaukee's children, including the Archdiocese' substantial assistance in creating successful community-based secular schools such as Harambee and Urban Day School; and

WHEREAS, MPS appreciates the collegiality, support, and cooperation shown by parishes and the Archdiocese in joint planning regarding the conversion of facilities at the former St. Thomas Aquinas and St. Stephen Martyr schools; and

WHEREAS, The proposed merger of parishes may affect the continued viability of and support for a number of schools in the City of Milwaukee operated by the Archdiocese; and

WHEREAS, MPS shares with the Catholic Archdiocese of Milwaukee a concern for, and commitment to, all the City's children, now therefore, be it

RESOLVED, That the Board instruct the Administration to write to the Superintendent of Schools of the Archdiocese of Milwaukee, communicating MPS's willingness and desire to collaborate to ensure continued educational services to the families of schools that may be threatened with closure because of financial pressures; and be it

FURTHER RESOLVED, That the Administration submit to the Board no later than January of 1998 a report on possible goals, methods, and alternatives to assist schools through an affiliation with MPS; and be it

FURTHER RESOLVED, That MPS is open to and willing to consider any and all alternatives permitted by law to ensure that the qualities that have made these schools successful and attractive will be maintained.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

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(Item 6) Action on Proposed Changes to the School Selection Timeline

Administration's Analysis

1. The Administration convened a committee of central services staff to explore the feasibility of advancing the timeline for the school selection process. The objective was to determine if the entire process could be earlier, or whether the process could be segmented by grade levels. The benefit of an earlier timeline would be to 1) align the time frame in which non-public school students register for school, and 2) provide schools with a greater opportunity to adjust services and curricula to serve the incoming student population.

2. Based on this exploration, a conclusion was reached that the school selection process for all grade levels could be moved up by one month. The timeline is provided below, along with a comparison with the previous timeline:

ACTIVITY	PREVIOUS	PROPOSED
Policies and guidelines finalized.	November 27,1997	October 29 ,1997
"Direction" guidebook distributed	January 23, 1997	December 21,1997
Registration period	February 3-21,1997	January 5 – 25,1998
Selection Processing	April 2, 1997	March 4, 1998
Parents notified	April 8,1997	March 10, 1998

This timeline would more closely align with the registration period for most non-public schools, which is December – January.

Strategic Plan Compatibility Statement

3. The changes to the school selection timeline are consistent with the Board's goal of enhancing parental support and involvement.

Statute, Board Policy Or Rule Statement

4. The change is consistent with Board policy and state statutes.

Fiscal Impact Statement

5. Approximately $10,000 will need to be reallocated to support additional activities to inform parents and the community of the new timeline. The funds will be identified from the existing FY98 budget.

Committee Recommendation

Your Committee recommends that the timeline for the school selection process for the 1998-99 school year be accelerated by one month, with the registration period to be held between January 5 and January 25, 1998.

* * * * *

(Item 7) Report and Possible Action Regarding the Charter School Proposal Timeline

Background

1. At its meeting on August 28, 1996, the Board adopted the following timeline for charter school proposals:

1997-1999 No later than		
April 30		Administration presents priorities regarding program expansion to the Board for consideration. The Board reviews and approves the priorities.
September 15		The Administration issues requests for charter school proposals for the subsequent school year.
October 31		Charter school proposals for the following year are due to the Office of the Deputy Superintendent
December Innovation and School Reform Committee		The Administration submits a recommendation to the Board regarding which proposals, if any, should be considered for negotiation.

2. On June 2, 1997, Milwaukee County Circuit Court Judge Frank Crivello issued a ruling which effectively eliminated the authority of MPS to convert a private school to a charter school. Currently that decision is on appeal and subsequent legislation is pending in the state budget. It is unlikely that either process will be completed by September 15, the date designated in the Board-adopted timeline as that by which the Administration is to issue requests for charter school proposals for the 1998-99 school year.

3. Due to the pending litigation and proposed new legislation, the Administration is not proposing any new charter schools for 1998-99 and is, therefore, unable to fulfill the adopted charter school timeline.

Committee Recommendation

Your Committee recommends that the Charter School Proposal Timeline be suspended until such time as pending litigation is resolved and/or new legislation is enacted.

* * * * *

(Item 8) Report on an Agreement to Provide Health Care Services to Elementary Schools

Your Committee reports having received the following informational report from the Administration:

Administration's Report

On May 28, 1997, the Board approved the establishment of health care delivery methods for elementary school children. On June 18, 1997, an informational report was presented on the schools for which Children's Hospital will be providing health services, starting in September 1997. There is one additional school that will be receiving health services from Children's Hospital: Urban Waldorf.

The complete list of schools that will be receiving health services from Children's Hospital is as follows:

Auer Ave.	LaFollette
Clarke Street	Lee
Franklin	Starms EC and Discovery
Green Bay Ave.	Twenty-first Street
Hopkins	Urban Waldorf
Keefe Ave.	Wheatley

Columbia/St. Mary's Hospital has agreed to work with the following elementary schools in Zip Code 53212 to establish health services:

Fratney	Martin Luther King, Jr.
Gaenslen	Meir
Garfield	Palmer
Holmes	Pierce

Columbia/St. Mary's will be working with the Comprehensive School Health Teams in each school to establish the health services, which are anticipated to begin sometime during the first semester of the 1997-98 school year. A nurse practitioner will be working with the schools to provide health services and to coordinate services available from the hospitals.

Aurora Health Care has agreed to work with the following elementary schools to establish health services, to begin sometime during the first semester of the 1997-98 school year.

Zip Code 53204	Allen-Field
Zip Code 53215	Lincoln Ave.
Zip Code 53205	Lloyd Street
Zip Code 53208	Neeskara

Aurora Health Care is establishing a five-member team of health professionals to collaborate with the Comprehensive School Health teams in the four schools.

The administration is working with the three health care providers to facilitate implementation at each site.

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(Item 9) Report on the Evaluation of Innovative Schools

Your Committee reports having received the following informational report from the Administration:

Background

In March 1996, the Milwaukee Public School district contracted with the North Central Regional Educational Laboratory (NCREL) to conduct an evaluation of the first five innovative schools:

- Wisconsin Conservatory of Lifelong Learning: Grades K-7 — 497 students
- Milwaukee Village School: Grades 6, 7 — 138 students
- Grand Avenue Secondary School: Grades 9, 10 — 106 students
- Milwaukee School of Entrepreneurship: Grades 11,12 — 129 students
- New School for Community Service: Grades 11, 12 — 105 students

The purpose of the evaluation was to:

1. generate information that could be used to improve the program;
2. identify student outcome objectives and long-term implementation objectives;
3. assess the overall status of innovative schools within the district.

Synopsis of the Evaluation Findings

The NCREL reviewers found that:

- Achievement data show that, for the most part, innovative school students perform as well as, or better than, their counterparts on system, school, and individual accountability standards.
- Assessment data provide evidence to support the idea that an innovative curriculum reduces the performance gap between white and minority students.
- On measures of implementation, students and parents in innovative schools express a high degree of satisfaction.
- Innovative school teachers and staff show striking satisfaction in their roles as teachers and positive motivation for their work.
- Central Services experienced some difficulties in providing service to innovative schools, primarily because of a lack of resources to serve additional schools.
- Lack of sufficient and appropriate space to house their schools remains most problematic to innovative school leaders.

Survey Results

The evaluators surveyed students, teachers, parents, teachers/school leaders, and central services staff regarding the implementation of the schools. The results indicated that:

- Students almost unanimously agreed that their teachers want them to learn (100%), that teachers respect their feelings and opinions (90%), and that teachers have tried new things to help them understand ideas better (89%).
- Parents reported marked increases in their children's overall interest in learning (88%), ability to interact with adults (87%), ability to work with other students (87%), and motivation for participating in learning activities (84%).
- Teacher/school leader feedback identified the following primary motivational characteristics: strong parental involvement, a curriculum tailored to the needs of the students, small staff size, opportunities present for collegial collaboration and communication, and a community-type environment that seeks to develop the total student. These are reasons why a relatively high level of professional satisfaction exists among innovative school teachers.
- Central services staff expressed a concern about their roles in the development of innovative schools and about the lack of financial and staff resources to meet the needs of new schools.

Conclusion

The evaluators concluded that the success of innovative schools is in their small size and their individual attention to students. Relationships with students are a priority, and curricula is tailored to

student needs. The challenge lies in retaining the family-based feel that distinguishes them from other schools as they scale up their programs.

* * * * *

Separate consideration having been requested of Item 7, on the motion of Director Small the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 7, relating to charter school timelines, having been set aside for separate consideration, Director Gardner moved to refer the item back to the Innovation/School Reform Committee.

After discussion, and there being no objection, Director Gardner withdrew his motion.

Director Gardner moved to accept the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Receipt of the Steuben Middle School Financial and Performance Review, Audit #706-3

Background

1. At its meeting on July 31, 1996, the Board adopted an annual audit plan that included school financial and performance audits.

2. The overall objectives of the school financial and performance audit of Steuben Middle School were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures

are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. This audit was conducted by CHP Audit Services under the guidance and direction of the Office of Board Governance – Audit Services during Spring 1997. The audit team worked closely with the school administrator, Ms. Ramelann Kalagian, and her staff, as well as with Central Services personnel to complete the audit fieldwork. In July 1997, the audit report findings and recommendations were reviewed by the school administrator.

4. The report contains twenty-four recommendations — twelve directed to the school administrator, and twelve to district administration.

The twelve recommendations directed to the school administrator are intended to improve school compliance with district financial, administrative and data reporting procedures. The school administrator's responses to these recommendations have been included in the report.

The twelve recommendations directed to district administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the district. These recommendations, along with others that may be identified during additional school financial and performance audits, will be summarized and presented to district administration for their response. The summary report, which will include the Superintendent's response, is scheduled to be presented for committee action in October 1997.

Committee Recommendation

Your Committee recommends that the Board receive Audit Report #706-3 – Steuben Middle School Financial and Performance Review.

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(Item 2) Receipt of the Story School Financial And Performance Review, Audit #706-4

Background

1. At its meeting on July 31, 1996, the Board adopted an annual audit plan that included school financial and performance audits.

2. The overall objectives of the school financial and performance audit of Story School were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. The Office of Board Governance – Audit Services conducted the audit of Story School during Spring 1997. The audit team worked closely with the school administrator, Dr. Kathleen Gomez, and her staff, as well as with Central Services personnel to complete the audit fieldwork. In August 1997, the audit report findings and recommendations were reviewed by the school administrator.

4. The report contains eleven recommendations — six directed to the school administrator, and five to district administration.

The six recommendations directed to the school administrator are intended to improve school compliance with district financial, administrative and data reporting procedures. The school administrator's responses to these recommendations have been included in the report.

The five recommendations directed to district administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the district. These recommendations, along with others that may be identified during additional school financial

and performance audits, will be summarized and presented to district administration for their response. The summary report, which will include the Superintendent's response, is scheduled to be presented for committee action in October 1997.

Committee Recommendation

Your Committee recommends that the Board receive Audit Report #706-4 — Story School Financial and Performance Review.

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(Item 3) Receipt of the Maryland Avenue School Financial and Performance Review, Audit #706-5

Background

1. At its meeting on July 31, 1996, the Board adopted an annual audit plan that included school financial and performance audits.

2. The overall objectives of the school financial and performance audit of Maryland Avenue School were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. This audit was conducted by Coleman and Williams, LTD. under the guidance and direction of the Office of Board Governance – Audit Services during Spring 1997. The audit team worked closely with the school administrator, Dr. Theadoll Taylor, and her staff, as well as with Central Services personnel to complete the audit fieldwork. In September 1997, the audit report findings and recommendations were reviewed with the school administrator.

4. The report contains four recommendations — one directed to the school administrator, and three to district administration.

The one recommendation directed to the school administrator is intended to improve school compliance with the procedures for receiving school funds. The school administrator's response to this recommendation has been included in the report.

The three recommendations directed to district administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the district. These recommendations, along with others that may be identified during additional school financial and performance audits, will be summarized and presented to district administration for their response. The summary report, which will include the Superintendent's response, is scheduled to be presented for committee action in October 1997.

Committee Recommendation

Your Committee recommends that the Board receive Audit Report #706-5 — Maryland Avenue School Financial and Performance Review.

* * * *

(Item 4) Report from the Administration on the Establishment of a Minimal Threshold of Attendance Required for Continued Funding for Partnership Schools

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. At the August 14, 1997, meeting of the Accountability/Audit Committee, the Administration presented a correction plan to address problems noted in the Legislative Audit Bureau Report on the Children At Risk Program. A part of the Administration's plan centered on addressing the Legislative Audit Report findings that partnership schools are not paid on a full-time equivalent (FTE) basis. The Administration's response reported this finding and declared that MPS makes payment to each contracting partnership school for at-risk students for each full-time equivalent student enrolled in the program, as required by law.

2. At its meeting on August 27, 1997, the Board directed the Administration to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools. The Accountability/Audit Committee indicated that there is a need to give fair notice and advance warning to our partnership schools, and that such efforts should be made prior to the next regularly scheduled meeting of the Audit/Accountability Committee.

3. A meeting was held on August 20, 1997, with representatives of the partnership schools, at which time the Board's directive was shared with those in attendance. The change was not well received by the group. They believed payment should continue to be based on FTE enrollment and not on attendance.

4. Due in large measure to the concerns raised at the meeting, another meeting was held on Monday, August 25, 1997. Director John Gardner was present for a portion of the meeting. Approximately 6 of the 35 partnership school agencies were represented. From the discussions held at this meeting, the partnership school representatives appeared to have a better understanding of the Board's intent for establishing a payment policy based on a minimal attendance rate. Another discussion of the Administration's proposal is also scheduled as an item for the Wednesday, September 10, 1997, agenda of the partnership schools' monthly meeting.

5. The Administration's proposed plan was distributed to all partnership schools, and a comment period was established for schools to submit their reactions. A report describing the total of responses received by the end of the comment period will be presented to the Accountability/Audit Committee at the September, 11, 1997, meeting.

6. The Administration has developed the following plan for minimal attendance rates and a corresponding payment schedule for partnership schools:

a. One hundred percent of the contract payment will be made conditional on the partnership programs' ability to maintain an average 70% attendance rate over the period of one academic year. Seventy percent attendance is the standard prescribed in the Children's At-risk Legislation and the benchmark required under the partnership school contractual agreement.

b. Contract payments will be reduced if the annual attendance rate is less than 70%. For example, an annual attendance rate of 69% would result in a 1% reduction in the contract payment, or an annual attendance rate of 50% would result in a 20% reduction in the total contract payment.

c. Reduction in payments to partnership schools not achieving an average annual attendance rate of 70% would take effect and be applied to the following year's contract.

d. In calculating the attendance rates, special provisions will be made in order not to penalize schools for the attendance of students less susceptible to control by the partnership schools. Examples are the absences of students who are involved with the juvenile justice system and students absent due to maternity leave.

e. Contracted sites serving behavioral reassignment, adjudicated, and exceptional education students, where students are assigned by MPS, will be waived from the provisions of this policy.

6. In June 1997, the Board authorized the Administration to enter into contracts with the partnership schools for the 1997-98 school year. Because contracts for the 1997-98 school term have already been entered into with most partnership schools, inclusion of new contract provisions after the fact will require

contract re-negotiations. The Administration is attempting to amend contract agreements with the partnership schools to reflect the attendance provisions effective for the 1997-98 school year. A follow-up report will be provided to the Committee on our efforts to accomplish this.

7. Contract provisions associated with the attendance requirements will be included as part of the 1998-99 contract terms for all partnership schools.

* * * * *

On the motion of Director O'Neil, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Thompson moved to suspend Board Rule 1.08 (2) to receive the report of the Strategic Planning and Budget Committee, formulated at a meeting held less than 48 hours prior to the Board meeting.

The motion to suspend prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Transmission of a Position Paper on First Choice within MPS

Committee Report

At the August 20, 1997, meeting of the Strategic Planning and Budget Committee, the Administration was requested to develop issue papers on two of the Board's draft budget priorities for the FY99 budget. Your Committee reports having received the first issue paper, First Choice Within MPS, which will be utilized in future deliberations on the FY99 budget. A copy of the paper has been attached to the minutes of your Committee's meeting of September 23, 1997.

First Choice Within MPS

Issue: What are the policy implications of the Board of School Directors' First Choice Within MPS FY 99 Budget priority, and how can that priority be best implemented within the district?

Introduction

Goals of First Choice within MPS

Number of Students Receiving the First Choice-Wait Lists

Expanded Seats

Promotion of Neighborhood Schools

Diversity

Improve Information about the Selection Process

Funding of Program Expansions

Measurement of Success in Achieving First Choice within MPS

Implementation Issues and Actions

Additional Data Requirements

Appendix A - Three-Choice School Selection Process within MPS

Appendix B - MPS District Policies Affecting First Choice within MPS

Appendix C - Wait Lists for schools at the entry level

Appendix D - Growth in Budgeted Dollars

* * * * *

(Item 2) Transmission of a Position Paper on Expanding Early Childhood Education

Committee Report

At the August 20, 1997, meeting of the Strategic Planning and Budget Committee, the Administration was requested to develop issue papers on two of the Board's draft budget priorities for the FY99 budget. Your Committee reports having received the second issue paper, Expanding Early Childhood Education, which will be utilized in future deliberations on the FY99 budget. A copy of the paper has been attached to the minutes of your Committee's meeting of September 23, 1997.

Expanding Early Childhood Education

Issue: The Board of School Directors has proposed as a priority for the FY 99 budget expanding student enrollment opportunities in grades K4 and K5 by partnering with various agencies and businesses to provide the needed space. MPS also is interested in exploring appropriate W-2 program connections.

Educational research has established that early childhood education directly impacts later student achievement. Data is being compiled to measure the academic achievement of those children to determine the impact of this program.

Background

Current MPS Programs

Before and After School Child Care

MPS Operational Objectives

Implementation Issues and Options

W-2 Related Issues

Program Issues

Facility Issues

Collaboration Issues

Accountability Issues

Other Issues

Determine the Number and Location of Desired Early Childhood Education Slots

Growth in Budgeted Dollars

* * * * *

(Item 3) Action on a Request to Extend the Original Timeline Set to Redesign Central Services

Administration's Analysis

1. At its meeting on April 24, 1997, the Milwaukee Board of School Directors took the following action during the adoption of the FY98 Budget:

- "For the development of the fiscal year '99 budget, direct the Superintendent, in cooperation with the School Budget Committee with the addition of parents and teachers appointed by the Superintendent, to develop a weighted formula and to advise the Board as to the amount of funds it would take to implement this request and the source of funding with the understanding that the current school allocation will not be reduced to pay for this change."
- "Direct the Superintendent to instruct the School Budget Committee in addition to teachers and parents appointed in a manner prescribed by the Superintendent to radically redesign Central Services into an Educational Service Center to provide:

  a) essential core services (by law or mandate);

  b) a GAO-like, Legislative Audit Bureau-like oversight function.

  The Superintendent will report back to the Board by October 1997 for implementation in the FY99 budget and for the 1998-99 school year."

2. The Extended School Budget Committee was formed in August 1997. It includes twenty-five principals, eight parents, six teachers, and central services resource personnel. The principals were elected by principals. The parents and teachers represent various parent and teacher groups. An outside facilitator, Ms. Christine McMahon, is facilitating the committee's work.

3. On September 16, 1997, the Extended School Budget Committee met with the Strategic Planning and Budget Committee of the Board of School Directors to discuss the charges and the committee's progress to date. The Extended School Budget Committee has prepared a preliminary work plan (including a timeline) to develop a weighted student funding formula and provide recommendations regarding the redesign of central services. The work plan is attached. The Extended School Budget Committee requested that the Board of School Directors approve the timeline.

4. The preliminary Extended School Budget Committee timeline includes the delivery of a recommended weighted student funding formula to the Superintendent in November, 1997, and presentation to the Board of School Directors in December, 1997.

5. In regard to the redesign of central services, the preliminary Extended School Budget Committee timeline includes the following target dates:

- June 1998 — recommended list of continuing core services to be provided by central services
- December 1998 — recommended redesign of other services to be provided by central services

Strategic Plan Compatibility Statement

6. The charges assigned to the Extended School Budget Committee focus on equitable distribution of financial resources, staff empowerment, and support for teaching and learning.

7. The redesign of central services timeline would not meet the original FY99 budget time line. It would be considered for the FY00 budget cycle and implementation for the 1999-2000 school year.

Statute, Board Policy or Rule Statement

8. The Extended School Budget Committee's work is, and will be, consistent with Wisconsin state statutes and Board policies.

Fiscal Impact Statement

9. The work of the Extended School Budget Committee will be supported by funds identified by the Superintendent in FY98.

10. The fiscal implications of the redesign of central services will affect the FY00 district budget.

Implementation and Assessment Plan

11. The work plan (including timeline) includes frequent check points with the Superintendent and Board of School Directors to discuss expectations, findings, and to assess progress throughout the Expanded School Budget Committee's work.

Committee Recommendation

Your Committee recommends that the Board approve the preliminary Extended School Budget Committee timeline as noted on the attached work plan for Weighted Formula and Central Services Redesign, with the understanding that the Administration will provide a fiscal note detailing the costs to extend the timeline at the time of the meeting.

* * * * *

(Item 4) Identification of Other Issues To Be Addressed in Fy99 Budget

Your Committee reports having discussed the need to look at the budget on a three-year basis.

* * * * *

On the motion of Director Thompson, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON FINANCE/PERSONNEL, REPORT #1

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) Recommendation With Respect to Appeal of Disciplinary Action of the Superintendent under Part IV, Section N (1) (E) (1) of the Contract Between the Board and the Milwaukee Teachers' Education Association (Teachers)

Your Committee reports having given hearing in the matter of an appeal of disciplinary action of the Superintendent under Part IV, Section N(1)(e)(1) of the contract between the Board and the Milwaukee Teachers Education Association (Teachers).

Committee Recommendation

Your Committee recommends that the decision of the Superintendent not be sustained.

* * * * *

Director Braun moved that the Board retire to executive session to consider report #1 of the Finance/Personnel Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 7:36 PM.

The Board reconvened in open session at 7:57 PM.

Director Thompson moved to adopt the report.

The report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

FINANCE/PERSONNEL COMMITTEE, REPORT #2

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; and Monthly Expenditure Control Report

Authorization to Make Purchases

B-5214 **Item 5: Kitchen Equipment (F&M Div. for Various)**

Recommend authorization to purchase nine each bun dividers/rounders from the low bidder, D.A. Berther, Inc., totaling $58,995.00 less 5% 10 days. The bid was sent to one HUB firm.

SS-359 **Laptop Computers (Technology Div. for Various)**

To ensure delivery for start of school, purchase orders totaling $117,625 were issued to AE Business Solutions ($112,950 for 50 Toshiba laptop computers) and to Rocky Mountain RAM ($4,675 for extra memory). They are being placed in our middle schools for computer literacy applications. A combination of local funds and the Technology Literacy Challenge grant were used.

SS-363 **Project SEED (C & I for Various)**

Recommend authorization to enter into a three-year sole source contract with Project SEED, to provide supplemental instruction in high-level mathematical concepts and critical thinking skills. Twenty-four classrooms in ten schools have requested to participate in this project. First-year costs are estimated at $240,000.

SS-364 **Efficacy Institute (C & I for Various) (H)**

Recommend authorization to enter into a sole source contract with the Efficacy Institute, Inc. at an estimated cost of $175,000 for twenty workshops for staff fromthirty schools. This training will provide new practices to raise student achievement in order to meet the MPS Board-mandated high standards. Some funds will come from school accounts. There is potential for more work to be done by the Institute. If this develops, the Superintendent will submit to the Board an additional request for authorization.

SS-365 **Enidlee Consultants (C & I for Various) (H)**

Recommend authorization to enter into a sole source contract with Enidlee Consultants at an estimated cost of $162,000. They will provide staff development, consultation, and curriculum development to school and Central Services staff for addressing student achievement gaps related to race, gender and poverty. $49,000 of the total will be transferred from school accounts to fund special services provided to fourteen schools based on school needs. The project also includes ten days of seminars to teams of three from approximately thirty schools.

(H) = Historically Underutilized Business

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of June 30, 1997:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	679,559,467	0	679,559,467	677,633,182	1,926,285	99.7%
Categorically Aided	64,763,909	26,547,065	91,310,974	78,233,272	13,077,702	85.7%
School Nutrition	24,541,141	0	24,541,141	24,568,619	-27,478	100.1%
Construction	21,500,000	0	21,500,00	20,665,489	834,511	96.1%
Extension	6,770,753	0	6,770,753	6,420,005	350,748	94.8%

B. State of Expenditures as of June 30, 1997:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenses (2)	Unexpended Balance	Percent Expended
School Operations	679,559,467	16,994,070	696,553,537	697,870,674	-1,317,137	100.2%
Categorically Aided	64,763,909	28,957,261	93,721,170	82,610,291	11,110,879	88.1%
School Nutrition	24,542,141	40,704	24,581,845	25,578,054	-996,209	104.1%
Construction	21,500,00	10,889,634	32,389,634	30,154,661	2,234,973	93.1%
Extension	6,770,753	63,996	6,834,749	5,598,952	1,235,797	81.9%

(1) Represents Board-approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996

(2) Encumbrances and expenditures through June 30, 1997, and payrolls through June 30, 1997.

Committee Recommendations

Your Committee recommends:

1. That the Board authorize the purchases, as listed above.

2. That the Board 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; and Report on Resignations

Approval of Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments — Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers, effective as indicated.

Approval of Leaves Of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

4. The resignations listed have been accepted by the Superintendent, effective as of the dates indicated. 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 below.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Mounir Corban School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Carolyn Davis School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Daryl Evans School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Manuela Garza School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
William Hayes School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Rosalyn Humphrey School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Lenouliah Jiles Malcolm X Academy	School Secretary II $24,485.50/yr.	08-25-97
Lamar Jones School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Randy Jones School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Kathryn Kempf School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Nadine Knighten School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Cheryl Memmel School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Jennifer Moore Thoreau	School Secretary I $21,043.11/yr.	08-19-97
Myles Neal, Jr. School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Frederick Nelson School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Cesar Olaiz School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Larry Owens School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Frederick Patterson School Safety	School Safety Assistant $15,693.04/yr.	08-11-97

Carol Petty School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Charles Robinson, Jr. School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Corwyn Robinson School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Timothy Salaam School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Freeman Scott School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Mary Shanklin School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Darryl Shelton Fac. & Main.	Carpenter $20.17/hr.($40,340.00/yr.)	09-02-97
Lyn Smith Milwaukee Tech.	Clerk Typist I $14,480.00/yr.	08-19-97
Deborah Stephens 65th	Clerk Typist I $14,480.00/yr.	08-19-97
Donna Tender School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Willie Walker, Jr. School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Rachael Woods School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Clifford Zigler School Safety	School Safety Assistant $15,693.04/yr.	08-11-97

PROMOTIONS

Name and Assignment	Position and Salary	Date
Christine Albin Vieau	Food Service Manager IV $21,538.43/yr.	08-22-97
Carol Berres Morgandale	Food Service Manager III $18,282.73/yr.	08-22-97
Malcolm Bingham, Jr. Congress	Building Service Helper II $21,896.42/yr.	08-24-97
Karen Brzezinski Zablocki	Food Service Manager III $20,132.04/yr.	08-22-97
Sally Colker Custer	Food Service Manager III $20,132.04/yr.	08-22-97
Dawn Finnegan Maple Tree	Food Service Manager III $18,282.73/yr.	08-22-97

LeCrystal Griffin Garden Homes	Food Service Manager IV $18,978.40/yr.	08-22-97
Geraldine Groce Franklin	Food Service Manager IV $21,400.28/yr.	08-22-97
Cheryl Gusho Carleton	Food Service Manager III $20,132.04/yr.	08-22-97
Linda House Bilingual Ed.	School Secretary I $19,964.88/yr.	07-14-97
Taranada Hughes McNair	Food Service Manager II $15,361.49/yr.	08-22-97
John Lazarski Dr. King Elementary	School Engineer II $35,546.94/yr.	09-08-97
Susan Martin Manitoba	Food Service Manager II $17,276.37/yr.	08-22-97
Patricia Mueller Milwaukee Ed. Center	Food Service Manager V $22,662.79/yr.	08-22-97
John Netzler Bldg. Op.	School Engineer I $31,653.44/yr.	08-25-97
Phillip Payne Vincent	Food Service Manager I $14,110.02/yr.	08-22-97
Donna Pilak Juneau	Food Service Manager IV $21,400.28/yr.	08-22-97
Carol Pscheidt Fairview	Food Service Manager III $20,132.04/yr.	08-22-97
Wesley Rouse Warehouse & Dist. Serv.	Material Handler I $31,123.04/yr.	08-11-97
Kristian Seals 21st	Food Service Manager IV $20,706.95/yr.	08-22-97
Rodney Semper Marshall	Building Service Helper II $21,896.42/yr.	08-24-97
Mary Sherwood Hamilton	Food Service Manager IV $22,881.80/yr.	08-22-97
Larry Sykes Juneau	Building Service Helper II $21,896.42/yr.	08-24-97
Karl Thiel Franklin	School Engineer II $35,546.94/yr.	09-08-97
Jerry Trotter Douglas Academy	Building Service Helper II $21,896.42/yr.	08-24-97
Bonnie Williams Rufus King	Food Service Manager IV $17,709.73/yr.	08-22-97

RETURNS FROM LEAVES

Name and Assignment	Position and Salary	Date
Nancy Blumenberg Finance	Account Clerk I $23,767.11/yr.	08-19-97

REINSTATEMENTS

Name and Assignment	Position and Salary	Date
Margaret Parez Curtin	School Secretary I $21,043.11/yr.	08-19-97

CHANGES IN STATUS

Name and Assignment	Position and Salary	Date
Mary Arterbridge Special Serv. Ctr.	Handicapped Children's Asst. $11,884.66/yr.	08-26-97
Velinda Bivens School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Kenneth Brown School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Patricia Burns Bay View	Food Service Manager III $18,282.52/yr.	08-22-97
Wanda Byrdsong School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Stefanie Christon Special Serv. Ctr.	Handicapped Children's Asst. $11,884.66/yr.	08-22-97
Jeffrey Coleman School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Renee Ellis School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Salvatore Gagliano North Division	Food Service Manager II $16,891.40/yr.	08-22-97
Jaime Gaud-Portalatin School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Sharon Gerboth Morse	Food Service Manager IV $21,400.28/yr.	08-22-97
Dolores Hall School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Brian Hertziger Fac. & Main.	LAN Specialist $37,540.62/yr.	07-01-97
Julia Hooper Special Serv. Ctr.	Handicapped Children's Asst. $11,884.66/yr.	08-22-97
Jessica Hubbard School Safety	School Safety Assistant $15,693.04/yr.	08-11-97

Jacquise Jacobs School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Matthew Martin, Jr. School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Susan McKenna Kosciuszko	Food Service Manager III $17,847.68/yr.	08-22-97
Carline Robinson School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Demeta Smith School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Joseph Sobek School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Bryan Terry School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Charnell Turner School Safety	School Safety Assistant $15,693.04/yr.	08-11-97
Sherri Williams-Campbell School Safety	School Safety Assistant $15,693.04/yr.	08-11-97

APPROVAL OF CERTIFICATED APPOINTMENTS — TEACHERS

EFFECTIVE BETWEEN AUGUST 26, 1997, AND SEPTEMBER 2, 1997, INCLUSIVE

	Teachers – Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	Tonya Adair Upper Elementary	B	24,684	0	08-26-97
(r)	Michael O. Afolayan C. D.	B	24,684	0	08-26-97
(r)	Precious O. Afolayan L. D.	B	24,684	0	08-26-97
(nr)	Arthur B. Ambrus, Jr. Mathematics/Computers	B	27,152	2	08-26-97
(r)(a)	James P. Anderson Grade 5	BB	27,214	1.4	08-26-97
(r)	Monique Y. Bailey Upper Elementary	B	24,684	0	08-26-97
(r)	Stephen N. Bloch E. D.	B	24,684	0	08-26-97
(r)	Velicia D. Buchanan Elementary	B	24,684	0	08-26-97
(nr)	James G. Carrick, Jr. Upper Elem./Mathematics	B	24,684	0	08-26-97

(nr)	Catherine A. Clodjeaux English/Spanish	B	29,621	4	08-26-97
(r)	Caryl D. Davis Upper Elementary	B	24,684	0	08-26-97
(r)	Katherine De La Pasqua Elementary	B	27,152	2	08-26-97
(r)	Mary K. Diamond L. D.	B	24,684	0	08-26-97
(r)	Deidre A. Driscoll E. D.	B	24,684	0	08-26-97
(r)	Janet A. Dunst Elementary	BB	25,919	0	08-26-97
(r)	Celinda A. Dyer L. D.	B	24,684	0	08-26-97
(nr)	Kristin M. Eggers E. D./L. D.	B	24,684	0	08-26-97
(r)	April R. Elliott Upper Elementary	B	25,919	1	08-26-97
(nr)	Brian M. Elliott Elementary	B	24,684	0	08-26-97
(r)	Amy C. Fitzgerald Grade 4	B	24,684	0	08-26-97
(r)	Carolyn Fitzgerald Elementary	B	24,684	0	08-26-97
(r)	Graciela Franco Elementary/Bilingual	B	24,684	0	08-26-97
(r)	Robert K. Frank L. D.	B	24,684	0	08-26-97
(r)	Stephanie A. Geers E. D.	B	24,684	0	08-26-97
(r)	Alicia Gomez-Solis Upper Elementary	B	24,684	0	08-26-97
(nr)	Julie A. Grochowski Upper Elementary	B	24,684	0	08-26-97
(r)	Thomas W. Gundrum Music-Instrumental	B	24,684	0	08-26-97
(r)	Dream A. Gunther English	B	24,684	0	08-26-97
(r)	Anne H. Hagan C. D.	B	24,684	0	08-26-97
(nr)	Syvell H. Hall E. D.	BB	25,919	0	08-26-97

(r)	Jerome D. Hardt Mathematics/Biology	C	37,655	7	08-26-97
(nr)	Jill R. Hatch Upper Elementary	B	33,324	7	08-26-97
(r)	Herbert E. Hayden, Jr. Upper Elementary	B	24,684	0	08-26-97
(nr)	Claudia P. Heller Elementary	B	24,684	0	08-26-97
(r)	Amy J. Hintz Elementary	B	25,919	1	08-26-97
(nr)	Jeffrey P. Houser Elementary	B	24,684	0	08-26-97
(nr)	Lori B. Hutchison Elementary	BB	25,919	0	08-26-97
(r)	Mark F. Jabir Upper Elementary	B	24,684	0	08-26-97
(r)	Elveeca B. Jackson Upper Elementary	B	24,684	0	08-26-97
(r)(a)	Thomas W. Jakubowski E. D.	E	42,506	7.9	08-26-97
(nr)	Ann Marie Johnson L. D./E. D.	B	25,919	1	08-26-97
(r)	Sherri L. Jones Upper Elementary	B	24,684	0	08-26-97
(r)	Kristy M. Kaat L. D.	B	24,684	0	08-26-97
(nr)	Lisa M. Komisarek Mathematics	B	24,684	0	08-26-97
(r)	Maria C. Kuether Elementary	B	24,684	0	08-26-97
(nr)	Sharon L. Kuhs L. D.	B	27,152	2.5	08-26-97
(nr)	Edward M. Kupka Mathematics/Physics	B	24,684	0	08-26-97
(r)	Jason G. Lemke Elementary	B	24,684	0	08-26-97
(r)	Jennifer A. Long Elementary	B	24,684	0	08-26-97
(r)	Cynthia K. Lorenz Art	B	24,684	0	08-26-97
(r)	Michael W. McCrary Upper Elementary	B	24,684	0	08-26-97

(r)(a)	Gether A. Mercer C. D.	B	25,919	1.5	08-26-97
(nr)	Stacy L. Minnis Elementary	B	24,684	0	08-26-97
(r)	Jeffrey A. Morse Elementary	B	24,684	0	08-26-97
(nr)	LaVance E. Nicholson Upper Elementary	B	33,324	7	08-26-97
(r)	Denise A. Nuoffer Upper Elementary	B	24,684	0	08-26-97
(r)	Gloria Orozco Elementary	B	24,684	0	08-26-97
(nr)	Anthony F. Perkins Music	B	24,684	0	08-26-97
(r)	Cathy Pernell-Cyiark L. D.	B	24,684	0	08-26-97
(r)	Denise L. Pitchford Upper Elementary	B	24,684	0	08-26-97
(r)(a)	Lisa M. Poeschl-Sobczak Elementary	B	24,684	0	08-26-97
(r)	Barbara J. Prokopek Upper Elementary	B	24,684	0	08-26-97
(r)	Claudette Quinn Elementary	B	24,684	0	08-26-97
(r)	Kathryn K. Rich EC:EEN	B	24,684	0	08-26-97
(r)	Reniti R. Roberson Elementary	BB	25,919	0	08-26-97
(r)	Trina L. Rosemeyer Upper Elementary	B	24,684	0.5	08-26-97
(r)	Leslie A. Royston Elementary	B	24,684	0	08-26-97
(r)	Linda L. Samson Elementary	B	24,684	0	08-26-97
(r)	Amy L. Scherff E. D.	B	24,684	0	08-26-97
(nr)	Thomas A. Schmitt Biology/BF Science	B	24,684	0	08-26-97
(nr)	Jill A. Schultz Elementary	BB	27,214	1	08-26-97
(r)	Elizabeth A. Schulz Upper Elementary	B	28,387	3	08-26-97

(r)	Francine Smith-Mack Upper Elementary	B	24,684	0	08-26-97
(r)	Kerry A. Spiegel Elementary	B	24,684	0	08-26-97
(r)	Alethea E. Sumbry Elementary	B	24,684	0	08-26-97
(r)	Louise Thompson Elementary	B	24,684	0	08-26-97
(r)	Esther L. Wu Art	B	24,684	0	08-26-97
(r)	John C. Yang Upper Elementary	B	24,684	0	08-26-97

EFFECTIVE BETWEEN AUGUST 19, 1997, AND SEPTEMBER 2, 1997, INCLUSIVE

	School Social Workers – Schedule 02	Division	Salary	Years of Experience Credit	Start Date
(nr)	Risa M. Berg		35,077	0	08-19-97
(r)	Andra S. Burton		35,077	0	08-19-97
(r)	Ellen M. Galvin		35,077	0	08-19-97
(r)	Mary Beth Geisen		35,077	0	08-19-97
(r)	Cindrea J. Gosh-Lee		36,041	0	08-19-97
(nr)	Diane M. Lenz		36,788	1	08-19-97
(nr)(b)	Susan G. Norris		45,337.33	6	08-19-97

EFFECTIVE BETWEEN AUGUST 19, 1997, AND SEPTEMBER 2, 1997, INCLUSIVE

	School Psychologists – Schedule 05	Division	Salary	Years of Experience Credit	Start Date
(nr)	Laurel L. Cervenansky		34,410	0	08-19-97
(nr)	Amy S. Hellenbrand		34,410	0	08-19-97
(r)	Joseph E. Odegaard		34,410	0	08-19-97
(nr)	Joel A. Zielinski		34,410	0	08-19-97

(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 CERTIFICATED LEAVES OF ABSENCE

Illness Leave, to January 23, 1998:	Present Assignment	Effective From
Laura Fischer	Hampton	August 26, 1997
Barbara Streiff	Fairview	August 26, 1997
Kathleen Tominsek Gill	Sholes	August 26, 1997
Illness Leave, to June 15, 1998:		
Lauren Aiello	53rd Street	August 26, 1997
Sue Greco Powers	Clemens	August 26, 1997
Mary Hayes	Cass	August 26, 1997
Nancy Moldovan	Manitoba	August 26, 1997
Yvette Moore	Washington	August 26, 1997
Maternity Leave, to January 23, 1998:		
Tina Ragonese Martin	Cass	November 11, 1997
Maternity Leave, to June 15, 1998:		
Annette Campbell	Milw. Ger.Immersion	August 26, 1997
Nochelle Davis	Muir	August 26, 1997
Daniela Guns	Wisconsin Ave.	August 26, 1997
Michele Szidon	Lincoln Avenue	August 26, 1997
Personal Leave, to January 23, 1998:		
Michelle Hucke	Fairview	August 26, 1997
Personal Leave, to June 15, 1998:		
Barbara J. Anderson	Maryland	August 26, 1997
Milagros Caceres	Leave	August 26, 1997
Sarah Celichowski	King H.S.	August 26, 1997
Lucille Deblitz	Milw. Sch.of Lang.	August 26, 1997
Louis Hernandez	Lincoln M.S.	August 26, 1997
Jerome Holzbauer	Sabbatical	August 26, 1997
Jeffrey Krumbein	Palmer	August 26, 1997
Cristina Martin	Vieau	August 26, 1997
Richard Martzke	Vincent	August 26, 1997
Amy Pellegrin	Milw. Sch.of Lang.	August 26, 1997
Kathryn Perkins	Tippecanoe	August 26, 1997
Nettie Raasch	Granville	August 26, 1997
Jethra Rivera	Longfellow	August 26, 1997
Robert Rucker	Douglas Academy	August 26, 1997
Lisa Seitz	Victory	August 26, 1997
Mary Stipek	Clement	August 26, 1997
Priscilla Wicks	Clemens	August 26, 1997

Personal Leave, to June 18, 1998:

Kathleen Brau	Cooper	August 18, 1997

Personal Leave, to June 19, 1998:

Becky Strey	Pierce	August 19, 1997

Sabbatical Leave, to June 15, 1998:

Jeri Agee	Hopins	August 26, 1997
Doris Bisek	Siefert	August 26, 1997
Felicia Edwards	Douglas Academy	August 26, 1997
Lisa Golden	Leave	August 26, 1997
Kelly Heppner	Muir	August 26, 1997
Sheila Nolte	Hi-Mount	August 26, 1997
Linda Owens	Burbank	August 26, 1997
Albert Taborn	Leave	August 26, 1997

Extension of Legislative Leave, to June 15, 1998:

Gerard Randall Jr.	Leave	August 26, 1997

Extension of Personal Leave, to January 23, 1998:

Theresa Hosster	Leave	August 26, 1997
Julie Payne	Leave	August 26, 1997

CURTAILMENT OF LEAVE:

Milagros Caceres—	Rescinded a sabbatical leave that was granted from August 26, 1997, through June 15, 1998.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Katherine M. Burns	Teacher	08-01-97
Patricia M. Cady	Teacher	06-30-97
Jim S. Casas	Asst. Prin.	08-01-97
Heather A. Cheslock	Teacher	07-31-97
Diane K. L. Christianson	Teacher	08-01-97
Lisa D. Combs	Teacher	08-01-97
Cynthia A. Cusic	Teacher	07-31-97
Catherine E. Dahlke	Teacher	08-01-97
Timothy C. Duax	Asst. Prin.	08-01-97
Sondra C. Garofani	Teacher	08-06-97

Rebecca S. Gifford	Teacher	08-04-97
Molly O. Gonring	Teacher	08-01-97
Judith R. Gross	Teacher	10-31-97
Dawn L. Harmon	Teacher	07-24-97
Jenna J. Jessen	Teacher	08-06-97
Sara E. Kademan	Teacher	08-04-97
Andrea S. Kenwood	Teacher	08-05-97
Carrie L. Kraszewski	Teacher	07-28-97
Dolores J. Marshman	Teacher	07-30-97
Angela M. McGuire	Teacher	07-28-97
Marilynn McVicker	Teacher	07-31-97
Guy Milinski	Teacher	07-29-97
Bonnie J. Murphy	Asst. Prin.	08-11-97
Meg L. Nelson	Teacher	08-01-97
Kelly L. O'Keefe	Teacher	07-30-97
Caroline E. Pedersen	Teacher	06-13-97
Laura J. Podell	Teacher	08-01-97
Raymond J. D. Roberts	Teacher	08-01-97
Alison A. Robinson	Teacher	08-01-97
Jodi L. Sabbar	Library Media Specialist	07-25-97
Pamela A. Schill	Teacher	08-01-97
Amy L. Schimelfenyg	Teacher	06-14-97
Mark A. Silverstein	Teacher	08-25-97
Connie F. Smith	Teacher	07-15-97
Barbara L. Streiff	Teacher	09-12-97
Alanna D. Verhaalen	Teacher	08-01-97
Lisa M. Weatherbee	Teacher	07-21-97
Alesha N. Word	Teacher	08-01-97
Chester N. Wywialowski	Teacher	08-05-97

* * * * *

(Item 3) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

2(r)	Willie Little	High School Leadership Specialist Department of Leadership Services	Schedule III, Range 13A $79,824
2(r)	Hattie Knox	Assistant Principal Auer Avenue/Douglass Elementary Schools	Schedule III, Range 10Z $58,469
2(r)	Lorraine Applewhite	Assistant Principal Maryland Avenue School	Schedule III, Range 10Z $47,257
1(r)	Roger Thomas	Coordinator, Educational Opportunities for Native Americans Division of Bilingual Multicultural Education	Schedule III, Range 7A $62,688

5(nr)	Jeff Grzeca	Environmental Health Inspector Division of Facilities and Maintenance Services	Schedule III, Range 5A $36,565
5(r)	Jay Navone	School Safety Supervisor/ Coordinator Division of School Safety	Schedule III, Range 2C $25,783

* * * * *

(Item 4) Action on a Recommendation Regarding a Site for the Wisconsin Conservatory of Life Long Learning

Your Committee reports have met in executive session on this matter.

Your Committee reports that it has reviewed the plans of the Administration and that satisfactory progress on a site is being made.

* * * * *

(Item 5) Action on Communication 9798C-013 from the MPS Task Force on Exceptional Education and Supportive Services Regarding Medicaid Billing

Communication

At its meeting on August 27, 1997, the Board referred Communication 9798C-013 from the MPS Broadly Based Task Force on Exceptional Education and Supportive Services to the Finance/Personnel Committee.

The Task Force has also submitted a second communication, a copy of which is attached, setting forth in greater detail its position on Medicaid billing. In part, the communication states:

The Task Force has put a great deal of time and energy into the issue of Medicaid billing since August 1993. We have attended legislative hearings, testified at those hearings and changed our position from being opposed to billing to cautiously supporting a school system's opportunity to bill Medicaid for School Based Services.

We supported this with three absolute requirements:

1. That informed written consent from parents be given before billing can occur.

2. A guarantee that the children's outside therapy and private insurance will not be in jeopardy because of Medicaid billing.

3. That the money from Medicaid billing go to the Special Education Department to supplement the budget for special programs, projects, equipment, etc.

Committee Recommendation

With respect to Medicaid billing, your Committee recommends that the Board adopt the recommendations of the Administration, which were submitted at the time of the meeting:

1. Notice will be sent to all parents.

2. Notice will be given prior to all billing.

3. MPS will not bill families who have private insurance.

4. A Medicaid billing liaison position will be established.

5. A Medicaid billing oversight committee will be established.

6. MPS will continue to bill for Medicaid services.

7. Parents will be offered an opportunity for a meeting if they want more information.

Your Committee further recommends that, in addition to the Medicaid form, there be a full parent consent form to be signed before billing for Medicaid can be started.

* * * * *

(Item 6) Action on Communication 9798C-014 from AJ Bus Service, Inc., Regarding Awarding of Transportation Contracts

Communication

At its regular meeting on August 27, 1997, the Board referred Communication 9798C-014 from the AJ Bus Service, Inc., to the Finance/Personnel Committee. The communication, a copy of which is attached, requests that the Board review and revise the MPS guidelines for awarding transportation contracts.

Committee Recommendation

Your Committee recommends that the communication be placed on file.

* * * * *

(Item 7) Action on a Request to Approve a Lease for the Relocation of the New School for Community Service

Administration's Analysis

1. On January 10, 1996, the Department of City Development (DCD) notified the Administration that a major residential development — Westown Village — is to be constructed on the block bounded by Seventh Street, Eighth Street, Wisconsin Avenue, and Wells Street. Located on this block is the former Junior Achievement Demmer facility, which is being leased by the District to house the New School For Community Service. This development requires the relocation of the school. Upon notice from DCD, the Administration immediately began discussions with officials from DCD and the City Attorney's office as to our relocation benefits. The school specifically requested that it be allowed to remain in the "downtown" area to effectively carry out its educational mission.

2. During subsequent months, the administration and staff from the school toured fifteen (15) potential sites in the downtown area to determine their adequacy for the program. By September 1996, potential new sites for the school had been narrowed down to the MMAC Building located at 756 North Milwaukee Street. Based on discussions with DCD, work to determine detailed costs for occupying the new location was undertaken. In addition, the Administration began working with the owners and DCD to determine the economics of the proposed lease and to begin negotiations with the City relative to relocation benefits for the District.

3. At its meeting of June 18, 1997, the Board authorized the Administration to sign a one-year lease at the 756 North Milwaukee site, or a multi-year lease at any other site that met the needs of the school, with a recommendation to be brought back to the Board at its July meeting. This action resulted from concerns raised regarding the long-term viability of the site.

4. As a result of the Board action, the Administration reviewed two additional sites as potential locations — fourth-floor space at the Central Library and space at the Wisconsin Tower Building, 606 West Wisconsin Avenue. Further investigation revealed that the Central Library was not a viable option due to the high cost of renovations and the need to relocate storage being used by the Milwaukee Police Department. Efforts were then directed to the Wisconsin Tower Building site.

5. At its meeting of July 30, 1997, the Board authorized the Acting Superintendent to negotiate a lease agreement for the property at 606 West Wisconsin Avenue and directed that the lease be brought back to the Board for final approval.

6. The Administration has been in discussions with the owners, and a framework for the economics of the lease has been developed. Negotiations on the remaining lease language is currently in progress. The framework contains the following elements:

a. MPS would lease the entire third floor of the facility, or a total of 8,461 square feet, for a period of ten (10) years.

b. The proposed rental rate for the space would be $10.50 per sq. ft. for the first five years, and $11.55 per sq. ft. for the last five years of the lease. These rates are still being negotiated and may be reduced further. Both rates include all costs except for cleaning services, which would be performed by MPS Building Operations personnel from the Division of Facilities and Maintenance Services. These rates compare to $9.41 per sq. ft. currently being paid at the Demmer Building. A rent payment schedule is attached.

c. All costs associated with the tenant improvements, which are estimated at $176,033, will be paid by the City of Milwaukee. A plan incorporating these improvements is attached.

Strategic Plan Compatibility Statement

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

Statute, Board Policy or Rule Statement

8. Board Policy BG 4.08 requires that all lease agreements with annual costs in excess of $100,000 or terms longer than three years be approved by the Board.

Fiscal Impact Statement

9. Annual lease costs at the proposed $10.50 per sq. ft. equal $88,840.50, compared with $61,165 at the current site. Funds have been allocated in the FY98 budget to finance the additional costs.

Implementation and Assessment Plan

10. Upon approval by the Board, the Administration will finalize the lease document with Towne Realty. Concurrently, we will finalize relocation benefits with DCD and leaseholder interests with the owner of the Demmer property. Both of these efforts will continue to involve our legal counsel and appropriate district staff. This new lease will be reported back to the Board at the earliest possible time, as required by Board policy.

Approval of the economic framework will enable planning for the tenant improvements to move forward. This approval is critical to meet the need to complete the modifications and relocate the school by January 1998.

Committree recommendations

Your Committee recommends that:

1. The economic framework for the lease agreement for the Wisconsin Tower Building located at 606 W. Wisconsin Avenue as outlined in the pertinent facts be approved;

2. Authorization be given to proceed with planning for relocation of the New School For Community Service by January 1998.

* * * * *

(Item 8) Action on a Request to Approve Educational Specifications for Building Modifications for Roosevelt Middle School

Administration's Analysis

1. On April 25, 1996, the Board approved the FY97 budget (Proc. pp. 739-761). Included in the budget was a funding request related to the Five-Year Capital Plan. The plan included funds in the amount of $500,000 to begin the design for renovations at Roosevelt Middle School of the Arts.

2. Staff from the Division of Facilities and Maintenance Services had been working with the School/Community Committee at Roosevelt to determine the needs related to its educational program. The planning process has continued throughout the past two years, culminating in the completion of the educational specifications document. The process was interrupted to permit discussions with the City of Milwaukee regarding funding of the project and to begin funding allocations for the project.

3. The educational specifications document, transmitted to the Board under separate cover, details the specific program and space requirements needed to fully implement the creative arts program in operation at

the school since 1983. The Board has also been furnished, under separate cover, an executive summary of the larger, detailed document. A draft of this executive summary document was furnished to various officials at the City of Milwaukee during discussions on funding of projects in the Five-Year Capital Plan. It details the program elements, a summary of proposed modifications, estimated project budget, and a schematic proposed design solution. It should be noted that the design solution may change as the project progresses and more detailed information is available.

The principal and members of the School/Community Committee will be present to provide additional information for Committee members. Additionally, appropriate staff members will be available to answer questions.

4. The unique program at Roosevelt Middle School of the Arts provides students with opportunities to develop to their fullest potential personally, intellectually, physically, emotionally, and socially through a curriculum based on the creative arts. The purpose of the program is to develop each child's creativity in all subject areas, with particular emphasis on critical thinking, individual creative expression, and group responsibility. It is driven by the following major focuses:

- An arts-centered curriculum.
- A nurturing family approach to school organization.
- The active involvement of parents in the school.
- An integrated curriculum whereby concepts and instructional themes are connected in the academic and arts classrooms.
- Student-centered instruction assisting students in developing their unique creative talents.
- Through the arts, the recognition and embracing of a multiple-intelligence approach to curriculum.
- Through the arts, a celebration of the unique creative gifts of all children.
- Through arts-based education, the recognition that cultures are defined by their arts.
- an arts-based middle school in harmony with adolescent development and the middle school exploratory philosophy.
- School-To-Work initiatives which enhance the students' understanding of many careers, with special emphasis on careers in the arts.

Strategic Plan Compatibility Statement

5. The educational specifications document is consistent with the staff empowerment, parent support and involvement, community support and involvement, and student involvement/empowerment objectives of the strategic plan for the Milwaukee Public Schools.

Statute, Board Policy or Rule Statement

6. Development of educational specifications documents utilizing involvement of the parents, staff, and students is required by Policy 5.01(3)(a) and Administrative Procedure 5.01(1).

Fiscal Impact Statement

7. Funds to complete the design for the modifications at Roosevelt Middle School of the Arts were included in the FY97 budget. Funds in the amount of $3.5 million were requested to be included in the 1998 City of Milwaukee budget as part of its borrowing. A separate report detailing the status of this request is included as part of the Committee materials. The project may have to be phased over a longer period of time based upon the proposed funding levels. This longer phasing will increase the cost of the project from $9.5 million to $10.0 million to complete the originally planned modifications.

Implementation and Assessment Plan

8. Should the Board approve the recommendations, the Administration and project architects will commence the design portion of the project. The design sequence will involve the principal, staff and community in accordance with approved policy requirements for involvement in capital projects.

The Administration will also continue to seek additional funding in the City of Milwaukee budget to enable the project to continue on the original schedule and reduce the cost-impact of a longer phasing.

Committee Recommendations

Your Committee recommends that:

1. The program aspects for Roosevelt Middle School of the Arts, contained in the educational specifications document, be approved;

2. Authorization be given to proceed with the design portion of the project.

* * * * *

(Item 9) Action on a Request to Approve Educational Specifications for Building Modifications for Rufus King High School

Administration's Analysis

1. On April 25, 1996, the Board approved the FY97 budget (Proc. pp. 739-761). Included in the budget was a funding request related to the Five-Year Capital Plan. The plan included funds in the amount of $500,000 to begin the design for renovations at Rufus King High School for the College Bound.

2. Staff from the Division of Facilities and Maintenance Services had been working with the School/Community Committee at Rufus King to determine the needs related to its educational program. The planning process has continued throughout the past two years, culminating in the completion of the educational specifications document. The process was interrupted to permit discussions with the City of Milwaukee regarding funding of the project and to begin funding allocations for the project.

3. The educational specifications document, transmitted to the Board under separate cover, details the specific program and space requirements needed to fully implement the college-bound program in operation at the school. The Board has also been furnished, under separate cover, an executive summary of the larger, detailed document. A draft of this executive summary document was furnished to various officials at the City of Milwaukee during discussions on funding of projects in the Five-Year Capital Plan. It details the program elements, a summary of proposed modifications, estimated project budget, and a schematic proposed design solution. It should be noted that the design solution may change as the project progresses and more detailed information is available.

The principal and members of the School/Community Committee will be present to provide additional information for Committee members. Additionally, appropriate staff members will be available to answer questions.

4. The School/Community Committee developed a number of goals to meet the mission of the school and support the students. These goals include:

- To expand the development of the International Baccalaureate curriculum within the school and reach out globally through advanced methods of information exchange.

- To enable students to learn how to apply mathematical and scientific principles through increased laboratory experiences.

- To enable students to excel in the fundamentals of math and language arts.

- To provide career and job information and continuing education for the students and the community.

- To utilize technology and enable students, staff, and community to access and communicate information on a global level.

- To enable students to have fine arts areas, art, music and theater experiences.

- To continue and improve as a model, successful urban school, preparing students with advancing technologies and facilities for the future.

- To acquire, improve and become proficient in a second language, which includes cultural awareness of studied language(s) through use of technology for linguistic, global and cultural study.

- To provide first-rate, life-long physical fitness, athletic and nutrition education programs for all students and for the surrounding community.

- To provide expanded supportive services, resources and referrals for students and the community.

- To increase empathy, awareness and understanding of others.

Strategic Plan Compatibility Statement

5. The educational specifications document is consistent with the staff empowerment, parent support and involvement, community support and involvement, and student involvement/empowerment objectives of the strategic plan for the Milwaukee Public Schools.

Statute, Board Policy Or Rule Statement

6. Development of educational specifications documents utilizing involvement of the parents, staff, and students is required by Policy 5.01(3)(a) and Administrative Procedure 5.01(1).

Fiscal Impact Statement

7. Funds to complete the design for the modifications at Rufus King High School for the College Bound were included in the FY97 budget. Funds in the amount of $4.0 million were requested to be included in the 1998 City of Milwaukee budget as part of its borrowing. A separate report detailing the status of this request is included as part of the Committee materials. The project may have to be phased over a longer period of time, based upon the proposed funding levels. This longer phasing will increase the cost of the project from $11.6 million to $12.2 million to complete the originally planned modifications.

Implementation and Assessment Plan

8. Should the Board approve the recommendations, the Administration and project architects will commence the design portion of the project. The design sequence will involve the principal, staff and community in accordance with approved policy requirements for involvement in capital projects.

The Administration will also continue to seek additional funding in the City of Milwaukee budget to enable the project to continue on the original schedule and reduce the cost-impact of a longer phasing.

Committee Recommendations

Your Committee recommends that:

1. the program aspects for Rufus King High School for the College Bound, contained in the educational specifications document, be approved;

2. authorization be given to proceed with the design portion of the project.

* * * * *

(Item 10) Report on City Funding of the MPS Capital Plan

Your Committee reports having received the following informational report from the Administration:

Administration's Report

As part of the adoption of the FY98 budget on April 24, 1997, the Board approved a funding request relating to the Five-Year Capital Plan. The plan included funds in the amount of $21.4 million for FY98 and a total of $75.9 million for the period 1998-2002. Since adoption of the budget, the Administration has been in discussions with the City of Milwaukee for inclusion of the funds in 1998 City borrowing plans. Information relative to various projects to meet Expansion of Capacity needs and information on the new Cyclic Major Maintenance Program were furnished to various City officials in their consideration of our request.

The City has notified the Administration that funds in the amount of $9.0 million will be included for school purposes in the proposed 1998 City of Milwaukee budget. A comparison of the requested funds by project and function, with the proposed funding level, is as follows:

Function/Project	Funds Requested	Funds Proposed
Expansion of Capacity		
Roosevelt Middle School of the Arts	$ 3,500,000	$ 1,000,000
Rufus King High School	4,500,000	3,000,000
Wisconsin Conservatory of Lifelong Learning	1,000,000	--
Milwaukee School of Languages	1,900,000	500,000
Sixty-eighth Street School	500,000	--
Additions, Alterations, Technology	2,000,000	--
	$ 13,400,000	$ 4,500,000
Preservation of Capacity		
Cyclic Major Maintenance	$ 8,000,000	$ 4,500,000
Grand Total	$ 21,400,000	$ 9,000,000

Should the funding levels remain as proposed and be approved by the Common Council, a number of consequences will result:

1. The ability to implement modifications required for new innovative programs approved by the Board will be eliminated. This funding was to be provided under the additions, alterations and technology category.

2. The ability to fund needed modifications for technology will be reduced and limited to funds available in the Operations Fund.

3. Funds previously earmarked for other projects have been diverted to implement the previously approved Sixty-eighth Street School project to enable the school to open on schedule.

4. Deferred maintenance, which was to be eliminated as part of the Cyclic Major Maintenance Program, will be increased by $3.5 million. This will require additional funds to be requested in future years to maintain the schedule for the program.

5. Expansion of capacity projects at Roosevelt, Rufus King, and Milwaukee School of Languages will have to be phased over a longer period of time, thus increasing the total costs for these projects by a maximum of $2.3 million to accommodate the originally planned modifications.

The Administration will continue to seek increased funds for the Capital Plan as the budget discussions by the Common Council on the 1998 City of Milwaukee budget occur. Appropriate staff will be available to answer questions the Board may have on this significant development.

* * * * *

(Item 11) Action on Resolution 9798R-029 by Director Small Regarding Reconfiguration of Walk-Zone School Attendance Boundaries

Resolution

At its regular monthly meeting on August 27, 1997, the Board referred the following resolution by Director Small to the Finance/Personnel Committee:

WHEREAS, Present school attendance boundaries have not been changed since 1976; and

WHEREAS, Some school attendance boundaries are much larger than others and contain many more students than schools can accommodate; and

WHEREAS, Numerous changes in facilities and programs have been implemented since 1976, and some of these attendance boundaries are unclear; and

WHEREAS, Demographics have changed since 1976 and should be considered; and

WHEREAS, Neighborhood school enrollment is being encouraged by the Milwaukee Board of School Directors in order to decrease the cost of busing, now therefore, be it

RESOLVED, That the administration bring back a reconfiguration of walk-zone schools attendance boundaries including newly implemented programs and/or facilities to the appropriate Board committee by December 1997.

Committee Recommendation

Your Committee recommends that the resolution be adopted with the words "appropriate Board committee" in the Resolved changed to "Strategic Planning and Budget Committee."

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(Item 12) Action on Resolution 9798R-032 by Director Thompson Regarding a Plan for Elementary Schools That Would Ensure, to the Extent Feasible, a Home School for Each Student

Resolution

At its regular monthly meeting on August 27, 1997, the Board referred the following resolution by Director Thompson to the Finance/Personnel Committee:

WHEREAS, Parents and students clearly express a desire both for true, high-quality neighborhood schools and for city-wide specialty schools; and

WHEREAS, It is the intention of the Board to offer students their first choice within MPS; and

WHEREAS, Many specialty programs have waiting lists; and

WHEREAS, Many students who would prefer their neighborhood schools are forced to ride buses to other schools because of lack of space in the local schools; and

WHEREAS, Recent research supports the view that neighborhood safety and effectiveness reflect community cohesion; and

WHEREAS, Milwaukee has a large and very expensive program to bus students to schools outside their neighborhoods; and

WHEREAS, Except in cases of city-wide schools and other specialty programs, the choice of a school outside the neighborhood often does not reflect a positive choice on the part of parents and students; and

WHEREAS, the distance to schools often makes family participation very difficult; and

WHEREAS, Much of this busing does not promote the cause of racial or ethnic diversity, now therefore, be it

RESOLVED, That the Administration prepare a detailed plan for schools with elementary programs that would ensure, to the maximum extent feasible, that each student would have a home school and have the right to attend that school if that student and parents so choose. The elements in the plan should include, but not be limited to:

1. Redrawing of school attendance boundaries so that the number of students likely to attend the school, after those choosing city-wide or other specialty programs are subtracted, is in rough balance with the capacity of the school;

2. In the case of areas with insufficient school capacity, examination of options for increased capacity, including (but not limited to) rental or purchase of unused space in parochial schools, churches, community centers and other buildings; the use of underutilized MPS space, especially in high schools; contracting with independent schools and agencies; the relocation of city-wide schools to areas of excess capacity; and, in absence of other options, construction of new school buildings.

3. A plan to expand over-subscribed specialty (city-wide) programs to meet demand, including Montessori, language immersion, arts, and gifted and talented programs.

4. Measures to ensure that a student presently in a school may continue to attend that school if he or she so desires, regardless of redrawn boundaries or other changes.

Committee Recommendation

Your Committee recommends that the resolution be adopted, with the plan to be submitted to the Strategic Planning and Budget Committee by December 1997.

* * * * *

(Item 13) Action on Resolution 9798R-031 by Director Thompson Regarding a Census of Space in Existing School Buildings That Could Be Made Available for Other Schools

Resolution

At its regular monthly meeting on August 27, 1997, the Board referred the following resolution by Director Thompson to the Finance/Personnel Committee:

WHEREAS, Total MPS enrollment continues to increase; and

WHEREAS, MPS suffers from a space shortage, particularly at the elementary school level; and

WHEREAS, A number of other schools, particularly at the high school level, are operating substantially below capacity; and

WHEREAS, Current research indicates optimal school size to be substantially smaller than that for which many of these schools were constructed; and

WHEREAS, Other cities have successfully developed multiple schools sharing a single building; now therefore, be it

RESOLVED, That the Administration prepare a census of space in existing school buildings with excess capacity that could be made available for other schools, including size and type of school that could be accommodated, and the approximate cost; and let it be

FURTHER RESOLVED, That the Administration present recommendations concerning the management of buildings with two or more schools.

Committee Recommendation

Your Committee recommends that the resolution be adopted, with the report to be submitted to the Strategic Planning and Budget Committee by December 1997.

* * * * *

(Item 14) Action on Resolution 9798R-024 by Directors Gardner, Sinicki, Small and Thompson Regarding a Plan for the Principal Selection Process

Resolution

At its regular monthly meeting on June 18, 1997, the Board referred the following resolution by Directors Gardner, Sinicki, Small, and Thompson to the Finance/Personnel Committee:

WHEREAS, The success of a school in large measure reflects the fit of the principal to the needs of the schools; and

WHEREAS, The school community is often in the best position to judge the needs of a school; and

WHEREAS, The success of the principal depends on the support of the school community; now, therefore, be it

RESOLVED, That the MPS administration prepare a plan for a principal selection process, including, at a minimum, the following elements:

- A schedule to ensure timely posting of principal openings.
- Selection of a search committee to represent the school community, including elected representatives of faculty, non-instructional staff, and parents.

- If other groups are to be represented, such as "community" representatives, that they be appointed by elected representatives of the school community.
- Adequate time for the search committee to review applications and interview candidates.
- A mechanism to allow the committee to have access to relevant information from a candidate's references and others with insight on the candidate.
- A policy that only representatives of the school community may be voting members of the search committee.
- A mechanism to utilize input from the retiring principal, whether or not a member of the committee.
- Policies to ensure that the committee's recommendations are given due weight in the selection, including a report to the Board to accompany the Principal's appointment recommendation on whether the candidate is also the first choice of the committee and, if not, the reasons for selecting another candidate.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 15) Action on Resolution 9798R-026 by Director Todd Regarding Elimination of the Facilities Planning Function And Reorganization Of The Department Of School And Community Services

Resolution

At its regular monthly meeting on July 30, 1997, the Board referred the following resolution by Director Todd to the Finance/Personnel Committee:

WHEREAS, The Milwaukee Public Schools (MPS) is a growing urban school district and must make adjustments in school facilities to accommodate the increasing student body population; and

WHEREAS, As a responsible district, MPS does facilities planning internally and leases facilities in the City of Milwaukee with an eye toward stringent fiscal responsibility while still serving its 104,000 students; and

WHEREAS, The performance of the MPS facilities Planning Division, Department of School and Community Service, has been deemed a failure by the community, by many elected officials, and by many in the business community in light of a successive series of obvious and preventable debacles, including, but not limited to, Milwaukee Education Center, Grand Avenue, White Elephant/Site 74, the Wisconsin Conservative of Lifelong Learning and School for Community Service; and

WHEREAS, The Facilities Planning Division has continually failed to meet the high standards expected of the MPS students, parents, and teachers in past and present real estate purchases, sales, and leases that have not met or withstood fiscal scrutiny of being prudent and responsible advocates of the citizens, voters and other stakeholders of the district; and

WHEREAS, The leadership and support, which must come from department heads and administrators of the Facilities Planning Division, have been found wanting in too many instances and the group have set themselves as experts in the field of and all peripherals of real estate practices, but have not performed in the best interests of the MPS stakeholders; and

WHEREAS, The confidence, respect, and backing of many citizen groups of the City of Milwaukee, city and county officials (including elected officials), the business community, and various stakeholder groups have been lost and irreparably damaged; now, therefore, be it

RESOLVED, That the Board eliminate the facilities planning function and positions, which include a facility planner, two facility planning analysts, and a real estate and property management

position, effective August 1997, and contract with a firm to provide these services for the district; and be it

FURTHER RESOLVED, That the Board downsize the Division of Building Operations and the Department of School and Community Services to include in its mission and organization only the maintenance of existing and future facilities owned and operated by MPS; and be it

FURTHER RESOLVED, That the remaining employees be reorganized to ensure that quality employees are hired and promoted; and be it

FURTHER RESOLVED, That said restructuring be accomplished within 60 days of the adoption of this resolution; and be it

FURTHER RESOLVED, That the Department of School and Community Services be put on notice that if more efficient and effective procedures are not implemented and demonstrated by January 3, 1998, the department will be automatically moved to report to the Office of Board Governance for an orderly demolition and phase out in favor of a new delivery mechanism to be recommended by the Office of Board Governance.

Committee Recommendation

Your Committee recommends that the resolution be referred to the Administration for consideration as part of the planning for a radical redesign of Central Services.

* * * * *

Separate consideration having been requested of Item 5, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 5, relating to Medicaid billing, Director Todd moved that:

1. MPS will not bill families who have private insurance.

2. Before billing begins, MPS will obtain written assurance from the Federal Government that Medicaid billing for services provided by MPS will not be counted against any coverage that has a limit. For example a category of coverage with a total of $ 5,000 in any three years.

3. All money recovered by MPS from Medicaid billing will go to the Department of Special Services to supplement the department budget.

4. For services provided in the 1997-98 school year and after, MPS will obtain written consent from the parents as part of the M-Team, IEP or 504 accommodation plan process or at parent conferences at the school or by the local school social worker at home visits.

5. For services provided in the 1996-97 school year for children still enrolled in MPS written consent will be obtained as in item 4 above.

6. For services provided in the 1996-97 school year for children no longer enrolled in MPS a notice will be sent to the parents prior to the billing.

7. Parents will be offered an opportunity for a meeting if they want more information.

8. A Medicaid billing oversight committee will be established with a majority being parents who are not MPS employees and for whom billing is being sent to Medicaid.

9. The Medicaid oversight committee will have publicly noticed meetings and will submit a written report quarterly to this Board.

10. The Medicaid oversight committee will annually elect three of its parents to serve on the Broadly Based Task Force on Exceptional Education.

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

Ayes—Director Todd—1.

Noes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Director Braun moved that:

1. The administration, task force, City Attorney's Office and DPI support the position that parents have already provided the required parent consent in the application for Medicaid. This plan is derived from the position of the U. S. Department of Education.

    a. The district agrees not to initiate any billing until informational letters have been sent to parents.

    b. The district agrees not to bill private insurance nor for Katie Beckett benefits.

    c. The district would appoint a liaison to advocate on behalf of individual families for any Medicaid issues that might arise as a result of billing for school-based services.

    d. The district would hold a number of informational meetings to provide parents with additional information. The meetings would provide a forum to address questions or concerns.

    e. The district will recommence billing for Medicaid services beginning October 10, 1997.

2. The task force has initiated a recommendation to develop a Medicaid Oversight Committee. The administration concurs with this recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

REGULAR ITEMS OF BUSINESS

(Item 1) Award of Contracts

Award of Contracts

Contracts recommended for Board approval at this meeting are for Project Management/Electrical Inspection Services, Electrical/LAN technology upgrade, playground reconstruction (rebid), electrical service revisions/new outlets, and roof replacement. Bid summaries are attached.

Recommendation

That the Board award the contracts listed below:

PROJECT MANAGEMENT/ELECTRICAL INSPECTION SERVICES

G. F. S., Inc.
8423 South 76th Street
Franklin, WI 53132
Total contract of $81,762

ELECTRICAL/LAN TECHNOLOGY UPGRADE
Division 1 - Juneau High School

Ameritech
17950 West Corporate Drive
Brookfield, WI 53045
Low bidder, Base Bid of.....$211,933.73

Division 2 - Madison High School

Ameritech
17950 West Corporate Drive
Brookfield, WI 53045
Low bidder, Base Bid of $287,597.51 plus $17,329 for Mandatory Alternate Bid 1 to provide a new electrical panel and all horizontal raceway work in Rooms 348 and 350 for a total contract of $304,926.51

Division 3 - Milwaukee Trade & Technical High School

Town & Country Electric Inc.
3720 North 124th Street
Wauwatosa, WI 53222
Low bidder, Base Bid of.....$475,000.00

Division 4 - South Division High School

Town & Country Electric Inc.
3720 North 124th Street
Wauwatosa, WI 53222
Low bidder, Base Bid of.....$408,900.00

PLAYGROUND RECONSTRUCTION (Rebid)
John Muir Middle School
Stark Asphalt
11710 West Hampton Avenue
Milwaukee, WI 53225
Low bidder, Base Bid of.....$107,960.00

Sholes Middle School
Paving Mix &
Construction Co., Inc.
124 East Rawson Avenue
Oak Creek, WI 53154
Low bidder, Base Bid of.....$234,400.00

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS
Browning School
Staff Electric Co., Inc.
P.O. Box 917
Butler, WI 53007
Low bidder, Base Bid of.....$129,985.00

ROOF REPLACEMENT
Morse Middle School
F.J.A. Christiansen
Roofing Co. Inc.
2101 West Purdue Street
Milwaukee, WI 53209
Low bidder, Base Bid of.....$247,541.00

Director Sinicki moved that the Board approve the administration's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

* * * * *

COMMUNICATIONS

The Interim Board Clerk presented the following communication:

Communication 9798C-015 from George Simos on behalf of August Urbanek regarding the sale of property at North 107 Street and West Good Hope Road.

Referred to the Finance/Personnel Committee.

RESOLUTIONS

Resolution 9798R-039

By Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher:

(For immediate action under suspension of Board Rule 1.10(1))

WHEREAS, United Nations Day will be celebrated on October 24; and

WHEREAS, United Nations Day marks the anniversary of the date the United Nations Charter entered into force on October 24, 1945; and

WHEREAS, The United Nations provides a unique instrument to translate global consensus into concrete commitment and joint action; and

WHEREAS, The United Nations is an integral part of mankind's common endeavor for a better world; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors endorse and support the celebration of United Nations Day in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the Board direct the administration to communicate the Board's endorsement to the schools; and be it

FURTHER RESOLVED, That the administration, through the International Programs Coordinator, make appropriate materials available to provide assistance to schools for suitably observing the day.

Director Braun moved to suspend Board Rule 1.01 (1) and adopt the resolution.

The motion to suspend and adopt prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

* * * * *

Resolution 9798R-040

By Directors Gardner, Fisher, Sinicki, And Thompson:

WHEREAS, A resolution was introduced to the Board on June 26, 1996, requesting that impartial, uniform, and fair procedures be instituted for the election of parent representatives in all forms of school governance within MPS; and

WHEREAS, That resolution was held at the request of the Administration for review and expansion by a committee representing administration, schools, principals, teachers, bargaining units, community representatives and parents; and

WHEREAS, At the request of individual Board members, the report of that committee was reviewed and reconsidered by a Parent Governance Task Force consisting of volunteer parents; and

WHEREAS, Six MPS parents with long records of volunteer participation and leadership in MPS schools, school PTAs, the City-Wide PTA/PTSA, the Parent Leadership Academy, and other parent groups developed a proposal to address these concerns about parent elections and school governance; and

WHEREAS, Those six parents — Diane Brewer, Joan Huff, Penny Manke, Mary Morris, Iria Rilley, and Roxanne Starks — worked during the summer of 1997 to develop a Proposed Model for MPS School Governance Councils; and

WHEREAS, The MPS Board is committed to involving MPS parents as full partners in the lives and education of their children within MPS and the greater Milwaukee community; therefore be it

RESOLVED, That the electoral procedures stated in the Proposed Model for MPS School Governance Councils, as highlighted and identified in the appended copy of the document, prepared by a parent volunteer Parent Governance Forum Task Force be adopted to take effect no later than February 1, 1998; and be it

FURTHER RESOLVED, That the remaining issues and considerations contained in the document be given public hearing, discussion at all MPS and MPS-affiliated schools and programs, and be considered for action in a sequence and timetable adopted by the Board no later than November 30, 1997.

Referred to the Innovation/School Reform Committee.

* * * * *

Resolution 9798R-041

By Director Todd:

WHEREAS, The time has come to put a computer in every student's home for access to the infobahn; and

WHEREAS, MPS has an obligation to level the playing field between the technological “haves” and the technological “have nots”; and

WHEREAS, MPS children of color represent the majority of students in the district who are technological “have nots”; and

WHEREAS, School To Work cannot succeed without fluent keyboard and computer literacy in the information economy; and

WHEREAS, It is technology skills, particularly keyboard and computer literacy skills which will most strongly affect student achievement and success in the information society; and

WHEREAS, The children of MPS Board members have access to computer technology to compose homework assignments, and Board members’ children have become technological “haves”; and

WHEREAS, With computers at home for each student, parents can more effectively communicate with the schools; teachers can more effectively communicate with the parents; students can put their homework in the teachers’ electronic folders; teachers can grade the assignments and put them back in the kids’ electronic folders; kids can do research on the Internet; work groups can do assignments between schools, between districts, between countries (immersion schools); and parents can even contact teachers; and parents can leave absence notes for the school; and

WHEREAS, Work Groups and Group Ware are essential components of 'School To Work'; and

WHEREAS, If students graduate, they could get to keep the computer as an incentive to stay in school and as a tool for college work and a basis for ‘School To Work' with a real tool for on-the-job work at home; and

WHEREAS, The School Without Walls and Distance Learning concepts, components of 'School To Work,' would be facilitated through hands-on technology learning; and

WHEREAS, Homebound instruction would be facilitated and conducted much more cost effectively; now, therefore, be it

RESOLVED, That MPS provide a computer for every high school student at home; and be it

FURTHER RESOLVED, That the Administration identify the resources and budget for implementing this concept for the 1998-1999 school year.

Referred to the Innovation/School Reform Committee.

* * * * *

Resolution 9798R-042

By Director Todd:

WHEREAS, It is a fundamental fact that written English is based on the alphabetic principle and is a phonetic language; and,

WHEREAS, Learning to read and phonically decode is the alpha point of all education; and,

WHEREAS, The detrimental effects of illiteracy (literacy deprivation) are far more savage and brutal than financial and cultural deprivation, which are ultimately based on literacy deprivation; and,

WHEREAS, Educational research clearly supports systematic phonics instruction as the most effective and efficient way to teach an individual to read; and,

WHEREAS, Top teachers Marva Collins, Maria Montessori and Sig Englemann all use intensive phonetic methods to teach early reading; and,

WHEREAS, The Whole Language reading method with which MPS replaced its basic phonic instruction and phonic measurement system has proven to be a failed reform initiative depressing MPS reading performance; and,

WHEREAS, Abolishing the Wisconsin Design as a measurement system used for testing quality of phonics instruction standards at local schools and in classrooms has also proven to be disastrous to the district’s reading performance, and,

WHEREAS, The Wisconsin Design proved to be an intelligent assessment of teacher performance and a measure of high standards for teaching and instruction; and,

WHEREAS, Currently, the district has no effective way of uniformly assessing comprehensive decoding skills and measurement standards in the primary years; and,

WHEREAS, State legislatures throughout the U.S. are enacting Literacy Restoration Acts like the North Carolina's House Bill 917 (1995) which embrace phonics as a fundamental cornerstone of successful reading and literacy; therefore be it

RESOLVED, That the entire body of phonics knowledge — that is, comprehensive language decoding skills — be taught to each and every MPS student before second grade; and be it

FURTHER RESOLVED, That a comprehensive phonics measure system (ala the Wisconsin Design) be reintroduced to measure all student and local school performance and establish a system of high standards for teachers in the teaching of phonics and ultimately reading comprehension; and be it

FURTHER RESOLVED, That late student entries, at all grades levels K-12, to the MPS School District have access to and be required to take such comprehensive phonic instruction and

successfully meet the MPS basic phonics and reading comprehension measurement standards; and be it

FURTHER RESOLVED, That all partnership, choice, charter, and other publicly funded schools and programs be required to teach comprehensive phonic instruction and establish standards and measurement criteria; and be it

FURTHER RESOLVED, That comprehensive phonics instructional materials be made available free of charge to Home Schooling parents who desire to teach their children phonics reading skills at home; and be it

FURTHER RESOLVED, That such phonic instruction techniques be offered to parents through the MPS Community Education Division as part of a MPS Parenting Empowerment Initiative to help raise parenting skills for poverty-class underachieving children; and be it

FURTHER RESOLVED, That the book Phonics in Your Face/Military Day be made available as an informal supplement to all other formal phonic instruction for the purpose of jump-starting students at all levels so that they will be better prepared to absorb the more formal phonic classroom instruction.

Referred to the Innovation/School Reform Committee.

* * * * *

Resolution 9798R-043

By Director Todd:

WHEREAS, The Milwaukee Board of School Directors has passed a resolution introduced by Directors Gardner and Todd that a livable wage ($7.70) for all Milwaukee Public School employees and for all employees of Milwaukee Public School contractors shall start July 1, 1997; and

WHEREAS, Administrative Policy 3.09(16) is now in place, except for recreation workers covered under Local 1616/888J workers; and

WHEREAS, This contract has expired on March 31, 1996; and

WHEREAS, Recreation hires over 2,400 employees every year; and

WHEREAS, These employees move from one residence to another throughout the year; and

WHEREAS, The school system will not be able to get retro-checks to many of these young workers because it will not have current addresses; and

WHEREAS, Many of these younger employees, such as college students, do not want to, and should not have to, wait any longer for their retro-checks; and

WHEREAS, Many of these young and senior workers had said that they would not return to MPS this year if they are going to be told that they will make $7.70, but will be paid at a lower rate for at least another year while waiting for contract settlements; and

WHEREAS, These young and senior workers should not lose any wages due to relocation because the bargaining process has once again stalled to an impossible creep; and

WHEREAS, These workers are among the most needy of MPS employees; and

WHEREAS, The issue of $7.70 is not at the bargaining table, but is in effect today; and

WHEREAS, As time goes by, more and more of these employees will relocate again and again, making a administrative nightmare of paying people what is owed to them; and

WHEREAS, MPS has already incurred a liability for which no accruals or set asides are being made; and

WHEREAS, The employees will have a legitimate recourse to the State Department of Wage Claims to justifiably establish their growing liability against MPS; therefore be it

RESOLVED, That MPS Labor Relations enter into an agreement with Local 1616/888J via a Memorandum of Understanding (MOU) dealing with only the issue of $7.70 now being the lowest pay of any employee working for MPS; and be it

FURTHER RESOLVED, That the timetable for signing this agreement will be one month after Board approval, and the payment of retro-checks to employees at the new rate of pay, $7.70 minimum, will begin on July 30, 1997.

Referred to the Finance/Personnel Committee.

* * * * *

Resolution 9798R-044

By Director Hardin:

WHEREAS, MPS is committed to First Choice within MPS; and

WHEREAS, The Board of School Directors, through its Parent Empowerment and other policies, has stated its intention to make parents full partners in the education of their children and in the life of the community; and

WHEREAS, Milwaukee parents frequently feel confused, intimidated, and frustrated by their attempts to secure services or to address problems which they encounter with schools, school selection, transportation, options for the future, and other matters of vital interest to themselves and their children; and

WHEREAS, Central Services should be a place where all Milwaukee parents feel welcome, secure, and well served; therefore be it

RESOLVED, That a Parent Center, modeled on successful parent centers now operating within some MPS schools, be established within the Central Services building at 5225 West Vliet Street; and be it

FURTHER RESOLVED, That the Parent Center be equipped with furniture, computer equipment and programs, staff, and other resources to afford parents the information, counseling, welcome, and support to assist them in resolving problems, identifying best options for their children, and becoming full participants in MPS.

Referred to the Innovation/School Reform Committee.

The Board adjourned at 8:27 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 8, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:04 PM.

Present—Directors Braun, Gardner (6:10 PM), Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Absent and excused—Director O'Neil—1.

The Board Policy Analyst read the following call of the meeting:

October 2, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, October 8, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of negotiating a severance package for the Acting Superintendent of Schools.

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," and Wisconsin Statutes 19.85 (1) (e), which provides that a governmental body may convene in executive session "whenever competitive or bargaining reasons require a closed session," the Board may retire to executive session to discuss compensation data of a public employee and to formulate negotiations strategies with respect to the negotiation of a severance package for the Acting Superintendent of Schools.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Braun moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(c) to negotiate a severance package for the Acting Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—None.

The Board retired to executive session at 6:06 PM.

The Board adjourned from executive session at 7:08 PM.

DAYNEL L. HOOKER
Board Policy Analyst

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 14, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:11 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

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

October 9, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Tuesday, October 14, 1997, at 6:00 PM in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing and assessing applications for the position of 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 retire to executive session to review and assess employment applications for the position of Director, Office of Board Governance/Board Clerk.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(c) to review and assess applications for the position of Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 6:13 PM.

The Board adjourned from executive session at 7:21 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 21, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 5:10 PM.

Present—Directors Gardner, Sinicki, Small (5:40 PM), Thompson and President pro Tem Braun—5.

Absent and excused—Directors Hardin, O'Neil, Todd and President Fisher—4.

The Board Policy Analyst read the following call of the meeting:

October 16, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 5:00 PM on Tuesday, October 21, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of meeting informally with the Superintendent's Accountability Task Force to discuss the district's accountability plan and other related educational issues.

ROBERT J. LAWRENCE
Interim Board Clerk

The Board proceeded to discuss the district's accountability plan and other related educational issues with the Accountability Task Force.

The Board adjourned at 6:15 PM.

DAYNEL L. HOOKER
Board Policy Analyst

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 22, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 5:30 PM.

Present—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Absent and excused—Directors O'Neil and Todd—2.

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

October 16, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 5:30 PM on Wednesday, October 22, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

ROBERT J. LAWRENCE
Interim Board Clerk

Director Thompson moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(e) to consider collective bargaining negotiations strategy with respect to contract negotiations with the bargaining units listed above.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

The Board retired to executive session at 5:31 PM.

The Board adjourned from executive session at 6:05 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 27, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:31 PM.

Present—Directors Braun, Gardner (6:41 PM), Hardin, O'Neil, Small, and President Fisher—6.

Absent and excused—Directors Sinicki, Thompson and Todd—3.

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

October 23, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:30 PM, Monday, October 27, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of holding an informal discussion with State Superintendent of Public Instruction John Benson and other representatives of the Department of Public Instruction with respect to the DPI's project to seek input from major players in Milwaukee and around the state regarding MPS and to make recommendations regarding the district.

ROBERT J. LAWRENCE
Interim Board Clerk

Following a presentation by State Superintendent of Public Instruction John Benson and Morris Andrews, the Board discussed the DPI's project to seek input from major players in Milwaukee and around the state regarding MPS and to make recommendations regarding the district.

The Board adjourned at 7:19 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:32 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence for Brandon Ellis, killed in a car accident on September 30, who was a sixth-grader at Fernwood Elementary School and for Raul Perez, shot to death on October 15, who was a former student at Pulaski High School.

AWARDS AND RECOGNITIONS

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

School to Work Transition Program

for

Students with Disabilities

Through its School to Work Transition Program, which is supervised by Ms. Rebecca Pettit, the Milwaukee Public Schools' Department of Special Services purposefully prepares students with exceptional education needs (EEN) for the transition from school to the adult world of work and community living. This program, which begins when these students enter school and continues until they graduate, comprises a number of components:

- Middle School Project — This program for sixth- through eighth-grade students with disabilities emphasizes community exploration and assessment. Through a variety of community placements in a number of business sites, students have the opportunity to
    - explore several careers in a functional, hands-on manner;
    - develop appropriate work-related behaviors, attitudes, and specific job skills in natural environments;
    - develop mobility skills utilizing public transit;
    - tour the UWM campus; and
    - participate in a job shadowing experience.

The program enables students, parents, and teachers to establish realistic career goals, develop suitable vocational plans, and identify appropriate high school programs and courses. It has been in operation since the 1989-90 school year.

- Community Assessment and Training Program — The program began in 1991 to help students with disabilities stay in school, find a way to make a living, and then obtain jobs in their chosen fields. A number of large and small community assessment and training sites have been established throughout Milwaukee, offering experiences in areas such as graphics, clerical, food services, environmental services, child care, printing, and warehousing. Students are not paid, but receive school credit for their work. The students spend a half-day in school and a half-day on the assessment site. Teachers and educational assistants directly instruct, assess, train, and supervise the students at the various sites.

  Recently, the Community Assessment and Training Program was named winner of the 1997 Wisconsin Health Care Association's Group Volunteer Award for the volunteer efforts of students at Lakewood Health and Rehabilitation Center. Approximately 30 MPS students receive a career assessment at Lakewood in every area of care, including food service, patient care, laundry, and the receptionist desk. Students are paired with residents with whom they spend time together in a one-on-one relationship. At least four students are now employees at Lakewood as a result of this successful program.

- Employment Training Project — In 1986, MPS began an innovative approach to better prepare students with disabilities for life after high school. The Employment Training Project assists current and former students with all aspects of transition. The program's focus is to provide support for students with disabilities between the ages of 18 to 21 to ensure that they are able to obtain and sustain competitive employment and to more fully integrate into community living. The project assists students through development of career goals; job development and placement; on-site job training/coaching; mobility training; continued support through follow-up visits; and assistance in obtaining additional services, benefits, education and training through referral to adult services agencies.

- Designated Vocational Instructors — Key staff involved in the School to Work Transition Program for Students with Disabilities are the Designated Vocational Instructors at the high school level. In addition to teaching career courses for students with disabilities in each high school, they have responsibility for facilitating and supporting the vocational/career plan for each student and the components of that plan. They work with the primary classroom teachers and with others in the community to ensure that students are successfully engaged in meaningful employment after graduation or have a plan for continued education and career training.

The Milwaukee Board of School Directors and the entire school community recognize the School to Work Transition Program for Students with Disabilities. The teachers, educational assistants, and other staff involved in the program, as well as the community sites that provide work experiences for the students, are to be commended for their dedication, commitment, and outstanding service to the students and their families.

Special Recognition

The Milwaukee Board of School Directors wishes to recognize George Tillman, Jr., for his screenplay for the box-office hit, "Soul Food," a movie which chronicles the life of black Midwest matriarch Mother Joe and her three daughters. The twenty-eight-year-old Tillman, who is the son of Bernice and George Tillman, Sr., graduated from Milwaukee's John Muir Middle School and John Marshall High School. After completing the film program at Columbia College in Chicago, he went on to write and direct a project called "Paula," for which he won a Black Filmmakers Hall of Fame Award. Tillman, who was recently featured in a story in the Milwaukee Journal Sentinel, is seen as a role-model for other students in the Milwaukee Public Schools who aspire to have careers in the movie industry.

Other Awards And Recognitions

- Westside Academy II was honored by Mayor John Norquist at a reception on October 17, 1997, and received the Mayor's Design Award. The school was recognized for the building project which renovated the former St. Thomas Aquinas School and converted it to Westside Academy II, located at 1940 N. 36th Street. The principal of the school is James Sonnenberg.

- M. Lourdes Tovar, Principal of Vieau Elementary School, was named Hispanic Woman of the Year by the United Migrant Opportunity Services, Inc. She received the award at the 1997 Hispanic Awards Banquet on October 18, 1997.

- Sonia Flores, educational assistant on leave from Walker Middle School, and her family received the Hispanic Family of the Year award from the United Migrant Opportunity Services, Inc.

- Students in the Jazz Lab Combo of the Milwaukee High School of the Arts received national recognition over the summer. The members of the Jazz Lab Combo include Paul Goden, tenor sax; Zack Lozier, trumpet; Wesley McVicker, drums; Maurice Cotton, piano; Ben Calhoun, bass; and Dan Flynn, guitar. The Director of Jazz Studies at the school is Clifford Gribble.

  The students were featured in a story on the television show, CBS Sunday Morning, which aired on Sunday, August 31, 1997. Wesley McVicker, a student drummer in the combo received special emphasis.

  Paul Goden, a junior and tenor sax player, and Zack Lozier, a 1997 graduate and trumpet player, spent ten days at the Vail Jazz Foundation's Jazz Workshop in August. They were two of only 12 students nationwide who were awarded full scholarships to attend the workshop and perform at the festival.

  The Jazz Combo earned a silver award at the JazzFest USA competition sponsored by Downbeat magazine and the Thelonious Monk Institute of Jazz. Maurice Cotton was recognized as one of the JazzFest All-Stars.

  The Milwaukee High School of the Arts' jazz program twice has been named as one of the 50 best programs in the country by Jazz Times magazine and has been featured numerous times in Downbeat magazine.

- Sallie Brown, principal, and Norma Cleary, teacher, at the Wisconsin Conservatory of Lifelong Learning, were selected to receive scholarships as part of the Fulbright Memorial Fund Teacher Program from a national pool of more than 2,000 applicants. They are among distinguished primary and secondary teachers from the U.S. who will travel to Japan for three weeks in October 1997 in an effort to promote greater intercultural understanding between the two nations.

- Elm Creative Arts School received the 1997 Eighth Annual Business Week Award for Instructional Innovation at the National Conference of State Legislatures held in Philadelphia in August 1997. The school was recognized as "A School With An Arts-Driven Curriculum — Educating for the Workplace Through the Arts."

- Browning Elementary School won first place statewide and third place nationwide in the National Children's Film Festival competition for the movie they created entitled, "The Buffalo Hunt." The clamation movie depicts Plains Indians in a buffalo hunt and includes a musical score using American Indian flutes made from PVC pipe.

- Edward Kovochich, principal of Madison High School, was elected to the Wisconsin Interscholastic Athletic Association's Regional Debate Association Board. Willie Jude, Sr., principal of North Division High School, was reappointed to the WIAA State Board.

- Harry Oden, principal of Juneau High School, will be inducted into the Hall of Fame at the University of Minnesota-Duluth in October 1997. He is a member of the University's class of 1963. An endowed scholarship fund established in his name is used to provide scholarships to students with special needs. To date, 28 scholarships have been awarded.

- Thomas Balistreri, principal of Rufus King High School, will receive an achievement award from the University of Wisconsin-Milwaukee for excellence in education in October 1997.
- Sharon Rae Landergott Durtka, staff development specialist in the Department of Educational Services, received an honorary doctorate degree from Ripon College. She was honored for her contributions in the development and evolution of "global interdependence."
- Be A. Ware, a graduate of Milwaukee Trade and Technical High School, has won first place in a national film competition sponsored by the American Probation and Parole Association for his film, "Brew City." Ware, who worked on the film with his father, is currently a student at the Massachusetts Institute of Technology.
- A number of students and staff from the Milwaukee Public Schools served as volunteers at the Wisconsin Senior Olympics held on Saturday, September 6, 1997. They were recognized in a letter from the Senior Olympics Games Coordinator for their efforts. Twenty-two students from Washington, North Division, and Pulaski high schools volunteered their services. The following teachers assisted in conducting the event:
  - > Robert Kern, teacher, North Division High School
  - > Gisela Benning, Athletic Director, North Division High School
  - > John White, teacher and coach, Rufus King High School
  - > Barb George, teacher, North Division High School
  - > Melissa Welch, teacher and coach, Pulaski High School
- John Kramer, mathematics teacher at Grand Avenue School, was a presenter at a workshop sponsored by the National Council of Teachers of Mathematics this summer in Houston, Texas. He was among 75 teachers from across the U.S. participating in the workshop.
- Dr. Myra K. Vachon, Acting Director of the Department of Human Resources, received certification as a Professional in Human Resources. This certification signifies that she successfully completed an experience / education evaluation and a rigorous examination of comprehensive knowledge in the field of Human Resource Management.
- Students at Allen-Field Elementary School were selected to appear in a Wisconsin Public Television documentary special called, "Looking for America." The show, about life in the United States, aired on Columbus Day, October 13, 1997. The students recited lines from the Preamble to the Constitution.
- The following students were among six selected from the Milwaukee metropolitan area and 55 students nationwide to travel to Arlington, Virginia, in early October 1997 to represent Warner Cable's Kidz Biz media literacy program at a national forum live on Court TV:
  - > Jacques Taylor, grade 7, Morse Middle School
  - > Catrina Armstrong, grade 8, Milwaukee Education Center
  - > Darrell Coleman, grade 8, Grand Avenue Middle School

  The forum, at which the students discussed issues that most affect their lives, was held in conjunction with the National Middle School Association and the Month of the Young Adolescent.
- The following schools were recognized for their participation in Wisconsin WebFair '97, an on-line showcase of Wisconsin students' (kindergarten through college) best educational uses of the Internet and the World Wide Web. The schools' web page entries were among those in the state designated as the 1997 Distinguished Entries:
  - > Manitoba Elementary School — Native American Studies
  - > Manitoba Elementary School — Jackson Park Business Directory
  - > Madison High School — AP Calculus: Newton's Method

> Madison High School — History of the Periodic Table

WebFair was organized by the University of Wisconsin System, Wisconsin Education Association Council, the Urban Superintendents Association, and the Wisconsin Department of Public Instruction and was sponsored by Ameritech, American Show Management Inc., Apple, IBM, and WiscNet.

- The following schools and teachers were recognized for their participation in TechnoFest '97. The event was hosted by Washington High School, Steuben Middle School, and Hi-Mount Community School on May 14, 1997, and was sponsored by a number of businesses, educational institutions, and community organizations.

  Best-of-Show Awards

  > Wisconsin Conservatory of Lifelong Learning, Charlene Harteau, Creative Arts

  > Grant Elementary, Jennifer Carney, Research

  > Lloyd Street Elementary, Phyllis Bankier, School to Work

  > Steuben Middle School, Mari Lauer, Programming

  > Steuben Middle School, Patricia Glieber, Research

  > Rufus King High School, Henry Kranendonk and Sandra Stark, Creative Arts

  > Rufus King High School, Henry Kranendonk and Sandra Stark, Programming

  > Washington High School, Robert Sivak, Research

  > Pulaski High School, Tammy Reed, School to Work

  Highest Honors Ribbons

  > Hi-Mount Elementary, Karen Pokrandt, Creative Arts

  > Grant Elemetary, Susan Nowak, Creative Arts

  > Allen-Field Elementary, Linda Robinson, Research

  > Hi-Mount Elementary, Kathleen Smith, Research

  > Lloyd Street Elementary, Phyllis Bankier/Barb Hennig, Research

  > Lloyd Street Elementary, Fran Johnson, Research

  > Grant Elementary, Patricia Kurth, School to Work

  > Wisconsin Conservatory of Lifelong Learning, Charlene Harteau, Research

  > Washington High School, Ann Alvarez, Programming

  > Washington High School, Amita Antao, Research

  > Washington High School, Margaret Todd, Research

  > Washington High School, Amy Fetherston, Research

  > Juneau High School, Carolyn Lawrence, School to Work

  > Milwaukee School of Entrepreneurship, Janet Dunn, School to Work

  Four students from the Wisconsin Conservatory of Lifelong Learning who were Best-of-Show Award winners in Technofest '97 participated in the Discovery World Technofest on October 11-12, 1997. The students are Shannon Clark, Tara Blohm, Alepon Figueroa, and Ruth Lopez.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of September 11, 16, 17, 18, 23, and 24, 1997, were approved as printed

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COMMUNICATION FROM THE SUPERINTENDENT

(Item A) Action on a Recommendation to Establish a Second Position of Deputy Superintendent, and on Recommendations for the Appointment of Individuals to Both Positions

October 29, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

I am proposing a modification of the central services' organizational structure which will realign the district to allow for better services to schools and to departments. This proposal follows my review of the functions and expanded responsibilities of the current deputy superintendent position as well as a review of the district's extensive reform efforts and commitment to decentralization.

In the Office of the Superintendent, there would be two deputy superintendents: one position to focus on the district's high standards reform efforts and curriculum and instruction, providing direction to the Departments of Educational Services, Human Resources, and Technology and providing oversight for the areas of High Standards Reform, School to Work, and Research and Assessment. The second deputy superintendent position would focus on the day-to-day operations of the district, providing direction to the Departments of Parent and Student Services, Leadership Services, Finance, and School/Community Services. Attached is the proposed organizational chart which shows the reporting structure within central services.

Funding for the second deputy superintendent position would be provided through the existing FY98 budget and there would be no increase in administrative positions. This would be accomplished by the elimination of the currently vacant Executive Assistant to the Deputy Superintendent position and replacing it with the creation of a second Deputy Superintendent position.

I am recommending the following:

1. That a second position of Deputy Superintendent be created.
2. That the following individuals be appointed to the two Deputy Superintendent positions:
    - Thomas A. McGinnity to Deputy Superintendent — (Schedule 3E, Level 18A, $107,213) — effective upon assignment following approval by the Board of School Directors. (Leadership and coordination for educational initiatives and district reform)
    - Janie R. Hatton to Deputy Superintendent — (Schedule 3E, Level 18A, $107,213) — effective upon assignment following approval by the Board of School Directors. (Leadership and coordination for the district's day-to-day operations)

Respectfully submitted,

ALAN S. BROWN, Ed.D.
Superintendent of Schools

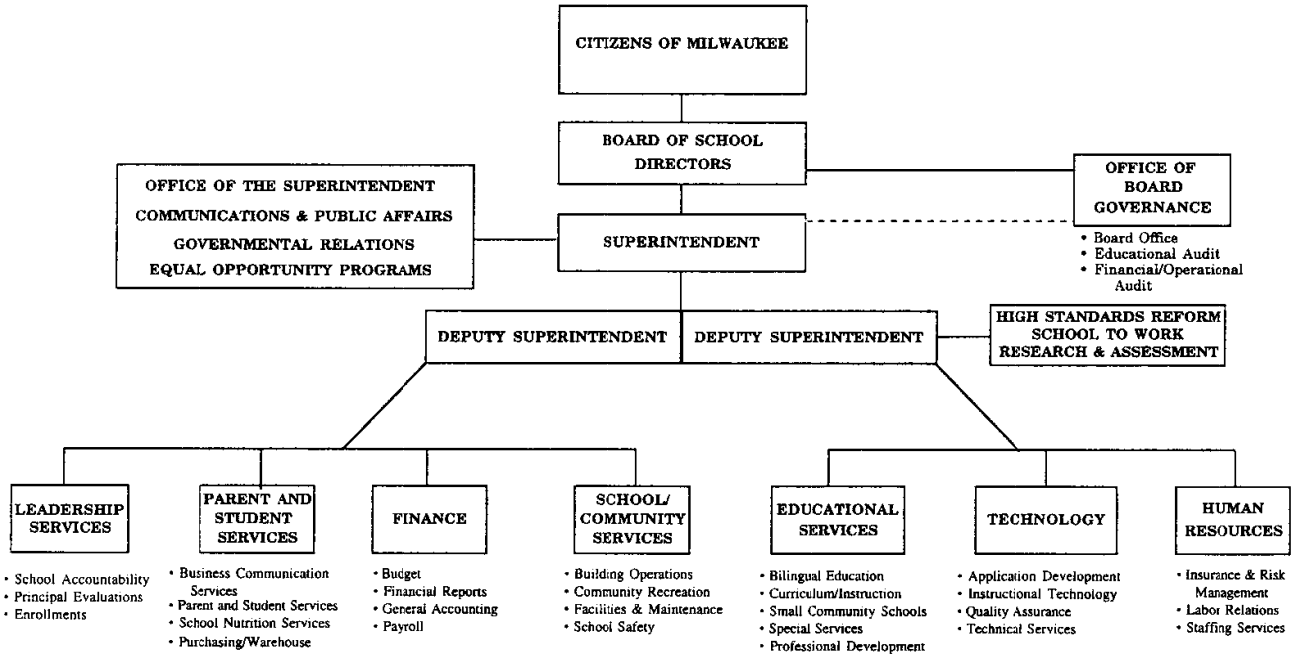
DRAFT

MILWAUKEE PUBLIC SCHOOLS

Central Services Organizational Structure

October 29, 1997

DRAFT



Director Todd moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to consider recommendation #2 of the Superintendent's communication.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 6:55 PM.

The Board reconvened in open session at 7:40 PM.

Director Thompson moved that the Board approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Noes—Directors O'Neil and Todd—2.

COMMUNICATIONS FROM THE INTERIM BOARD CLERK

(Item A) Approval of and Transfer of Funds for a Negotiated Severance Package for the Former Acting Superintendent of Schools

October 29, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

The Board's employment agreement with the former Acting Superintendent, Barbara Horton, provides that "the Board shall negotiate a severance package with the Acting Superintendent in the event she is not chosen to be the new superintendent."

At the direction of President Fisher, the City Attorney's Office has concluded negotiations with the former Acting Superintendent regarding the severance package. A copy of the proposed agreement has been given to Board members under separate cover.

It is recommended that the Board approve the severance agreement with Barbara Horton and authorize the Board President to execute the agreement on behalf of the Board, with the costs of the agreement to be charged to the district's severance pay account.

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Interim Board Clerk

Director Small moved that the Board approve the severance agreement with Barbara Horton and authorize the Board President to execute the agreement on behalf of the

Board, with the costs of the agreement to be charged to the district's severance pay account.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

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(Item B) Suspension of Board Rule 1.02(01) and Rescheduling of the Regular November and December 1997 Board Meetings

October 29, 1997

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 Wednesday of each month.

Under the provisions of this Rule, the November Board meeting would be held on Wednesday, November 26, which is the evening before Thanksgiving. The December Board meeting would be held on New Year's Eve, December 31.

It is recommended that the Board suspend Board Rule 1.02 (1) and change the dates of the meetings.

The following dates are suggested for the meetings:

Tuesday, November 25, 1997;

Wednesday, December 17, 1997.

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Director Braun moved that that Board suspend Board Rule 1.02 (1) and reschedule the regular November Board meeting to November 25, 1997, and the regular December Board meeting to December 17, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

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REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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 Request to Approve in Concept an Innovative School Proposal: The Global Learning Center

Administration's Analysis

1. Since June 1996, discussions have been held with interested parties regarding The Global Learning Center (GLC), an innovative school proposal for middle school students, grades 6-8.

2. The mission of The Global Learning Center will be to provide a student-motivated alternative to the traditional classroom learning system, with the purpose of preparing students with knowledge, skills, and a mindset embracing universal values to live and work effectively in the global marketplace and to build a sustainable future.

3. The strong academic program, while dealing with the basics, will focus on life from a global perspective and the preparation of students to embrace a sustainable future. Enfolded in the program will be the K-12 Teaching and Learning Goals and School To Work. Learning will be student-centered, problem-centered, and collaborative. Deep thinking, involvement, and equity will be keys. Creativity will be encouraged, and advanced brain-mind research will be utilized to build on individual student abilities and talents. Emphasis will be placed on hands-on experiences related to the real life of the local and global communities in order to maximize invigorating and powerful learning.

4. The GLC will consist of six learning clusters. A learning facilitator and two assistants will assist each cluster of 16-17 middle school students of diverse background with learning activities. These clusters will have a homebase site located in a present community facility, such as a university, business, community organization, or house. This homebase site will provide a stable, secure, and stimulating learning environment modeling universal values. Activities will also include hands-on experiential learning planned in various other locations as necessary to enhance a dynamic curriculum and powerful learning experience.

5. The learning facilitator and two assistants will oversee and nurture each cluster homebase, developing curriculum, acquiring resources, utilizing distance learning, arranging access to language and other specialized resources, networking, mentoring, and teaching.

6. Technology will connect the six learning clusters, as well as link them to the broader community. Advanced technological and human resources will be available to work with each cluster at its homebase as needed or at specialized sites elsewhere. Parents/Guardians and the family of students will participate in an agreed-upon commitment and partnership with the GLC.

7. There will be a GLC hub which will be the coordinating locale, assisting with administrative tasks, including fiscal accountability, and working with the clusters in designing curriculum and the assessment functions.

8. There will be a GLC Advisory Group which will be drawn from the broad community, including the planning team organizing the GLC.

9. There will be a GLC Council which will provide the shared governance function of the learning community and will consist of the parent/guardian/students, paid staff, and representation from the GLC Advisory Group.

Strategic Plan Compatibility Statement

10. District-wide support for the development and implementation of innovative schools is supported by the strategic plan, as described in the document Education for the 21st Century.

Statute, Board Policy Or Rule Statement

11. Any necessary modifications to Board Policy will be brought to the Board as the planning progresses.

Fiscal Impact Statement

12. The Administration is working with key persons involved in developing this proposal and will bring more information to the Board. Additional information will include an operating budget.

13. Per-pupil funds for The Global Learning Center would be requested during the FY99 budget process. Any additional funding needed would come from outside sources, and the Center would be responsible for securing these funds.

Implementation and Assessment Plan

14. The proposal is for a program to be implemented for grades 6-8 in Fall 1998.

15. The MPS accountability measures will be used in The Global Learning Center. Assessment will use the Eighth Grade Proficiency 2000 requirements for middle school

Committee Recommendation

Your Committee recommends that the Board approve the concept of The Global Learning Center and, thus, allow the Administration to move forward in planning this project with the understanding that final recommendations be brought back to the Board for approval. Any admissions criteria are to be included in the report back.

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(Item 2) Report on Admissions Standards Developed by High Schools (Follow-up to Resolution 9798R-003, adopted August 28, 1997)

Your Committee reports having received the following report from the Administration. Your Committee intends to schedule further consideration of this matter at a future meeting.

Administration's Report

1. On June 18, 1997, the Milwaukee Board of School Directors authorized the development of admission standards for Fall 1998 enrollment for Rufus King High School for the College Bound and Riverside University High School. An outline of the admission standards for these two schools is attached.

2. On August 27, 1997, the Milwaukee Board of School Directors took action to authorize high schools to develop admission standards for Fall 1998 enrollment. The Administration was requested to bring back a report on the high school standards no later than January 1998.

3. The Milwaukee High School of the Arts developed admission standards which will require completion of an application and a mandatory audition in the field of interest. An outline of the admission standards for the Milwaukee High School of the Arts, which includes the components which the audition process will comprise for each arts specialty area, is attached.

4. The high school principals met on several occasions to discuss the establishment of high school admission standards. A meeting was held with representative middle school and high school principals to further discuss this issue within the context of the grade-eight proficiencies approved by the Milwaukee Board of School Directors on June 18, 1997, and the Middle School Collaborative established to support the new grade-eight proficiencies.

5. The grade-eight proficiencies (copy attached) apply to the Class of 2004, which completes grade eight in the year 2000. Students who graduate from eighth grade will be required to demonstrate skills in the areas of communication, mathematics, and science in order to be promoted to high school. Each proficiency will be evaluated according to specific MPS guidelines. Each student must meet the guidelines. The grade-eight proficiencies are completion requirements for all students, with appropriate accommodations made for limited-English-proficient students and students with special needs.

6. Teachers, other staff, parents, and the Middle School Collaborative, with administrative support, are developing rigorous curricula, professional development, and assessment measures to support the grade-eight proficiencies in preparation for full implementation with eighth-grade students in the year 2000.

7. The middle and high school principals and the Administration endorse the use of the Board-approved grade-eight completion proficiencies as the admission standards for the fifteen high schools, effective for the 2000-01 incoming ninth-grade students. This is consistent with the district's high standards reform, the grade-eight proficiencies, and the more rigorous graduation standards adopted by the Board.

8. If a student satisfactorily meets the grade-eight proficiency standards, the student would be qualified to express a choice in high school selection. All "qualified" students would have the same priority. Qualified students have priority over non-qualified students. Qualified students do not have priority over other qualified students.

9. The following high schools will use the grade-eight completion proficiencies as the admission standards for their schools beginning with the incoming ninth-graders for the 2000-01 school year: Bay View, Custer, Grand Avenue, Hamilton, Juneau, Madison, Marshall, Metropolitan High, Milwaukee School of Languages, Milwaukee Trade and Technical, North Division, Pulaski, South, Vincent, and Washington.

10. A legal opinion has been requested from the City Attorney's Office regarding the admission standards for high schools. The Administration anticipates receiving the legal opinion by Monday, October 6, 1997. A copy will be forwarded to Board members.

11. The Administration is in the process of developing a detailed plan to implement the admission standards in all high schools.

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(Item 3) Action on an Investigative Learning Center Specialty School Proposal at Fritsche Middle School

Administration's Analysis

1. The staff and parents at Fritsche Middle School have developed a comprehensive investigative learning center specialty school proposal (see attachment) focused on higher-order thinking and reading, writing, listening, and speaking. With an integrated view of learning, the student becomes responsible for sequences of learning in the context of a spiraling curriculum structure.

2. The specialty school proposal is a result of local autonomy, staff empowerment, and community and parent collaboration. The program transcends the focus on traditional school subjects. While insisting upon the thorough study of the various disciplines, it accentuates the inter-relatedness of subject matter, thus better preparing students for post-secondary opportunities.

3. The proposal offers a number of advantages to students, parents and the district:

   a. A unique educational program which will improve on and expand the middle school student's cognitive and affective abilities through an interdisciplinary perspective allowing for both mastery and emotional understanding of material and unlimited depth of pursuit based on student interest.

   b. An increase in the enrollment of students who reside in the attendance area. Presently some students who reside in the attendance area opt to attend a specialty school in another area of the city.

   c. An educational program which will be attractive to parents and students who presently select, or intend to select, a school outside of the Milwaukee Public School system.

4. Supported by a unique four-block-model educational delivery system consisting of three academic blocks and a fine arts/vocational education block, the investigative learning environment is designed from the point of view of increased activity in work level, choices, and planning. Within this framework, the student has time to collaborate on both self-initiated and instructor-initiated projects. Students are asked to consider issues and problems in their widest scopes and to realize that good solutions often draw upon insights one has acquired from many sources. This program shuns the fragmentation of knowledge that so often results when students move from science to history to mathematics to technology as if the classes were unrelated. This proposal allows for technology-supported, group-cooperative work, team projects, Socratic seminars and simulations, as well as individual inquiry as an integral part of the instructional delivery system.

5. While a comprehensive school-wide curriculum is provided, there is special emphasis and additional time allotted to mathematics, science and technology.

a. The mathematics program seeks to give students an appreciation of the usefulness, power, and beauty of the subject. Aims and objectives include understanding of mathematical reasoning and processes, the ability to develop flexible strategies for problems in which solutions are not obvious, and the acquisition of mathematical intuition. The program is organized, through an investigative approach, to connect and interrelate concepts with other curricular areas in real world application situations.

b. Science aims to provide the student with critical thinking skills through both a body of knowledge and an understanding of the scientific approach to problem solving. Utilizing an integrated approach, topics included are the earth and universe, force, motion, work and energy, matter and materials, life and living things, the study of organisms through interaction with the environment, microscopic and macroscopic concepts, data access and analysis, as well as high level concepts dealing with heredity, evolution, health and biotechnology.

c. The technology curriculum advances instruction by linking networked classrooms to on-line instructional research resources, internet access, e-mail, and real time interactive discourse capabilities. The delivery of the technical literacy curriculum is accomplished through automated computer library resource stations, writing centers, computer assisted instruction, and a multi-communications laboratory.

6. In, 1997-98, all high schools became city-wide schools. The action was taken to increase the number of students receiving their first choice schools. The effect of this action was that, in three high schools (Bay View, Hamilton, and Pulaski), the percentage of African American students at the entry grade decreased significantly. The percentage of African American students at the entry grade also decreased at Audubon Middle School following the Board action last year to convert Audubon to a city-wide school. Fritsche's student population is currently at 47% African American.

Strategic Plan Compatibility Statement

7. The concept of school-based innovative reform is supported by the Board's strategic plan. The investigative learning program at Fritsche Middle School supports the Board's goals for rigorous curriculum while allowing students to see the relevance of that curriculum in real life. The proposal also supports the Board's goals for high standards, innovation/reform and planning. In addition, this proposal supports the Board's First Choice within MPS priority for FY98.

Statute, Board Policy Or Rule Statement

8. This proposal is consistent with state statutes and Board policies.

Fiscal Impact Statement

9. Fritsche's investigative learning center program will continue to be budgeted at 71% of the district's per-pupil expense.

10. Transportation costs more than likely will increase due to the designation of Fritsche Middle School as a city-wide specialty program.

Implementation and Assessment Plan

11. Fritsche Investigative Learning Center City-Wide Specialty Middle School will be open to all students district wide. First preference in school selection will be given to students who reside in the Fritsche, Burdick, and Fernwood attendance areas. Fritsche Middle School will maintain the racial balance of 55% African American and 45% non-African American, which is consistent with other city-wide schools.

12. Fritsche will comply with the district accountability measures, as well as eighth-grade proficiencies. Additional performance-based assessments for students will be developed cooperatively by a committee consisting of Fritsche staff, parents, and community representatives, including area colleges and Central Services staff.

Committee Recommendation

Your Committee recommends that the Board approve the proposed Fritsche Investigative Learning Center City-Wide Specialty Middle School.

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(Item 4) Report on Resolution 9798R-033 by President Fisher Regarding Reinstatement of a Full Summer School Program

Your Committee reports having received the following informational report from the Administration:

Background

The following resolution was introduced by President Fisher at the August 27, 1997, meeting of the Board of School Directors and referred to the Innovation and School Reform Committee. At its September 9, 1997, meeting, the Committee voted to hold the item in committee and directed the Administration to prepare an analysis.

WHEREAS, MPS at one time offered a full summer school program, including courses both for enrichment and for credit; and

WHEREAS, MPS no longer offers a full summer school program; and

WHEREAS, Summer courses for credit could help reduce the dropout rate by allowing students to make up courses they have failed; and

WHEREAS, Summer courses for enrichment, such as reading and mathematics, could help with preparation for the various testing and competency requirements; and

WHEREAS, A summer school program could be used as a year-round school program to alleviate the problems associated with W-2; and

WHEREAS, In the past, state aid provided full funding for summer school on a one-year delayed basis; now, therefore, be it

RESOLVED, That the Board direct the administration to develop plans for Board approval for the reinstatement of a full summer school program, beginning with summer, 1998; and be it

FURTHER RESOLVED, That the Board direct the Administration to investigate initial start-up funding for the program, such as a one-time state grant or foundation funds.

Administration's Report

The following is the Administration’s preliminary analysis relative to the reinstatement of a full summer school program for 1998. More detailed program and fiscal implications will be developed over the next several months, and recommendations will be submitted to the Board by January 1998.

Educational Plan

The Administration proposes developing a summer school program for the 21st century that would include the following:

1. Elementary School

   The elementary summer school program would focus on reading across the curriculum, math, and science. Students would be identified for summer school by their classroom teachers, based on their performances on the Jerry Johns (reading) and the WSAS (math and science). Students could also enroll for enrichment in each subject area.

   Teachers working with these students would be trained in the most effective instructional methodology in order to ensure student achievement.

   At the elementary level, attendance in a summer school program would not be used for promotion to the next grade.

   These programs would be available at all interested elementary schools.

2. Middle School

   The middle school program would focus on helping students meet the Grade 8 Proficiencies/Exit Requirements. Students in grades 6 - 8 would be eligible to attend summer school for academic support or enrichment. This program would be available at all interested middle schools.

3. High School

   The high school program would be twofold: First, programs would be developed to reflect the graduation requirements. Students could take courses that would enable them to meet the graduation requirements. Students participating in such a program could earn up to 1 credit toward graduation. Seniors, if necessary, would also have an opportunity to take the proficiency examination if they had not successfully completed it prior to the start of the summer program. This program would be available at a north-and south-side high school.

   Secondly, high school programs would also be targeted to meet the needs of ninth graders who need additional academic support. It is believed that this would help to reduce the number of dropouts at grades 9, 10, and 11. These programs would be held at the students winter school to ensure continuity in instruction.

Assessment Plan

The assessment plan would be based on the district's current accountability measures at the elementary, middle, and high school levels. Appropriate grade-level/subject area assessments would be used to measure each student's academic growth at the end of the summer school program. Summer School data would be shared with the Board of School Directors on an annual basis in September.

Additional assessment plans needed would include:

- Identifying areas of need and possible student enrollments in each area
- Determining staffing requirements and needs
- Identifying the instructional methodologies that will provide students with the most beneficial and rigorous summer school experience

Fiscal Implications

At the current time, the Administration is providing the Board with a preliminary analysis of the fiscal implications for the expansion of summer school programs. The Administration will be able to provide a more thorough analysis of the fiscal implications after schools have had an opportunity to assess their students to determine which students may or will need the continued academic support that can be provided in a summer school program.

The 1997 summer school program cost approximately $1,655,000, which included transportation costs, for a six-week session. Following are the programs that were offered and the number of students that enrolled in each:

Program	Grade/Age	# of Students
Reading	Grades 2 and 3	1191
Math (and science)	Grades 5 and 6	395
Science	Grades 4 and 5	
Ex. Ed. ESY	Ages 3-21	103
Alternative Programs		132
Algebra	Grades 9 and 10	400
Total students		2,221

These costs would increase based on the number of summer school sites, staffing needs, length of the summer school programs, transportation needs, and the number of students who would enroll. If enrollment doubles in each area for similar program offerings, the total cost would be approximately $3,310,000. If enrollment would triple in each area, the cost would be approximately $4,965,000.

In order to ensure the successful expansion, coordination, management, and implementation of summer school programs, the administration is recommending that a director, assistant director, and secretary be hired. Currently, the administrator who is coordinating the program is also the administrator who is responsible for overseeing the areas of Learning Disabilities and Visually Impaired in the Division of Special Services.

The summer school director's and assistant director's duties would include the following:

- Identify and secure summer school sites.
- Coordinate the hiring process for teachers, secretaries, educational assistants, safety aides, and administrators.
- Prepare the summer school handbook for parents.
- Develop summer school applications and coordinate the registration process at the elementary, middle and high school levels.
- Coordinate transportation with Student Transportation Services.
- Complete, submit, and maintain the DPI Summer School Program Report.
- Coordinate student registration.
- On-site visits
- Provide support to summer school administrators

The cost of a summer school director would range from $52,688 to $76,193, based on schedule 11A. The cost of a summer school assistant director would be approximately $41,015, based on an assistant principal's hourly wage of $38.84. The cost of a school secretary I would range from $19,964 to $25,340.

The summer school director and secretary I positions would be twelve-month positions. The summer school assistant director position would be a six-month position from March to August.

Teachers and educational assistants would need to attend a two-day inservice prior to the start of summer school to learn the instructional methodology to be used in each subject area. Teachers would be paid their hourly rate of approximately $35 to attend the inservices. The approximate cost of the inservices would be based on the number of teachers hired for the summer school programs.

In order to prepare for summer school last year, approximately 90 teachers attended two half-day inservices in the areas of elementary reading, math, and science, which cost approximately $25,000.

Consultant costs, if needed, would range from $1,000 to $5,000, depending on the services requested.

Based on these preliminary fiscal implications, the Administration is looking at a variety of ways to finance an expanded summer school program. One possibility is looking at ways schools could use their Title I funds or other school funds to provide students with an extended school year. Because all schools may not choose to have an extended year program, the Administration will also seek possible state and/or federal funds to support the expansion of summer school.

The state budget bill recently approved by the state legislature would allow the district's revenue limit to increase by 20% of the summer school enrollment. This would not allow MPS to raise sufficient revenue to implement a comprehensive summer school program which would lead to improved student achievement. The district has sent a letter to Governor Thompson requesting that he veto the 20% limitation and thereby allow the full summer school enrollment to be counted for revenue limit purposes.

Steps That Need To Be Taken

A Summer School Planning Committee consisting of staff from Educational Services, Curriculum and Instruction, Human Resources, Parent and Student Services, Technology, Small Community Schools, School and Community Services, Finance, Special Services, Labor Relations, Leadership and Support Services, and principals from the elementary, middle, and high school levels met in September to discuss summer school program offerings. Based on these meetings, the following were identified as steps to be taken:

1. Identify funding sources for the expansion of summer school.
2. Define summer school program needs at each grade level and/or in each subject area.
3. Identify possible summer school sites.
4. Collaborate with the Division of Recreation to coordinate summer school program offerings.
5. Submit summer school program proposal and budget to the Board for approval by January 1998.
6. Develop handbook, applications, notices to teachers and parents. Disseminate information to schools and parents.
7. Develop memorandum of understanding regarding summer operations with various labor groups.
8. Coordinate with Facilities and Maintenance Division to determine which facilities are available for summer. Confirm with building principals.
9. Coordinate with Pupil Transportation Services to arrange transportation for elementary programs.
10. Submit to DPI the Summer School Program Report outlining proposed summer school offerings.
11. Register students.
12. Hire teachers, secretaries, educational assistants, safety aides and administrator for summer employment
13. Collect and analyze summer school achievement data.

Timeline for Implementation

October 1997

Department of Educational Services identify summer school program needs.

Coordinate with the Division of Community Recreation summer program offerings.

Explore alternate funding sources to cover start-up costs for expanded summer school programs.

November 1997 - January 1998

Submit summer school program proposal to the Board for approval.

Form and begin meeting with the Summer Programs Committee.

Begin developing summer school programs handbook, applications, and notices to teachers and parents.

January 1998

Meet with the Division of Facilities and Maintenance to identify summer school program sites.

Contact school administrators regarding the use of their school as a summer school program site.

Work with Labor Relations to develop a memorandum of understanding, if necessary.

Arrange transportation for elementary and exceptional education students with the Division of Pupil Transportation Services.

Distribute Summer School Handbook to schools.

February 1998

Submit Summer School Program report outlining the proposed summer school programs to DPI.

March 1998

Begin student registration.

April - May 1998

Applications for summer school positions are made available to teacher, secretaries, educational assistants, safety aides, and school administrators.

May - June 1998

Begin staffing and hiring process.

Notify parents of student's assignment and transportation information, if needed.

Inservice staff on instructional methodology.

June - August 1998

Summer school programs run for six weeks. Some summer school programs may run for more or less than six weeks depending on the program's focus.

August - September 1998

Complete and submit state reports regarding summer school student enrollment to DPI.

September 1998

Present summer school report to the Board of Directors.

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(Item 5) Report on the Evaluation of the Student Achievement Guarantee in Education (SAGE)

Your Committee reports having received the following informational report from the Administration:

Administration’s Report

1. Background

The Student Achievement Guarantee in Education (SAGE) program is being implemented in seven schools: Carleton, Fairview, Longfellow, Maple Tree, Maryland Avenue, Sherman, and Wisconsin Conservatory of Lifelong Learning. Essentially, the program funds kindergarten and first-grade teachers in a ratio of 15 students to 1 teacher. Schools in the project agree to provide appropriate staff development and before-/after-school programs for the benefit all of their students.

From early on in its implementation, SAGE teachers, principals, and students indicated positive attitudes and student progress. SAGE allows teachers time to work with individual students, and teachers saw their students going much further academically than in the previous year with 27 to 30 students per teacher.

2. Academic Achievement 1996-97

First-grade students in SAGE schools and in the demographically matched comparison schools performed at very similar levels on the Terra Nova Standardized test administered in October 1996, providing a solid foundation for future comparisons. In comparing both middle and low achieving students, considerable difference exists between SAGE schools and their comparison schools. The results of the CTB McGraw Hill Terra Nova exam given to grade 1 students in April 1997 as part of the state evaluation of SAGE indicate the following for the seven MPS SAGE schools and their seven comparison schools:

— In reading, the middle-achieving SAGE students scored only 15 points below the norm group, compared with the comparison students, who scored 27 points below the norm group. The low-achieving SAGE students scored 17 points above the norm group, while the comparison students scored only 3 points above the norm group.

— In language, the middle-achieving SAGE students scored only 15 points below the norm group, compared with the comparison students, who scored 27 points below the norm group. The low-achieving SAGE students scored 7 points above the norm group, while the comparison students scored 15 points below the norm group.

— In mathematics, the middle-achieving SAGE students scored 5 points below the norm group, compared with the comparison students, who scored 31 points below the norm group. The low achieving SAGE students scored 8 points above the norm group, while the comparison students scored 21 points below the norm group.

3. Retention in First Grade

A reduction in retentions in grade 1 is another factor indicating the success of the SAGE program. In the seven SAGE schools previous to implementation of the SAGE program, first-grade students were retained at an average rate of approximately 7% (the same as the district as a whole). At the end of the 1996-97 school year (the first year of SAGE implementation), only 3% of the first-grade students were retained in the SAGE schools.

4. Meisels' Work Sampling

The 1996-97 school year was used to familiarize schools with the Meisels' Work Sampling System (WSS). Work Sampling provides a process for teachers to observe and record children's behaviors in the classroom in order to evaluate children's performance more objectively. Work Sampling enhances motivation, assists teachers in instructional decision making, and serves as an effective means for reporting children's progress to families. Dr. Sam Meisels, of The University of Michigan, has been very helpful in obtaining support from the Joyce Foundation for the implementation of the Work Sampling System in a number of Milwaukee schools, including the SAGE schools.

Participants in the summer 1997 workshop for SAGE teachers prepared the checklist and portfolio to be used in their classrooms in September 1997. The SAGE teachers responded positively to a survey regarding the inservice. Comments included, "The presenters' very positive and friendly attitude changed my attitude about WSS from very negative to somewhat positive." Participants liked "the slower, more in-depth look at WSS" and "the chance to do some activities that relate to our classrooms."

During the current (1997-98) school year, six of the seven SAGE schools have agreed to implement two domains of the Meisels' Work Sampling System — language and literature / mathematical thinking. WCLL will collect similar data using a locally developed checklist and portfolio process. Data will be collected in K5, grades 1 and 2 in May 1998, for evaluative purposes. Two additional domains will be added in the 1998-99 school year — physical development / scientific thinking.

5. Two Teachers in One Classroom

There is no way to generalize the observations regarding two teachers and 30 children in one classroom (as compared with one teacher in a classroom with 15 children). All seven of the SAGE schools needed to assign two teachers to one room because of space limitations. The arrangements differed in each school and were largely dependent on the teaching styles of the two individuals assigned together. Because principals were not permitted to select teachers for the SAGE program, teachers who were assigned together needed to understand and respect the teaching style of the partner. In very few cases, the physical space was divided in two, with one teacher on each side of the room. In the majority of situations, the two teachers planned collaboratively and utilized flexible groupings of children for instruction. No matter how the space was shared, each teacher felt definite ownership and responsibility for his or her fifteen assigned students.

6. Grade 2 Implementation — 1997-98

With the passage of the state budget, funding will be available for expanding the SAGE program to grade 2 in 1997-98 and grade 3 in 1998-99.

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Separate consideration having been requested of Items 3 and 4, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 3, relating to a specialty school proposal at Fritsche Middle School, Director Thompson moved to adopt the Committee's report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Item 4, a report on a resolution relating to summer school, was an informational report and no further action was required.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Administration's Response to Board Requests for Information Regarding Transportation — Double Busing

Your Committee reports having received the following report from the Administration:

Administration's Analysis

1. At its August 14,1997, meeting, the Accountability/ Audit Committee requested that the Administration

a) Report on "double busing";

b) Provide an analysis on transportation hubs and walk zones in neighborhoods;

c) Survey parents at the time of the 1998-99 school selection process to understand the reasons why they chose particular schools; and

d) Provide a comprehensive analysis on transportation prior to the budget process.

Information for Items a) and b) will be provided this month. A status report on items c) and d) is included in this response.

2. Double Busing. "Double busing" is defined as transporting African-American students to schools with an African-American population greater than 70%, or transporting non-African-American students to schools that have an African-American population less than 30%. The Board requested information on the number of students in this category.

The first chart details African-American students; the second, non-African-American students. The figures below do not include Exceptional Education students or students attending city-wide schools.

AFRICAN-AMERICAN (AA) STUDENTS

School Level	Total eligible for Trans.	# transported to schools with AA populations > 70%	% transported to schools with AA populations > 70%
HIGH	9,130	3,600	39.4
MIDDLE	7,069	3,218	45.5
ELEM	17,054	9,376	55.0
TOTAL	33,253	16,194	48.7

NON-AFRICAN-AMERICAN STUDENTS

School Level	Total eligible for Trans.	# transported to schools with AA populations < 30%	% transported to schools with AA populations < 30%
HIGH	5,294	1,357	25.6
MIDDLE	3,619	0	0
ELEM	9,460	2,025	21.4
TOTAL	18,373	3,382	18.4

In summary, over 48% of African-American students are transported to schools in which 70% or more students are African-American, and 18% of non-African-American are transported to schools where the African-American population is less than 30%.

Clearly, many parents are choosing schools without taking racial balance in consideration. The parent surveys discussed in Item #4 may identify reasons why parents chose particular schools.

3. Transportation Hubs. Transportation hubs are specified locations from and to which students from various schools can be transported. The hub would coordinate transportation for students, ensuring that

children are placed on the proper bus routes. A transportation hub could be at a school or a private agency/business.

Transportation hubs are often found in rural school districts, where distance to school is great and the number of students is small. Hubs require extensive coordination and supervision. A more extensive analysis is needed to determine if the additional supervision and facility costs can be offset by lower transportation costs.

The Administration is exploring the feasibility of establishing agreements with day care providers to provide short-term day care services for students residing less than one mile from school. Transportation service would be provided to and from the day care location. This would assist parents who cannot walk their children to and from school. The Administration will prepare a fiscal note as part of the FY99 budget process.

4. School Selection Survey. The Administration is in the process of tabulating the results of a survey of parents who participated in the 1997-98 School Selection process. The results of the survey should be available in November 1997. A more extensive survey instrument is being developed and will be included as part of the 1998-99 School Selection application.

5. Review of Pupil Transportation. A position paper on Pupil Transportation will be prepared for the November Strategic Planning and Budget Committee. The paper will include the following topics:

1) Review of the types of services provided;
2) Review of the cost of services provided;
3) Forecast of transportation costs; and
4) Analysis of other Board initiatives/actions on transportation costs.

The paper may also identify issues that will require further review and analysis at the direction of the Board.

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(Item 2) Receipt of Audit #706-6 – Jackie Robinson School Financial and Performance Review

Background

1. At its meeting on July 30, 1997, the Board adopted an annual audit plan that included school financial and performance audits. Jackie Robinson Middle School was selected for audit.

2. The overall objectives of the school financial and performance audit of Jackie Robinson Middle School were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. This audit was conducted by AuditForce, Inc., under the guidance and direction of the Office of Board Governance – Audit Services during Spring 1997. The audit team worked closely with the school administrator, Mr. Alvin Spearman, and his staff, as well as with Central Services personnel, to complete the audit fieldwork. In September 1997, the audit report findings and recommendations were reviewed with the school administrator.

4. The report, which has been provided to the Board under separate cover, contains nine recommendations — six directed to the school administrator, and three to district administration.

The six recommendations directed to the school administrator are intended to improve internal controls as well as school compliance with district policy and procedures. The school administrator’s

response to the audit recommendations and the Chief Auditor's reply to the response are included with the report.

The three recommendations directed to district administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the district. These recommendations, along with others that have been identified during additional school financial and performance audits, have been summarized and presented to district administration for their response. The summary report, which includes the Superintendent's response to the district administration recommendations, is presented as a separate item for committee action this evening.

Committee recommendation

Your Committee recommends that the Board receive Audit Report #706-6 – Jackie Robinson Middle School Financial and Performance Review.

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(Item 3) Receipt of Audit #706-7 – Vieau School Financial and Performance Review

BACKGROUND

1. At its meeting on July 30, 1997, the Board adopted an annual audit plan that included school financial and performance audits. Vieau School was selected for audit.

2. The overall objectives of the school financial and performance audit of Vieau School were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. The Office of Board Governance – Audit Services conducted the audit of Vieau School during Spring 1997. The audit team worked closely with the school administrator, M. Lourdes Tovar, and her staff, as well as with Central Services personnel, to complete the audit fieldwork. In September 1997, the audit report findings and recommendations were reviewed with the school administrator.

4. The report, which as been provided to the Board under separate cover, contains eleven recommendations — seven directed to the school administrator, and four to district administration.

The seven recommendations directed to the school administrator are intended to improve internal controls as well as school compliance with district policy and procedures. The school administrator's response to the audit recommendations and the Chief Auditor's reply to the response are included with the report.

The four recommendations directed to district administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the district. These recommendations, along with others that have been identified during additional school financial and performance audits, have been summarized and presented to district administration for their response. The summary report, which includes the Superintendent's response to the district administration recommendations, is presented as a separate item for committee action this evening.

Committee recommendation

Your Committee recommends that the Board receive Audit Report #706-7 – Vieau School Financial and Performance Review.

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(Item 4) Receipt of Audit #706-8 – Andrew S. Douglas Community Academy Financial and Performance Review

Background

1. At its meeting on July 30, 1997, the Board adopted an annual audit plan that included school financial and performance audits. Douglas Community Academy was selected for audit.

2. The overall objectives of the school financial and performance audit of Douglas Community Academy were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. The Office of Board Governance – Audit Services conducted the audit of Douglas Community Academy during Spring 1997. The audit team worked closely with the school administrator, Mr. Lafayette Golden, and his staff, as well as with Central Services personnel, to complete the audit fieldwork. In September 1997, the audit report findings and recommendations were reviewed with the school administrator.

4. The report, which has been provided under separate cover, contains seventeen recommendations — thirteen directed to the school administrator, and four to district administration.

The thirteen recommendations directed to the school administrator are intended to improve internal controls as well as school compliance with district policy and procedures. The school administrator’s response to the audit recommendations and the Chief Auditor's reply to the response are included with the report.

The four recommendations directed to district administration are intended to improve the accuracy, reliability, comparability and usability of school financial and performance data collected and reported by the district. These recommendations, along with others that have been identified during additional school financial and performance audits, have been summarized and presented to district administration for their response. The summary report, which includes the Superintendent’s response to the district administration recommendations, is presented as a separate item for committee action this evening.

Committee recommendation

Your Committee recommends that the Board receive Audit Report #706-8 – Andrew S. Douglas Community Academy Financial and Performance Review.

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(Item 5) School Financial and Performance Audits: Receipt of and Action on Summary Report of District Administration Recommendations, Audit #706

Background

1. The FY97 and FY98 annual audit plans, adopted by the Board on July 31, 1996, and July 30, 1997, respectively, included school financial and performance audits.

2. The overall objectives of the school financial and performance audits were to determine: (1) the level of compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and

accurate;

(6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. Through October 1997, the Office of Board Governance – Audit Services had completed audits of nine district schools. During the course of these audits, a number of issues and concerns that needed to be addressed by district administration were identified. These recommendations were summarized in Audit #706-S1, which has been provided to the Board under separate cover, and presented to district administration for their response.

4. The report contains sixteen recommendations intended to improve the accuracy, reliability and comparability of school performance data collected and reported by the district, to improve the internal controls over the district resources, and to enhance district and school accountability.

The audit findings and recommendations included in Audit #706-S1 were reviewed with district administration in September of 1997. The Superintendent's responses to the recommendations have been included in the report, along with the Chief Auditor's Reply. A document summarizing the audit recommendations, the Superintendent's response, the audit analysis of the response, and additional comments from the Superintendent for each recommendation needing additional analysis and discussion will be completed and distributed to committee members prior to the meeting.

Committee Recommendation

Your Committee reports having held audit recommendations #5A, #5D, and #11 in Committee. Your Committee recommends:

1. That the Board receive Audit Report #706-S1: School Financial and Performance Reviews — Summary Report

2. That the Board accept the Superintendent's response to the remaining recommendations.

* * * * *

(Item 6) Follow-up Report on Correction Plan to Address the Problems Noted in the Legislative Audit Bureau Report on the Children At Risk Program

Your Committee reports having received the following informational report from the Administration:

Administration's Report

The Administration has begun implementation of a plan presented to the Board on August 27 to address the following problems noted in the Legislative Audit Bureau Report on the Children At Risk Program:

- Milwaukee has not compared its own at-risk program performance with that of the partnership school(s)
- Several concerns about the relationship between MPS and its partnership schools remain
- Partnership schools are not paid on an FTE basis as required by statute
- MPS inappropriately uses children-at-risk contracting authority to purchase some educational programs

The Department of Technology and the Division of Research and Assessment have begun to develop a capacity for collecting and reporting similar school performance information for MPS alternative schools and contracted partnerships schools. The Division of Research and Assessment will report data on individual partnership schools, as is now done for MPS schools in the district report card. The Department of Technology will create programs capable of reporting how many MPS and partnership alternative school students meet the Children At Risk program criteria for state reimbursement. This information will be used by MPS to perform the type of comparison suggested by state auditors, which measures individual student performance rather than aggregate school data.

Auditors maintained that, while MPS has made improvements in its management of contracts with partnership schools, the issue of ensuring that the student attendance and grading criteria used by partnership schools are accurate remains unresolved. The Office of Guidance and Counseling has begun work to create a set of written guidelines for the granting of academic credit. A handbook describing the procedures for the appropriate reporting and awarding of credit earned through work experience opportunities has been completed. The handbook is scheduled for distribution at the October MPS alternative and partnership schools monthly meeting. The Office of Board Governance has been requested to include a review of the appropriateness of reported data in its annual schedule of audits of partnership schools. To address the reporting of student attendance information, staff in the Division of Small Community Schools will begin on-site visits to partnership school sites after the third Friday in September to conduct an inspection of student attendance records and to verify the recorded data with an actual count of students in the classroom.

To address concerns that partnership schools are not paid on an FTE basis, the Administration has developed a policy which links attendance in partnership schools to payment for services. The Administration's proposed policy has been shared and discussed with all partnership schools, and negotiations have begun to include provisions associated with the new policy in the 1997-98 partnership school contract.

In response to the state auditors' claim that MPS should not have employed the contracting authority granted under the Children At Risk provisions to enter into a contract with the United Community Center, the statutory authority supporting the contract agreement with the United Community Center Bruce Guadalupe school has been changed.

The Administration has also established communication with the Legislative Audit Bureau and Department of Public Instruction to request their assistance as we move forward with implementation of the plan.

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(Item 7) Report on the SRI Evaluation of School-To-Work

Your Committee reports having received the following report from the Administration:

Administration's Report

The Quality Education Commission (QEC) contracted with SRI International to conduct a three-year evaluation of the School To Work implementation process in the Milwaukee Public Schools. The evaluation was funded by the Helen Bader Foundation through the Public Policy Forum. The final report is 400 pages and available upon request. An executive summary has been provided under separate cover.

The final evaluation report lists 32 recommendations for the future implementation and evaluation of School To Work in Milwaukee. A copy of the recommendations section is attached. A plan to address the recommendations will be developed by the Administration for review and input by schools and community representatives.

The recommendations were divided into seven areas and are summarized in the outline below.

1) Definition and Goals of School To Work

   - Revisit and clarify the definition and goals of School To Work
   - Emphasize the commitment of School To Work to "building" the Milwaukee community

2) Central Services' Implementation of School To Work

   - Central Services needs a master plan for providing staff development to teachers that aligns with the goals of STW, as well as a plan to continue carrying out the administrative and supportive functions for STW.

- Consensus and support are needed regarding the tremendous change that the role of the principalship is undergoing as both decentralization and School To Work are implemented in MPS.
- The fit of vocational education, exceptional education, and bilingual education into Milwaukee's non-traditional School To Work in Central Services and at the school level must be clarified.

3) Support for School-Level Implementation of School To Work

- School staff need dedicated time to focus on STW goals and a strong implementor or contact person with STW expertise and adequate release time.
- Teachers need a master plan for staff development related to the STW goals and a mechanism for bringing new staff up to par in understanding STW.

4) STW Support in the Larger Educational Community

- MTEA must address its own internal dissension regarding STW.
- Postsecondary institutions must develop preservice programs that more adequately prepare candidates to serve in urban schools.
- Linkages to outside agencies and resources must be developed.

5) The Role of Employers and Partners in School To Work

- Much work remains on communicating the role and value of partnerships to school staff, parents, business and community.
- A community-wide network of specialized staff (such as the Facilitation Team and the STW Community Office) who work with local industry groups, communicate with individual businesses to describe the STW initiative, and determine employer interest must continue to recruit partners.
- MPS internal operating rules and policies that create barriers to increased participation of work- and community-based learning and partnership development must be identified.
- The development of a database which organizes all employer contacts that can be accessed by multiple organizations must be continued.

6) The Role of the Community in School To Work

- Parents may be the best vehicle for attracting other partners to participate in MPS schools.
- Informational or issue meetings with Board members, the Superintendent, key Central Service staff, and members of the Quality Education Commission must continue in order to keep members updated on all district reforms.
- The Monitoring and Evaluation Committee of the QEC must engage in dialogue early on in any of the evaluations it is monitoring.

7) Building MPS's Capacity to Assess Progress in STW and Future Reforms

- Research and Assessment staff and Technology staff may need staff development, planning time, and other assistance as they increase their collaboration in carrying out data collection, monitoring, and evaluation in support of STW and future MPS reforms.
- Connections need to be made between the student databases of MPS and area postsecondary institutions.

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Separate consideration having been requested of Items 6 and 7, on the motion of Director Todd the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Item 6, a follow up report to the Legislative Audit Bureau Audit of the at-risk program and Item 7, a report on the SRI School-To-Work evaluation, were informational reports and no further action was required.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Progress Report from the Expanded School Budget Committee Regarding Equity in School Funding and Central Services Reorganization

Your Committee reports having received a progress report from Expanded School Budget Committee Regarding Equity in School Funding and Central Services Reorganization.

* * * * *

(Item 2) Action to Finalize the Proposed FY99 Board Budget Initiatives

Your Committee reports having considered the following proposed FY99 Board budget initiatives:

1.	FIRST CHOICE WITHIN MPS	Decrease waiting lists for popular MPS programs through replication of programs. Explore double shifts, year-round schooling, use of community facilities and other schools to accommodate students on waiting lists. Restore summer school or look into a tri-semester system or extended-year programs that provide continuous school. Develop an incentive compensation plan for principals/schools who reduce or eliminate waiting lists, and direct additional dollars to schools that are successful in doing so.
2.	EARLY CHILDHOOD EDUCATION	Increase student enrollment opportunities in grades K-4 and K-5 by partnering with various agencies and businesses to provide the needed space. Add an emphasis on W-2 implications.

3.	ACCOUNTABILITY/HIGH STANDARDS	Have principals submit, by September 1998, a plan to decrease the dropout rate and provide monthly reports to the Board. Also, implement a one-year evaluation of the program with interim reporting. Principals should be aware of the impact of W-2 on school attendance/dropouts. [*Dir. Hardin suggested that the reports also be submitted to the OBG; Dir. Fisher suggested reports be actually made by the Superintendent, and Dir. Sinicki suggested the reports be submitted quarterly.*] Initiate an element of the School To Work Program to include a transition to workplace/jobs upon graduation to involve STW administration, guidance counselors, MATC, other post-secondary institutions, employers, Private Industry Council, etc. Collect data on students after they graduate and track what paths they have taken with respect to higher education or the work force.
4.	EQUITABLE ALLOCATION OF RESOURCES	Allocate more resources to the elementary schools with a three-year phase-in plan which relates spending to improvements in student achievement and equity.
5.	PUPIL TRANSPORTATION	Identify ways to reduce pupil transportation costs. Explore neighborhood schools and decrease busing costs in integrated neighborhoods. Develop a plan for adding safety aides on school buses to ensure the safety of MPS students.
6.	DECENTRALIZATION	Provide professional development/leadership opportunities and programs for principals for their manager's role in fiscal responsibility, personnel evaluation, facilities management and technology development.
7.	SCHOOL/COMMUNITY-BASED PARTNERSHIPS	Lease classroom space in community for short- and long-term needs. Develop, by 1998, instructions, procedures, and parameters for short- and long-term leasing of facilities by schools to develop school/community based partnerships. Initiate a call to action on/or an RFP process involving Board members, parents, city officials, police personnel, neighborhood groups and churches to develop a "safe school plan" by Board districts.

Committee Recommendation

Your Committee recommends that the Board adopt proposed priorities #1, #2 and #3 as its FY99 budget initiatives.

* * * * *

(Item 3) Discussion of the District's Strategic Planning Process

Your Committee reports having received the following informational report from the Superintendent:

STRATEGIC PLANNING PROCESS

1. There will be a total of nine focus groups (one from each Board member's district and one city-wide). Each respective Board member will host his/her district planning meeting.
2. Focus groups will include Board members, a representative from each school, parents, teachers, students from middle schools and high schools, and community members. It is anticipated that each group will include approximately 60 people.
3. Invitations will be sent requesting participation.
4. An outside facilitator will probably be used.
5. The planning sessions will be held at various sites, i.e., in CBO's, churches, and/or schools.
6. Meetings will take place in November, December, and January. We will try to conduct group sessions prior to the winter break.
7. After all sessions are completed, one comprehensive draft report will be prepared and transmitted to all participants in February/March for feedback.
8. After all feedback is received, a final report will be prepared for submission to the Board in June, 1998. The final report will identify goals, objectives, and strategies and will provide a work plan tied to the budget.

	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	May	June
Send Invitations	■	■							
Conduct Forums	■	■	■	■					
Prepare and Mail First Draft of Report	■	■	■	■	■	■			
Feedback Received	■	■	■	■	■	■	■		
Prepare Final Report	■	■	■	■	■	■	■	■	
Submit Final Report to the Board	■	■	■	■	■	■	■	■	■

* * * * *

Separate consideration having been requested of Item 2, on the motion of Director Thompson the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 2, relating to the Board's FY99 Budget priorities, Director Braun moved to adopt the Committee report.

Director Sinicki moved to amend priority #3 to provide for a quarterly report to the Superintendent and to the Office of Board Governance through the Superintendent.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Hardin moved to amend by adding Pupil Transportation to the priorities.

The amendment failed for lack of a second.

The question being on adoption of the Committee report as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Directors Hardin and Todd—2.

COMMITTEE ON FINANCE/PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

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

Award of Contracts

MASONRY RESTORATION

Steuben Middle School

Pukall Co., Inc. %
W63 N173 Washington Avenue
Cedarburg, WI 53012
Low bidder, Base Bid of $156,892

ELECTRICAL/LAN TECHNOLOGY UPGRADE

Division 1 — Custer High School

Connectivity Systems Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186
Low bidder, Base Bid of $296,917.00

Division 2 — Marshall High School

Connectivity Systems Inc.
W226 N781 Eastmound Drive
Waukesha, WI 53186
Low bidder, Base Bid of $397,719.00

Division 3 - North Division High School

Ameritech
17950 West Corporate Drive
Brookfield, WI 53045
Low bidder, Base Bid of $316,463.53

Division 4 - Vincent High School

Ameritech
17950 West Corporate Drive
Brookfield, WI 53045
Low bidder, Base Bid of $409,440.47

EXTERIOR PAINTING

Milwaukee Trade & Technical High School

State Painting Co.%
2141 South 55th Street
West Allis, WI 53219
Low bidder, Base Bid of $62,985.00

Authorization to Make Purchases

RFP-236 **Help Desk Technology**

Recommend authorization to purchase Help-Desk software and service for the Department of Technology and the Department of Parent and Student Services from Datawatch Corporation. Total cost of the software and services is $126,093.

SS-367 **Lease-Purchase of 52 Mac Computers, File Server, etc. (Burdick)**

The TAC recommends authorization to purchase 52 Macintosh computers from Apple Computer, 3 servers and peripheral hardware for an estimated total of $124,000. Equipment will be obtained through a three-year lease-purchase with Apple Education Finance.

SS-369 **29 Mac Computers, 10 Printers & 1 Server (Muir)**

The TAC recommends authorization to purchase 29 Macintosh computers, 1 file server, 10 printers and related items from Apple Computer, for an estimated total of $61,000.

SS-373 **Virtual Classroom Video Link (Various Schools)**

This project will create an interactive video link between MPS classrooms and classrooms on college campuses. Initially the focus will be on the preparation of preservice teachers. Prospective teachers will gain first-hand knowledge and experience teaching in our schools. Other applications, such as school-to-work links and conducting university classes from MPS classrooms can be developed.

The cost to equip each classroom for interactive video is approximately $45,000. Initially we will be equipping one classroom in each of three schools (Hi-Mount, Audubon and Washington). As more funds become available, it is anticipated that the contract will total an estimated $810,000.

The administration recommends that Ameritech be awarded the initial contract. Ameritech has been awarded the State of Wisconsin contract for these services and has participated in the planning and development of the project. A combination of school-based and Central Services funds will be used. Various grants have been applied for to assist in the funding of this project.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of September 30, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$714,129,821	$0	$714,129,821	$63,737,257	$650,392,564	8.9%
Categorically Aided	75,906,479	3,926,904	79,833,383	3,386,695	76,446,688	4.2%
School Nutrition	25,382,268	0	25,382,268	1,063,200	24,319,068	4.2%
Construction	9,700,000	0	9,700,000	3,434	9,696,566	0.0%
Extension	6,889,122	0	6,889,122	254,041	6,635,081	3.7%

B. Statement of Expenses as of September 30, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$714,129,821	$16,390,110	$730,519,931	$116,158,328	$614,361,603	15.9%
Categorically Aided	75,906,479	6,994,087	82,900,566	11,981,295	70,919,271	14.5%
School Nutrition	25,382,268	21,833	25,404,101	3,141,478	22,262,623	12.4%
Construction	9,700,000	8,987,646	18,687,646	22,747,789	-4,060,143	121.7%
Extension	6,889,122	46,306	6,935,428	1,580,351	5,355,077	22.8%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.

(2) Encumbrances and expenditures included through September 30, 1997, and payrolls through September 19, 1997.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Service Club of Milw.	$2,584	Ticket Subsidy Program
Browning	Howard Fuller	$150	College scholarship fund
Irving	Irving PTC	$1,000	Field trips and student incentives
Marshall	The Silent Singers	$299	TTY phone/answering machine
Marshall	MPS Recreation Div.	$400	Student enrichment program
MHSA	ABB Industrial Systems	$250	Theatre donation
MHSA	Dlouny Welding	$100	Theatre donation
MHSA	Fretty-huff Foundation	$50	Theatre donation
MHSA	H& Cartage, Inc.	$20	Theatre donation
MHSA	Holt Electric Motor Co.	$100	Theatre donation
MHSA	Interstate Forging	$100	Theatre donation
MHSA	Bank One	$800	Theatre donation
MHSA	Lenard Tool & Machine	$100	Theater Festival
MHSA	Nat'l Assn of Theater Owners	$500	Theater Festival
MHSA	Herbert Kohl Charities	$300	Theater Festival
MHSA	Potawatomi Bingo & Casino	$500	Theater Festival
MHSA	Afficiated Mortgage	$100	Theater Festival
Milwaukee Tech	Big Bend Lumber Co.	$3,964	Building materials
MPS Department of Recreation	Target Stores	$300	80 Basketball nets
Office of the Superintendent	Mt. Calvary Holy Church	$204	Student dinner with the Superintendent
Office of the Superintendent	DBA Day Care Advocates of Milwaukee	$100	Student dinner with the Superintendent
Office of the Superintendent	Cannon & Associates	$100	Student dinner with the Superintendent
Sholes	PTSO	$4,453	Uniforms, graduation, wrestling
Tippecanoe	AC Delco	$550	Two Macintosh II CX
Tippecanoe	AC Delcol	$750	One Macintosh II Ci One Macintosh II Si
WCLL	Herb Kohl Award	$1,000	Award

Transfer of Funds for Superintendent Relocation Expenses

The Superintendent's employment agreement approved by the Board includes a provision for Board payment of reasonable and customary moving and relocation expenses. The Office of Board Governance is requesting the transfer of $30,000 from the School Operations Contingent Fund to the Office to provide for these expenses. Upon completion of the move, any remaining funds would be returned to the Contingent Fund.

Report on Administrative and School Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached. This is an informational report, and no action is required.

Committee recommendations

Your Committee recommends:

1. That the Board award the contracts as listed above
2. That the Board authorize the purchases as listed above
3. That the Board authorize the transfer of $30,000 from the School Operations Contingent Fund to the Office of Board Governance to cover moving and relocation expenses of the Superintendent.
4. That the Board 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

1. In accordance with action taken by the Board on August 1, 1971, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments — Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

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

Affirmative Action Report

5. The Affirmative Action Report for the months of August and September is attached. 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 below.

CLASSIFIED PERSONNEL TRANSACTIONS

Appointments

Name and Assignment	Position and Salary	Date
Deborah Belter School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	09-29-97
Charlene Crawford Douglass	Handicapped Children's Assistant $11,884.66/yr.	10-09-97
Edward Hoffman School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	09-29-97
Eva Houston Special Services	Associate School Nurse $17,152.65/yr.	09-22-97
Evelyn Ray Purchasing Services	Buyer I $31,486.52/yr.	09-08-97
Edward Schmidt School Safety	School Safety Assistant $15,693.04/yr.	09-09-97
Janice Simmons Special Services	Associate School Nurse $17,152.65/yr.	10-06-97
Delores Small Riverside	Handicapped Children's Assistant $12,301.67/yr.	09-02-97
Lydia Vazquez Forest Home	Clerk Typist I $14,480.00/yr.	09-03-97
Rondee Wellman Lowell	School Secretary I $21,043.11/yr.	09-08-97

Promotions

Thomas Alexander Hopkins	School Engineer II $33,008.30/yr.	09-22-97
Darwin Armstrong Sarah Scott	School Engineer III $38,660.18/yr.	09-08-97
Lucille Bell MHSA	Food Service Manager II $16,368.91/yr.	08-22-97
Debra Butterfield School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	09-29-97
Queen Cook School Nutrition	Food Service Manager Trainee $9.42/hr.($12,594.54/yr.)	09-29-97
Michael Cooper Ins. & Risk Mgmt.	School Secretary I $19,964.88/yr.	09-22-97
Mary Gabelbauer School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	09-29-97
Joyce Gillon Moltke Academy	School Secretary I $16,562.89/yr.	09-16-97

Denise Heumann Riverside	School Secretary III $26,324.22/yr.	10-06-97
Barbara Konz School Nutrition	Food Service Manager Trainee $8.54/hr.($11,417.98/yr.)	09-29-97
Carolyn Munkwitz School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	09-29-97
Linda Palmer Sarah Scott	School Secretary I $16,562.89/yr.	10-10-97
Shaun Payne Special Services	School Secretary I $19,964.88/yr.	10-20-97
Patricia Peschl 37th	Food Service Manager III $15,989.25/yr.	10-08-97
Carlotta Pruitt School Nutrition	Food Service Manager Trainee $9.42/hr.($12,594.54/yr.)	09-29-97
Vicky Ruege Dr. King Elem.	School Engineer II $35,546.94/yr.	09-22-97
Steven Scheffel Warehouse & Dist. Serv.	Material Handler II $31,642.52/yr.	07-07-97
Jacqueline White School Nutrition	Food Service Manager Trainee $9.42/hr.($12,594.54/yr.)	09-29-97

Reinstatements

Marvin Coleman Fac. & Main. Services	Steamfitter $24.86/hr.($49,720.00/yr.)	09-15-97
Ronald Urbaniak Milw. German Immersion	School Engineer I $31,653.44/yr.	09-23-97

Changes in Status

Elizabeth Baren Pulaski	School Secretary I $25,340.12/yr.	10-20-97
Quiondra Bell Metropolitan	Clerk Typist I $14,480.00/yr.	09-30-97
Cheryl Britt Sarah Scott	School Secretary I $16,562.89/yr.	09-30-97
Beverly Coleman Comm Rec./Ed. Serv.	School Secretary II $28,609.36/yr.	09-18-97
Georgia DeBerry HeadStart-King Dr Ctr.	School Secretary I $25,340.12/yr.	09-24-97
Teresa Kennon Pulaski	School Secretary I $19,272.00/yr.	10-21-97
Daniel Koepp Congress	School Engineer I $34,404.24/yr.	09-08-97
Carolyn Krueger Fritsche	School Secretary I $16,562.89/yr.	08-25-97

Patricia Lewis Story	School Secretary I $16,562.89/yr.	09-08-97
Mary Mitchell Siefert	Clerk Typist I $14,480.00/yr.	09-15-97
Patricia Samudio MacDowell	School Secretary I $21,043.11/yr.	10-27-97
Sandra Scott Philipp	Handicapped Children's Assistant $12,301.67/yr.	09-15-97
Jacqueline Tatro Sholes	School Secretary I $26,151.32/yr.	09-16-97

CERTIFICATED APPOINTMENTS — TEACHERS

Effective between August 26, 1997, and September 2, 1997, inclusive:

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Paul D. Aardappel C. D.	B	24,684	0	08-26-97
(nr)	Patricia A. Adelmeyer Grade 1	C	27,893	0	08-26-97
(nr)	Jill V. Allen Kindergarten/Grade 1	B	24,684	0	08-26-97
(nr)	Mary M. Angell Kindergarten	B	24,684	0	08-26-97
(r)	Dara Atandare L. D.	B	24,684	0	08-26-97
(r)	Heidi A. Bangert Kindergarten	B	24,684	0	08-26-97
(r)	Lori J. Barg Grade 2	B	25,919	1	08-26-97
(r)	Koreen L. Bensemann Grade 4	B	27,152	2	08-26-97
(r)	Patricia V. Bent Upper Elem./Science	B	24,684	0	08-28-97
(nr)	Karla A. Birschbach Grade 1	B	24,684	0	08-26-97
(r)	James L. Blakely Grade 5	B	24,684	0	08-26-97

(r)	Martha A. Bloom Kindergarten	B	24,684	0	08-26-97
(nr)	Danielle M. Boor Music-Instr. & General	B	24,684	0	08-26-97
(r)	Jonathan D. Brantley Biology/BF Science	B	24,684	0	08-27-97
(nr)	Uyen Bui L. D.	B	25,919	1	08-26-97
(r)	Mary A. Busche Grade 5	B	24,684	0	08-26-97
(r)	Victor C. Campbell E. D.	B	24,684	0	08-26-97
(r)	Paul J. D'Alessio Health	B	24,684	0	08-26-97
(r)	Kathleen M. Daly French	B	24,684	0	09-02-97
(r)	Pamela T. Danby Speech Pathologist	B	27,152	2	08-26-97
(nr)	Shirley A. Depies L. D.	B	25,919	1	09-02-97
(r)	Donald F. Doss Physical Education	B	33,324	7	08-27-97
(r)	Minerva Espinoza Family Consumer Ed./Bil.	B	24,684	0	08-26-97
(r)	Rolando Gutierrez BF Social Studies	B	24,684	0	08-26-97
(nr)	Sondra L. Hanson K5	B	33,324	7	08-26-97
(r)(b)	Kiku Y. Harvey Mathematics	BB	32,398	5	08-26-97
(nr)	Jane C. Herting Upper Elementary	B	25,919	1	08-26-97
(nr)	Robert L. Hill Mathematics	B	33,324	7	09-02-97
(r)	Karina P. Kroll Art	BB	25,919	0	08-26-97

(nr)(b)	Dawn M. Krueger Speech Pathologist	E	37,952	5	08-26-7
(r)	Kathryn R. Krueger Art	B	24,684	0	08-29-97
(r)	Krystal L. Larmay Grade 3	B	24,684	0	08-26-97
(r)	Sally A. Lindner Library Media Specialist	B	24,684	0	08-26-97
(r)	Jodi A. Lipski Occupational Therapist	B	24,684	0	08-26-97
(nr)	Judith L. McNerney L. D./C. D.	C	30,682	2	08-26-97
(r)	Tony C. Mitchell L. D.	B	32,089	6	08-28-97
(nr)	Teddy B. Osantowski L. D.	B	24,684	0	08-26-97
(r)	Maria Ramirez-Acevedo K5	BB	25,919	0	08-27-97
(nr)	Bonnie L. Reiter Kindergarten	B	24,684	0	09-02-97
(r)	Deborah S. Rivera Mathematics	B	24,684	0	09-02-97
(r)	Gregory S. Schienke Chemistry	B	30,855	5	09-02-97
(r)	Arlene H. Sevilla Art	BB	25,919	0	08-26-97
(nr)	Kathleen A. Shinkle Grade 2	B	24,684	0	08-26-97
(r)	David E. Siekmann Upper Elementary	B	33,324	7	09-02-97
(r)	Asenju C. Tamanji French	B	24,684	0	08-26-97
(r)	Colleen M. Verkuilen Reading	B	24,684	0	08-26-97
(r)	Carl J. Wagner ESL	BB	34,989	7	08-26-97

(r)	Julie L. Warbler Grade 3	B	24,684	0	08-29-97
(nr)	Mian M. Yusuf Mathematics	B	33,324	7	08-26-97

Effective between September 3, 1997, and September 15, 1997, inclusive:

(nr)	Edith E. Chiappetti Grade 4	B	24,684	0	09-15-97
(r)	Patricia B. Colon L. D.	B	24,684	0	09-10-97
(nr)	Zorica D. Dimitrijevic Grade 4	B	24,684	0	09-05-97
(nr)	Jeffrey J. Ehren Physical Education	B	24,684	0	09-08-97
(nr)	Tierney D. Eppinger K5	B	25,919	1	09-03-97
(r)	Laura A. Glojek Grade 1	B	24,684	0	09-05-97
(r)	Enid Gonzalez C. D.	B	24,684	0	09-03-97
(nr)	Jennifer A. Griepentrog EC:EEN	B	24,684	0	09-12-97
(nr)	Margaret C. Haggerty Grade 4	B	25,919	1	09-11-97
(r)	Paula M. Harris Speech Pathologist	C	27,893	0	09-15-97
(r)	John A. Hickethier Upper Elem./Soc. Studies	B	24,684	0	09-15-97
(nr)	Rhode E. Marquez Spanish	B	24,684	0	09-08-97
(r)	John W. Meier Spanish	B	24,684	0	09-15-97
(r)	Anthony J. Morgan Physical Education	B	24,684	0	09-10-97
(r)	Jennifer P. Nemoir C. D.-Severe	B	24,684	0	09-10-97

(r)	Brien P. O'Hara ESL	BB	25,919	0	09-12-97
(nr)	Rachel A. Opel Kindergarten	B	24,684	0	09-04-97
(r)(a)	Maureen A. Payne Library Media Specialist	D	30,584	0.6	09-08-97
(r)	Eladio Rivera, Jr. Grade 1/Bilingual	B	24,684	0	09-08-97
(r)	Benjamin Robinson, Jr. E. D.	B	24,684	0	09-10-97
(nr)	Nancy K. Schaber Art	B	24,684	0	09-11-97
(nr)	Christopher J. Schaefer Art	B	24,684	0	09-10-97
(r)	Kathleen C. Siegfried Library Media Specialist	B	24,684	0	09-08-97
(r)	Stephen C. Summerville E. D.	B	24,684	0	09-15-97
(nr)	Dawn M. Szymborski Grades 1 & 2	B	24,684	0	09-12-97
(nr)	Kathleen M. Van Eimeren Upper Elementary	B	24,684	0	09-15-97
(r)	Carlean A. Ward Mathematics	B	24,684	0	09-15-97
(r)	Patience J. Zeiger E. D.	B	24,684	0	09-11-97

Effective between September 16, 1997, and September 26, 1997, inclusive:

(r)	Jo Anne D. Carter Upper Elem./Soc. Studies	B	24,684	0	09-22-97
(r)(b)	Salomie T. Charles L. D.	D	36,409	4.6	09-19-97
(r)	Fontella Dye-Thompson Computer Science	B	24,684	0	09-19-97
(r)	John M. Gentile History/Political Science	B	24,684	0	09-19-97

(r)	Erin L. Hammond Upper Elementary	B	24,684	0	09-16-97
(r)	Steven J. Heim Physical Education	B	24,684	0	09-17-97
(r)	Helen K. Kalili English/Reading	BB	27,214	1	09-17-97
(r)	Joseph K. Knopp C. D.	B	24,684	0	09-22-97
(nr)	Jodi J. Lehman Physical Ed./Health	B	24,684	0	09-16-97
(nr)	Linda A. Melk Library Media Specialist	C	37,655	7	09-23-97
(nr)	Katherine L. Saemann C. D.	B	24,684	0	09-18-97
(r)	Yolanda Y. Tynes C. D.	B	24,684	0	09-16-97

Effective between September 29, 1997, and October 9, 1997, inclusive:

(r)	Wendy L. Nagel Computer Science	B	24,684	0	10-06-97
(r)	Stacy L. Renner Physical Education	B	33,324	7	10-08-97
(r)	Dominique Q. Smith English	B	24,684	0	09-29-97

Effective between September 29, 1997, and October 9, 1997, inclusive:

School Social Workers - Schedule 02

(r)(b)	Kathie A. Free	53,901.40	11	09-29-97

Effective between August 19, 1997, and September 2, 1997, inclusive:

School Psychologists - Schedule 05

(r)	Kim M. Callaway	34,410	0	08-18-97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to January 23, 1998:		
Shirley Bowders	Mitchell	August 26, 1997
Bonnie Stauffacher Withers	Granville	September 22, 1997
Maternity Leave, to January 23, 1998:		
Michelle Fitzgerald	Washington	September 19, 1997
Personal Leave, to January 23, 1998:		
Barbara Moll	Granville	August 26, 1997
Personal Leave, to June 15, 1998:		
G. Dwight Hamilton	Pulaski	August 26, 1997
Naseer Nasir	Milwaukee Tech	September 29, 1997
Yolanda Vega Will	Vieau	August 26, 1997
Extension of Illness Leave, to June 15, 1998:		
Joseph Carpenter Jr.	Leave	August 26, 1997
Extension of Maternity Leave, to June 15, 1998:		
Pamela Miller	Leave	August 26, 1997

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Ronald E. Adams	Teacher	06-13-97
Charles E. Allen	Teacher	08-13-97
Kimberly A. Amidzich	Teacher	08-20-97
Odell Ball	Teacher	08-21-97
Elizabeth K. Barkow	Teacher	06-13-97
Thomas R. Baumann	Teacher	08-10-97
Jodi D. Baumgardner	Teacher	08-25-97
Kathy W. Bedessem	Teacher	08-21-97
Abril Martinez-Behrend	Teacher	08-18-97
Stephanie Bender	Teacher	09-19-97
Andrew P. Best	Teacher	08-08-97
Patricia J. Blaszczyk	Teacher	09-03-97
Jon E. Bovee	Teacher	08-18-97
John P. Bowen	Teacher	08-26-97
William C. Brown	Teacher	09-08-97

Paul R. Buckholt	Teacher	08-22-97
Mary G. Budzisz	Teacher	08-25-97
Patrick T. Budziszek	Teacher	08-01-97
Steven E. Campeau	Teacher	08-20-97
Karen A. Dable	Teacher	10-12-97
Suzanne R. Dobbs	Teacher	08-13-97
Walter C. Dombrowski	Teacher	08-18-97
Daniel R. Drigot	Teacher	08-27-97
Honore A. Dugan	Teacher	08-06-97
Gayle Edwards	Teacher	08-18-97
James P. Eisenreich	Teacher	08-25-97
Kelly A. Elliott	Teacher	08-18-97
Lisa M. Evans	Librarian	08-25-97
Rhonda F. Faehling	Teacher	08-08-97
Patrick M. Fairbanks	Teacher	08-25-97
Clara S. Fairfax	Teacher	06-13-97
Deanna H. Fowler	Librarian	08-20-97
Annemarie S. Gardinier	Teacher	08-25-97
Wendy A. Garman	Teacher	08-19-97
Dona M. Gilane	Teacher	08-11-97
Karen L. Goeman	Teacher	08-22-97
Pamela A. Gomilla	Teacher	06-13-97
Constance J. Gordon	Teacher	08-27-97
Beth W. Gould	Teacher	08-21-97
John F. Gould, III	Teacher	08-21-97
Charles W. Green, III	Teacher	08-12-97
Cathleen C. Grunwaldt	Teacher	08-25-97
Lisa Halaska	Speech Path.	07-29-97
Jeroline J. Harris	Teacher	06-30-97
Dianne M. Haskins	Teacher	09-30-97
Irajean H. Haynes	Teacher	06-13-97
Tammy L. Herschleb	Teacher	08-18-97
Tracy A. Hudrick-Tracy	Teacher	08-08-97
Jeanne Jacobs	Teacher	06-13-97
Juliana M. Jaekels	Teacher	08-12-97
Valerie T. Johnson	Teacher	08-08-97
Veronica K. Jondle	Teacher	08-08-97
Heidi S. Jung	Teacher	08-18-97
Kevin R. Karman	Teacher	08-22-97
Nicole S. Kassner	Teacher	08-03-97
Annette Knutson	Teacher	08-25-97
Andrew M. Kohl	Teacher	08-07-97
Timothy D. Koppa	Teacher	08-25-97
Nicolette W. Kowalski	Teacher	08-08-97
Joann M. Krause	Teacher	08-25-97
Donald A. Kucej	Teacher	08-14-97
Amber J. Kuchinski	Teacher	08-13-97
Lisa A. Lambro-Jafar	Teacher	06-13-97
Laura K. Laundrie	Teacher	08-11-97
James Lautenschlaeger	Teacher	08-22-97

Elise M. Layman	Teacher	09-12-97
Wilder C. Lee	Teacher	08-25-97
Stephanie Lichtig	Teacher	08-21-97
Tammy A. Lind	Teacher	08-20-97
Michelle L. Lindsay	Teacher	08-18-97
Louis A. Luedtke	Teacher	08-11-97
Meloney D. Markofski	Teacher	08-01-97
Allen D. Marks	Teacher	09-12-97
Judith L. McNerney	Teacher	09-12-97
Andrew J. Misorski	Teacher	08-13-97
Marni H. Mosesson	Teacher	08-04-97
Marceile A. Mueller	Teacher	06-13-97
Paul M. Nordhaus	Teacher	08-25-97
Sara J. Olson	Teacher	08-20-97
Lisa A. Orlowski	Teacher	08-25-97
Lynn R. Pascavis	Teacher	08-07-97
Tim Patton	Teacher	08-12-97
Kathleen M. Peterson	Teacher	09-12-97
Michele L. Poehlman	Teacher	08-18-97
Karen A. Pollasky	Teacher	01-23-98
Cristy L. Rasmussen	Teacher	08-22-97
Kathryn E. Reed	Teacher	08-12-97
Carla Y. Riley	Teacher	08-08-97
Michael A. St. Pierre	Teacher	09-19-97
Kendal J. Scharnek	Teacher	08-21-97
Gregory S. Schienke	Teacher	09-22-97
Carrie A. Schmanski	Teacher	08-22-97
Amy L. Schwark	Teacher	08-12-97
Marilou M. Shea	Teacher	09-04-97
Diane C. Sherkow	Teacher	08-18-97
Kathleen A. Shinkle	Teacher	09-02-97
Stacy M. Stalker	Speech Path.	08-25-97
Geraldine J. Stegner	Teacher	09-30-97
Waymon V. Stewart	Teacher	08-11-97
Asenju C. Tamanji	Teacher	09-05-97
Don R. Tate	Teacher	08-31-97
Wintford H. Thornton	Teacher	08-18-97
Roxanne M. Tibbits	Teacher	08-19-97
Nicolette D. Timm	Teacher	08-20-97
Bonnie J. Treder	Teacher	08-08-97
Ellie K. Treichel	Teacher	08-14-97
William F. Ulrich	Teacher	08-11-97
Carol C. Wanta	Teacher	09-03-97
Maralyn A. Wellauer	Teacher	09-02-97
Charles G. Werkowski	Teacher	12-22-97
Laurie J. Wiencek	Teacher	08-18-97
Nou Xiong	Teacher	08-18-97
Richard M. Yanke	Teacher	08-14-97
Jillian K. Zacher	Teacher	08-12-97
Kelly S. Zima	Teacher	08-11-97
Joseph D. Zimmermann	Teacher	08-21-97

(Item 3) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

5(r) Thomas Matthews	Assistant Principal Roosevelt Middle School of of the Arts	Schedule III, Range 11Z $44,904.00
5(r) Tina Just	Assistant Secretary to the Superintendent Office of the Superintendent	Schedule III, Range 1A $37,193.44
5(r) Paul Kobza	Duplicating Services Supervisor Division of Business Communication	Schedule III, Range 2A $30,105.00
2(r) David West	Assistant Supervisor - Electronic Equipment Repair Facilities and Maintenance Services	Schedule III, Range 3A $42,000.00

* * * * *

(Item 4) 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 vice 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 1997-1998 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.

3. The following agreements expired on June 30, 1997: Schedule 1 (Teachers and Community Recreation Specialists), Schedule 2 (School Social Workers), Schedule 3 (Administrative Personnel in Schools and Central Office), Schedule 4, Supportive Personnel - Certificated and Classified, (Substitute Teachers), Schedule 5 (School Psychologists), Schedule 9 (Playground Laborers), Schedule A (Clerical, Office, and Technical), Schedule B (Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel), Schedule C (Material Handlers and Truck Drivers), Schedule D (Architectural Designers and School Construction Inspectors), Schedule E (Building Service Helpers, Service and Maintenance Custodians and Laborers), Schedule F (Miscellaneous Facilities and Maintenance Services Classifications), Schedule H (Data Processing and Related Personnel), Schedule I (Instructional Resource Personnel) and Schedule M (Instrumental Music Teachers and Helpers).

4. The following agreements expired on December 31, 1996: Schedule 4 (Supportive Personnel — Certificated and Classified): School Accountants / Bookkeepers, Educational Assistants, and Schedule E (Plant Operations Personnel, Operating Engineers).

Committee Recommendations

Your Committee recommends:

1. That the following salary schedules be reaffirmed (previously approved by the Board):

A. Salary Schedules for Certificated, Administrative, and Supportive Personnel

a. Schedule 1 — Teachers and Community Recreation Specialists (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

b. Schedule 2 — School Social Workers (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

c. Schedule 3 — Administrative Personnel in Schools and Central Office (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

d. Schedule 4 — Supportive Personnel – Certificated and Classified: Substitute Teachers, School Accountants/Bookkeepers, and Educational Assistants, (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement).

e. Schedule 5 — School Psychologists (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

B. Salary Schedules for Classified Personnel

a. Classified Schedule A — Clerical, Office, and Technical (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

b. Classified Schedule B — Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

c. Classified Schedule C — Material Handlers and Truck Drivers (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

d. Classified Schedule D — Architectural Designers and School Construction Inspectors, (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

e. Classified Schedule E — Plant Operations Personnel, Operating Engineers, Building Service Helpers, Service and Maintenance Custodians and Laborers (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

f. Classified Schedule F — Miscellaneous Facilities and Maintenance Services Classifications (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

g. Classified Schedule H — Data Processing and Related Personnel (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

h. Classified Schedule I — Instructional Resource Personnel (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

i. Recreation Schedule 9 — Playground Laborers (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

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 (Negotiations in progress. 1997-98 rates will be submitted for approval upon settlement.)

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 1997-98 as amended; that all salary schedules excepting those for prevailing wage rates, in effect for 1996-97, and which have not been amended be, and they hereby are, readopted for 1997-98, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1997-98 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1996-97 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1997-98.

* * * * *

(Item 5) 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 "that students will use technological resources capably, actively and responsibly." Schools have embraced technology as an effective means to improve student achievement. Facing significant financial constraints, schools — and the district in general — need to leverage any and all available funds. With a 30-station, networked computer lab costing roughly $100,000, schools are often unable to accumulate the necessary funds to purchase the hardware. Even with the carry-over policy, this amount would be difficult for small schools to obtain. Entering a lease/purchase agreement can provide the financial leverage schools need.

2. For FY96, the Board authorized the Administration to obtain and use a $2.7 million credit line to finance equipment and software purchases. An additional $5 million was authorized for FY97, for a total of $7.7 million. Since FY96, forty-six (46) MPS schools have participated. Another twenty (20) sites have received equipment through central Title I funds.

Since FY96, the total amount of lease/purchases is $6,448,845.26. Payments totaling $3,178,234.48 have been made, leaving a balance of $3,270,610.80. Payments totaling $1,662,328.01 are scheduled in FY98, leaving a balance for FY99 and FY2000 of $1,608,282.10. The FY98 payments are scheduled to be made December 1997 – February 1998.

3. 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.

4. The Administration is requesting authorization to obtain and use an additional $5 million credit line. The Administration will seek quotes from various financial institutions and will enter into agreements with those that provide competitive rates and superior services.

Strategic Plan Compatibility Statement

5. This program is directly linked to the Board's goal of improving student achievement. This program will greatly expand our schools' ability to obtain and use technology resources.

Statute, Board Policy or Rule Statement

6. This program is consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

7. 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 option 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

8. The Administration can bring back to the Board a summary of lease/purchase agreements. Agreements 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 the schools.

* * * * *

(Item 6) Action on Essential Use Waivers for Natural Gas

Administration's analysis

1. During fiscal year 1997 (FY97), the Administration notified the Board of its gas marketing efforts in light of deregulation in the energy utility industry. At that time, it was indicated that the Administration had selected WPS Energy Services to serve as the district's marketer for FY97.

2. It is necessary to obtain Board approval of an Essential Use Waiver to participate in another Wisconsin Gas program. The Essential Use Waiver indicates that the Board will not hold Wisconsin Gas responsible for delivery of gas supplies to eight sites proposed for the program if the gas marketer purchasing our supplies fails to deliver these supplies to Wisconsin Gas. Due to the type of gas supply being purchased, there is no risk to the district in participating in the program. In order to proceed with participation in the program, authorization must be given to permit the Superintendent to execute the appropriate document.

Strategic Plan Compatibility Statement

3. The recommendation is 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 Rule Statement

4. Approval of the Essential Use Waiver by the Board is required for participation in the Wisconsin Gas program.

Fiscal Impact Statement

5. It is projected that participation in the program will result in a cost savings to the district of $100,000.

Implementation and Assessment Plan

6. Upon approval by the Board, the appropriate document will be signed, and participation in the program can begin.

Committee Recommendation

Your Committee recommends that the following resolution relating to the Essential Use Waiver to participate in a gas marketing program be approved and that authorization be given to the Superintendent to execute the appropriate documents:

Resolution for Waiver
of Reserve Backup Peak Day (RBPD) Gas Service

WHEREAS, The Board of School Directors has elected to participate in a program offered by the Wisconsin Gas Company, whereby natural gas for the 1997-1998 heating season shall be purchased directly from a fuel marketer and not Wisconsin Gas Company; and

WHEREAS, As a result of this election, it is understood that the Wisconsin Gas Company will not guarantee the supply of fuel for the coldest, peak demand, days of the season; and

WHEREAS, WPS Energy Services will, however, warrant the reliability of the supply of natural gas in its contract with the school district; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors has determined that it is in the best interest of the school district and therefore requests that the Wisconsin Gas Company requirement for Reserve Backup Peak Day (RBPD) gas supplies be waived for all Milwaukee Public School accounts where the gas supply is provided by an independent marketer; and be it

FURTHER RESOLVED, That the persons authorized by the Milwaukee Board of School Directors to transact such fuel purchases on behalf of the school district be and hereby are authorized to perform any and all additional action and to execute all documents deemed necessary or appropriate to effectuate the foregoing resolution.

Dated this _____ day of October, 1997.

Joseph B. Fisher President Milwaukee Board of School Directors	Alan S. Brown, Ed. D. Superintendent of Schools

* * * * *

(Item 7) Action on Proposed Amendments to the Adopted FY98 Budget

Administration Analysis

1. Every year, the district provides resolutions to certify the tax levies and budgeted amounts for the three taxing units (funds) to the Common Council of the City of Milwaukee. The resolutions were prepared and sent after the adoption on April 24, 1997, of the FY98 Budget.

2. The resolution for the FY98 Budget for the School Operations Fund needs to be modified due to:

- the impact of the new CHOICE law on student enrollment count
- the impact of a lower than projected September 1997 Third Friday enrollment count
- other revenue changes

3. In developing the FY98 Budget, the Administration had to predict the new CHOICE law's impact on the district's revenue limit. The Administration incorporated DPI's recommendation to include CHOICE students in its enrollment count.

4. Subsequent to the adoption of the FY98 Budget, the passage of the State of Wisconsin's budget reinstated into law an exclusion of CHOICE student enrollment counts from the revenue limit. This change in the CHOICE law will cause a reduction in the FY98 revenue limit. Also, the September 1997 Third Friday enrollment count is lower than originally projected, resulting in a further reduction in the revenue limit.

5. Decreases in the revenue limit will be partially offset by actions taken by the Administration and Board of School Directors in FY97, including:

- an overall surplus position in FY97 in School Operations Fund – Fund 10
- the reduction in district operating costs

The Administration is also exploring with the State of Wisconsin a possible correction to past and present revenue limits which would benefit the district. The correction would be based on a reinterpretation of the enrollment basis for revenue limits and is supported by a City Attorney's opinion.

6. The Administration is waiting on revenue limit and state aid information from the Wisconsin Department of Public Instruction. This information will become available later this month. Therefore, a detailed report of the exact changes to revenues and revenue limits will need to be brought to the Board at its regular meeting on October 29, 1997. In the recommendation section is the format of the resolution to be acted upon.

Strategic Plan Compatibility Statement

7. The recommendations under this proposal are consistent with the following Board goals of:

   a. STUDENT ACHIEVEMENT, as students at all grade levels will engage in activities to prepare them to be lifelong learners.

   b. EQUITY to provide equitable distribution of financial resources across schools.

Fiscal Impact

8. The appropriate amendments will be brought to the October 29, 1997, regular Board meeting.

Implementation and Assessment Plan

9. The Administration will bring the appropriate amendments to the October 29, 1997, regular Board meeting.

Committee Recommendations

Your Committee reports the following recommendations to amend the adopted FY98 School Operations and Construction Fund budgets out of committee to the Board without recommendation, with information to be supplied by the Administration at the time of the Board meeting:

1. That the Board adopt the following Resolution regarding the FY98 School Operations budget at the October 29, 1997, Board meeting for transmittal to the Common Council of the City of Milwaukee:

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 ~~$739,512,089~~ $*(to be supplied on October 29, 1997)* 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 1998 Fiscal Year; and that ~~$161,861,477~~ $*(to be supplied on October 29, 1997)* 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 1997, 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.

2. That the Board adopt the following resolution regarding the Superintendent's proposed FY98 Construction Fund budget for transmittal to the Common Council of the City of Milwaukee:

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 ~~$9,700,000~~ *(to be supplied on October 29, 1997)* will be required for the 1998 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, ~~$7,700,000~~ *(to be supplied on October 29, 1997)* by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1997, said amount to be in addition to the money received from other miscellaneous sources.

(Item 8) Action on a Request to Approve a Lease for St. Stephen's

Administration's analysis

1. During the past few months, the Administration has been in discussions with officials from St. Stephen Martyr parish relative to the use of their former school building. These discussions have resulted in negotiation of a lease agreement for the facility.

2. It is proposed that Congress School utilize the facility, beginning in January 1998, for the remainder of the 1997-98 school year and that planning for future program utilization occur during the remainder of this school year.

3. The lease agreement contains the following provisions:

a. MPS will lease the entire facility, which contains 30,895 square feet, except for selected rooms that will remain for use by the parish.

b. The proposed rental rate is $20,000 per month, which equals $7.76 per sq. ft. The rent includes all costs except for cleaning, which will be performed by MPS Building Operations personnel from the Division of Facilities and Maintenance Services.

c. The term of the lease is for one year, with an option for extension for one additional year. During this period, the Administration will explore the possible acquisition of the building with the parish officials.

Strategic Plan Compatibility Statement

4. The recommendation is consistent with the goal of fiscal responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

5. Board Policy BG 4.08 requires that all lease agreements with annual costs in excess of $100,000 or terms longer than three years be approved by the Board.

Fiscal Impact Statement

6. The Administration is supportive of the program expansion and is exploring various funding options within the FY 98 budget.

Implementation and Assessment Plan

7. Congress School will utilize the facility for the remainder of this school year. A utilization and implementation plan for the 1998-99 school year will be developed by the Administration.

Committee Recommendation

Your Committee recommends that the lease agreement for the former St. Stephen Martyr School be approved.

* * * * *

(Item 9) Report and Overview of Technology Development

Your Committee reports having received the following informational report from the Administration:

Administration's Report

The Department of Technology was established in July of 1995. This department is a focal point for establishing a strategic technology agenda for the Milwaukee Public Schools. The Executive Technology Review Committee provides counsel for the Superintendent and direction for the department's efforts.

A team of district and community leaders collaborated in the development of an updated Technology Strategic Plan, which was presented to the Board in December 1996. Teaching and learning drives the development and implementation of technology strategies for MPS.

Fundamental to the implementation of this plan is development of a cost-effective communications infrastructure which supports data, voice, and video capability for each of our 6,000 classrooms. Advances in the technology industry dictate that this infrastructure become an integrated digital network.

National and state government initiatives are providing support for school districts to move in this direction. The Federal Communications Commission (FCC) is establishing rules for discounting the cost of communications infrastructures for schools. Based upon district poverty levels, the FCC's educational rate structure will provide a discount of 90% to MPS. For example, MPS's current estimated districtwide telephone charges are $4.5 million annually. Applying the FCC's 90% educational rate discount to this amount will mean a savings of $4.1 million. This means that, if we were to re-apply the savings, we would be able to buy $41 million of networking services for $4.1 million.

The TEACH initiative in the state budget will provide additional financial incentives for schools to invest in bringing technology-supported learning experiences to the classroom. We are also pursuing other competitive grant opportunities.

Implementation plans are being developed which advance the vision presented in the Technology Strategic Plan. For example, a Local Area Network (LAN) standard has been established for our schools. A schedule for developing LAN's in each school completes 6000 classrooms before the end of 1999.

Currently we are developing MPS Enterprise Network standards which will be used to link our schools to each other and to the world. Management of these services will be an important additional consideration for MPS.

The following overview outlines the anticipated impact which technology advancement will have on the school district, as well as a preview of related projects which will be brought before the Board. Staff from the Department of Technology are prepared to make a brief presentation at the committee meeting.

Impact of Technology Advancement on MPS

1. Students will engage in learning experiences which are supported with technology and employ 21st-century methodologies.

2. More students will achieve success. Technology-supported experiences can make students active participants in the learning process.

3. Teachers will use technology to increase the effectiveness of student's learning experiences. Lessons will be able to draw upon experts and information resources worldwide.

4. Teachers and administrators will use technology resources to increase their efficiency and facilitate data-driven decision making. Current procedures will be updated and re-engineered to meet anticipated needs.

5. Our schools will become community centers for learning.

Preview of Related Projects

The following projects will be brought to the Board for action during the next few months, contingent upon available funding. Award of contract(s) for:

- Purchase and implementation of a replacement Human Resources Management System
- Purchase and implementation of a replacement School Management System
- Purchase and installation of a Help Desk Management System
- LAN installation and implementation
- MPS Enterprise Network implementation
- Purchase and installation of network electronics

- Purchase and installation of student and teacher workstations
- Replicable Schools Project
- Virtual Classroom Project

* * * * *

Separate consideration having been requested of Items 7 and 8, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 7, amendments to the FY98 budget, the Superintendent submitted the following revised item:

(Item 7) Action on Proposed Amendments to the Adopted FY98 Budget

Administration's Analysis

1. Every year, the district provides resolutions to certify the tax levies and budgeted amounts for MPS's three taxing units (funds) to the Common Council of the City of Milwaukee. The resolutions were prepared and sent after the adoption on April 24, 1997, of the FY98 budget. The resolutions pertaining to the School Operations Fund and the Construction Fund must be amended.

School Operations Fund Adjustments:

2. The resolution for the FY98 budget for the School Operations Fund needs to be modified due to:

- the impact of the new CHOICE law on student enrollment count
- the impact of a lower than projected September 1997 Third Friday enrollment count
- other revenue changes

3. In developing the FY98 Budget, the Administration had to predict how the new CHOICE law would impact the district's revenue limit. The Administration incorporated DPI's recommendation to include CHOICE students in its enrollment count.

4. Subsequent to the adoption of the FY98 Budget, the passage of the State of Wisconsin's budget reinstated into law an exclusion of CHOICE student enrollment counts from the revenue limit. This change in the CHOICE law has caused a reduction in the FY98 revenue limit. Also, the September 1997 Third Friday enrollment count is lower than originally projected resulting in a further reduction to the FY98 revenue limit.

5. The above decreases in the revenue limit will be partially offset by actions taken by the Administration and Board of School Directors including:

- carryover of an overall surplus in FY97 in School Operations Fund — Fund 10
- the reduction of district planned expenditures for FY98.

6. Attached is a detailed analysis of changes in FY98 revenue and expenditure projections that have occurred since the adoption of the budget in April. Overall, the district's revenue limit has decreased $3.8 million as the result of a change in the CHOICE law and a lower than expected FY98 enrollment. The revenue limit decrease will be accompanied by an increase in state aids and a decrease in MPS' property tax levy.

7. State aid is expected to increase $11.1 million. This is due to a $10.1 million increase in state equalization aid resulting from an increase in the state's valuation per pupil; a $3.6 million increase in intradistrict integration aid; and a $2.6 million net decrease in other state aids.

8. MPS's property tax levy will decrease $15.5 million as a result of the lower revenue limit, higher state aids, and "Other Adjustments" — see #12-15. In addition, the district is expected to use Applied Surplus of $1.7 million which reflects the FY97 carryovers.

9. Also, School Operations Fund bond sales are expected to decrease $2.3 million due to a decrease in the amount of deferred maintenance projects the City has agreed to fund in FY98.

10. The FY98 expenditure budget also needs to be amended. Expenditure adjustments are highlighted on the attachment and include reductions in unallotted salaries, early childhood expansion, deferred maintenance, and an increase in the categorical benefit offset.

Construction Fund Adjustments:

11. The only adjustment required to the Construction Fund is an increase of $4.5 million in bond sales resulting from an increase in the amount of expansion of capacity projects the City is willing to fund in FY98.

Other Adjustments:

12. The Administration is also exploring with the State of Wisconsin a correction to past and present revenue limits which would benefit MPS. This correction would be based on a reinterpretation of the enrollment basis for revenue limits and is supported by a City Attorney's opinion.

The district will be requesting permanent and one-time adjustments that total $34.5 million. The impact on the FY98 budget would be increased revenues of $1.8 million.

The Administration is recommending that these additional funds remain unallocated given the uncertainty surrounding the State's approval of MPS' request. Therefore, it is recommending that the $1.8 million be accounted for as: Contingent Fund — Revenue Limit Request.

Should the State grant MPS's request, the administration will then ask the Board to allocate the funds for either the FY98 or FY99 budget depending upon the timing of the State's approval.

Strategic Plan Compatibility Statement

13. The recommendations under this proposal are consistent with the following Board goals of:

a. STUDENT ACHIEVEMENT as students at all grade levels will engage in activities to prepare them to be lifelong learners.

b. EQUITY to provide equitable distribution of financial resources across schools.

Fiscal Impact

14. These recommendations will decrease the resources allocated to the School Operations Fund in FY98 for various operations by a total of $4,418,005 from the adopted amount of $739,512,089 to an amended amount of $735,094,084. The Construction Fund will be increased by $4,500,000 from the adopted amount of $9,700,000 to an amended amount of $14,200,000.

15. The Board resolutions concerning the FY98 School Operations Fund budget and the Construction Fund budget will need to be amended and communicated to the Common Council of the City of Milwaukee. Approval of this item will fully allocate the changed resources. These recommendations will decrease the adopted School Operations Fund levy by $15,451,212 and not impact the Construction Fund levy.

Implementation And Assessment Plan

16. The $4,418,005 decrease in School Operations Fund and $4,500,000 increase in the Construction Fund will be distributed to the recommended accounts following Board approval.

Recommendations

1. That the Board approve the changes to the FY98 Adopted Budget as described above and in the attachments.

a. That the Board adopt the following Resolution regarding the FY98 School Operations budget at the October 29, 1997, Board meeting for transmittal to the Common Council of the City of Milwaukee:

> 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 ~~$739,512,089~~ *$735,094,084* 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 1998 Fiscal Year; and that ~~$161,861,477~~ *$146,410,265* 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 1997, 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.

b. That the Board adopt the following resolution regarding the Superintendent's proposed FY98 Construction Fund budget for transmittal to the Common Council of the City of Milwaukee:

> 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 ~~$9,700,000~~ *$14,200,000* will be required for the 1998 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, *$7,700,000* by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1997, said amount to be in addition to the money received from other miscellaneous sources.

Attachment A

MILWAUKEE PUBLIC SCHOOLS
FISCAL YEAR 1998 AMENDED BUDGET (10-29-97)
REVISED 10/29/97

	EXPENDITURE IMPACT	REVENUE NON-TAX IMPACT	REVENUE TAX LEVY IMPACT	REVENUE TAX RATE IMPACT
SCHOOL OPERATIONS FUND:				
Adopted Budget (4-24-97)	$ 739,512,089	$ 577,650,612	$ 161,861,477	$ 11.013
Amendments (10-29-97):				
Revenue Adjustments:				
Handicapped Aids		(2,043,000)		0.000
Federal Indirect Aids		500,000		0.000
Tuition Reimbursement		(288,000)		0.000
Bond Sales		(2,300,000)		0.000
Transportation Aid		184,689		0.000
Library Aid		(132,984)		0.000
Driver Education Aid		(14,500)		0.000
Children At Risk Aid		(15,851)		0.000
Bilingual Aid		(19,821)		0.000
Equalization Aid		10,063,593		0.000
Inter-District Aid		(268,435)		0.000
Intra-District Aid		3,617,914		0.000
Tax Levy			(15,451,212)	(1.051)
FY97 Surplus-Applied Surplus		1,749,602		0.000
Expenditure Adjustments:				
Unallotted Salaries	(1,360,317)			0.000
Early Childhood Expansion	(1,179,747)			0.000
Deferred Maintenance	(2,300,000)			0.000
Categorical Benefit Offset	(1,369,671)			0.000
Contingent Fund-Revenue Limit Appeal	1,791,730			0.000
Total - Amended School Operations Fund Budget	**$ 735,094,084**	**$ 588,683,819**	**$ 146,410,265**	**$ 9.962**
CONSTRUCTION FUND:				
Adopted Budget (4-24-97)	$ 9,700,000	$ 2,000,000	$ 7,700,000	$ 0.524
No Amendments				
Amendments (10-29-97):				
Revenue Adjustments:				
Bond Sales		4,500,000		0.000
Expenditure Adjustments:				
Expansion of Capacity Projects	4,500,000			0.000
Total - Amended Construction Fund Budget	**$ 14,200,000**	**$ 6,500,000**	**$ 7,700,000**	**$ 0.524**
EXTENSION FUND:				
Adopted Budget (4-24-97)	$ 6,889,122	$ 1,437,111	$ 5,452,011	$ 0.371
No Amendments				
Total - Amended Extension Fund Budget	**$ 6,889,122**	**$ 1,437,111**	**$ 5,452,011**	**$ 0.371**
GRAND TOTAL--STATUTORY FUNDS*	**$ 756,183,206**	**$ 596,620,930**	**$ 159,562,276**	**$ 10.856**

FISCAL YEAR 1997 BUDGET FOR COMPARISON*	*$ 732,371,361*	*$ 557,532,982*	*$ 174,838,379*	*$ 12.001*
Change from Fiscal Year 1997 in $	*$ 23,811,845*	*$ 39,087,948*	*$ (15,276,103)*	*$ (1.145)*
in %	*3.25%*	*7.01%*	*(0)*	*(9.54%)*

Estimated Assessed Valuation (per City Hall - -August 1997): $ 14,697,551,390

**Excludes Categorical Grants*

Attachment B

REVENUE STATEMENT
AMENDED SCHOOL OPERATIONS FUND REVENUE (10-29-97)
FISCAL YEAR 1998

REVISED 10/29/97 (revisions are shaded)

	Fiscal Year 1997 Adopted Budget	Fiscal Year 1998 *Adopted* Budget	Fiscal Year 1998 *Amended* Budget	Increase/ Decrease
State Aids	**$504,873,613**	**$540,907,345**	**$551,990,950**	**$11,083,605**
Equalization & Integration Aids	***$457,479,613***	***$491,162,345***	***$504,575,417***	***$13,413,072***
General Equalization Aid	$426,192,692	$459,875,424	$469,939,017	$10,063,593
Inter-District Aid	$3,435,517	$3,435,517	$3,167,082	($268,435)
Intra-District Aid	$27,851,404	$27,851,404	$31,469,318	$3,617,914
Handicapped Aids	***$37,400,000***	***$39,513,000***	***$37,470,000***	***($2,043,000)***
Special Service Programs	$27,528,000	$29,482,227	$27,300,000	($2,182,227)
Special Services Supervision	$1,000,000	$1,115,920	$1,160,000	$44,080
Special Services Transportation	$4,202,000	$4,265,099	$4,030,000	($235,099)
Psychological/Social Work Services	$4,670,000	$4,649,754	$4,980,000	$330,246
Other Aids	***$9,994,000***	***$10,232,000***	***$9,945,533***	***($286,467)***
School Lunch Aid	$544,000	$544,000	$544,000	$0
Transportation Aid	$2,300,000	$2,300,000	$2,484,689	$184,689
Library Aid	$1,900,000	$1,900,000	$1,767,016	($132,984)
Driver Education Aid	$200,000	$200,000	$185,500	($14,500)
Children At Risk Aid	$2,400,000	$2,350,000	$2,334,149	($15,851)
Bilingual Aid	$2,500,000	$2,500,000	$2,480,179	($19,821)
Tuition from State	$150,000	$438,000	$150,000	($288,000)
Federal Aids	**$22,504,145**	**$23,129,551**	**$23,955,814**	**$826,263**
School Meal Program Aids	$21,004,145	$21,629,551	$21,955,814	$326,263
Indirect Cost Aids	$1,500,000	$1,500,000	$2,000,000	$500,000
PL874		$0	$0	$0
Property Tax Levy	**$161,804,737**	**$161,861,477**	**$146,410,265**	**($15,451,212)**
Local Revenues (Non-Property Tax)	**$11,637,372**	**$13,369,556**	**$10,987,453**	**($2,382,103)**
Mobile Home Tax	$70,000	$75,000	$75,000	$0
Student Fees	$155,000	$185,000	$185,000	$0
School Meal Sales	$2,992,996	$2,964,557	$2,882,454	($82,103)
Bond Sales	$6,000,000	$8,000,000	$5,700,000	($2,300,000)
Tuition	$400,000	$400,000	$400,000	$0
Interest Earned	$1,235,000	$1,235,000	$1,235,000	$0
Miscellaneous	$784,376	$509,999	$509,999	$0
Applied Surplus / Reserve for Carryovers	**$3,280,741**	**$244,160**	**$1,749,602**	**$1,505,442**
TOTAL	**$704,100,608**	**$739,512,089**	**$735,094,084**	**($4,418,005)**

Sch.Op. Tax Rate per $1,000 of Assessed Valuation*	$11.01	$9.96	($1.05)
Tax Impact of Amendment on an Assessd Valuation of $50,000	($52.56)		
**Based on Estimated Assessed Valuation (per City Hall - - August 1997)*		*$14,697,551,390*	

Attachment C

Atta

REVENUE STATEMENT
AMENDED CONSTRUCTION FUND REVENUE (10-29-97)
FISCAL YEAR 1998
REVISED 10/29/97 (revisions are shaded)

	Fiscal Year 1997 Adopted Budget	Fiscal Year 1998 *Adopted* Budget	Fiscal Year 1998 *Amended* Budget	Increase/ Decrease
Property Tax Levy	**$7,700,000**	**$7,700,000**	**$7,700,000**	**$0**
Other Revenues	**$13,800,000**	**$2,000,000**	**$6,500,000**	**$4,500,000**
Bond Sales	$7,300,000	$0	$4,500,000	$4,500,000
State Trust Fund Loans	$5,000,000	$2,000,000	$2,000,000	$0
Other	$1,500,000	$0	$0	
Applied Surplus	**$0**	**$0**	**$0**	**$0**
TOTAL	**$21,500,000**	**$9,700,000**	**$14,200,000**	**$4,500,000**

There being no objection, the revised item was accepted for consideration.

Director Braun moved that the Board adopt the Superintendent's revised recommendations.

The motion prevailed, the vote being as follows;

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 8, a lease for the former St. Stephen Martyr facility, Director Small moved to adopt the Committee report with the words "for use by Congress Street School" inserted after the words "St. Stephen Martyr."

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—Director Thompson—1.

REPORTS OF SPECIAL COMMITTEES

The Interim Board Clerk presented 25 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of September 29 at 9:30 AM; September 29 at 11:30 AM; September 29 at 2:30 PM; October 1 at 9:30 AM; October 1 at 2:00 PM; October 2 at 9:30 AM; October 9 at 11:30 AM; October 13 at 2:00 PM; October 14 at 9:00 AM; October 14 at 2:00 PM; October 15 at 9:30 AM;. October 20 at 11:00 AM; October 20 at 1:00 PM; October 20 at 2:30 PM; October 21 at 9:00 AM; October 21 at 10:00 AM; October 21 at 11:00 AM; October 21 at 2:00 PM (2 hearings); October 22 at 9:00 AM; October 22 at 9:30 AM; October 22 at 2:00 PM (2 hearings); October 24 at 11:30 AM; and October 24 at 2:00 PM.

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

Ayes—Directors Braun, Gardner, O'Neil, Small, Thompson, Todd and President Fisher—7.

Noes—None.

Abstaining from voting—Director Hardin—1.

Temporarily absent—Director Sinicki—1.

* * * * *

RESOLUTIONS

RESOLUTION 9798R-045

By Director Todd:

WHEREAS, The Department of Communications and Public Affairs should play a proactive role in the promotion of the Milwaukee Public Schools (MPS) and its programs to the media and the community at large; and

WHEREAS, The role which our P.R. function plays is more reactive when it comes to the news media, such as when the Milwaukee Journal Sentinel splashes the district across its front pages with glaring headlines about what it believes our role in this community to be; and

WHEREAS, Our P.R. function is reactionary and defensive, rather than proactive to the information needs of parents, taxpayers, stakeholders and communities of the press; and

WHEREAS, A recent incident — in which Board members, having received frantic calls from screaming, angry parents who were upset that their children had been exposed to a teacher jailed for his intimate involvement with a minor child, were kept in the dark about the specifics because the P.R. department didn't feel it necessary to alert Board members — demonstrates how the MPS P.R. department responds to these types of issues; and

WHEREAS, Although damage control may play a role in certain unfortunate situations, it should hardly be the first line of defense in most situations; and

WHEREAS, MPS has made accountability a big priority, and yet this department operates outside any specific accountability standards; and

WHEREAS, MPS is shooting itself in the foot by not operating under a strategic communications plan and passively expecting the public to get our message; and

WHEREAS, For years, we have increased the budget in our P.R. operation, yet we have seen the decreasing quality in public relation services; and

WHEREAS, The district has reaped little or no benefit from the last consulting contract awarded to improve the operations of the MPS Department of Communications and Public Affairs; now therefore, be it

RESOLVED, That the Board direct the Superintendent to dissolve the MPS Department of Communications and Public Affairs; and be it

FURTHER RESOLVED, That the Board direct the Superintendent to transfer the department's $1 million budget to the Office of Board Governance, effective July 1, 1998; and be it

FURTHER RESOLVED, That the Office of Board Governance establish a legitimate and proactive community relations department with a long-range plan for promoting the MPS successes and further serving the district as well as the Board in a number of media-related activities on a consistent basis; and be it

FURTHER RESOLVED, That the Office of Board Governance report back to the Board at the January 1999 Board meeting with a comprehensive plan to achieve the above goals.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTION 9798R-046

By Director Hardin:

WHEREAS, The Milwaukee Public Schools' (MPS) 104,000 students are of diverse ethnic, racial, cultural and social backgrounds ; and

WHEREAS, MPS has a Newspapers in Education program which provides all schools with access to newspapers to use as a learning tool in educating the children ; and

WHEREAS, A goal of the program is to expose the students to current events in the community that are reflective of the aspirations, hopes, dreams, and cultures of the MPS student population; and

WHEREAS, The Board and the Administration recently made efforts to ensure MPS schools have access to all newspapers which do reflect the diversity of the MPS student population; and

WHEREAS, MPS schools currently are expected to use funds from their individual existing budgets, which in some cases are being stretched to capacity, resulting in school administrators' choosing to pay for other services versus paying for the newspaper subscriptions; now, therefore, be it

RESOLVED, That the Administration set up a centrally located account with $180,000 so that all MPS schools will have funds to purchase an average of three newspaper subscriptions as part of the Newspaper in Education program ; and be it

FURTHER RESOLVED, That the Administration determine where the funds shall come from and report back to the Board at the December 1997 meeting with a plan to accomplish this, including a plan for notifying the schools.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTION 9798R-047

By Directors Sinicki And Thompson:

WHEREAS, MPS aims to be family-friendly, including to the families of its teachers; and

WHEREAS, MPS needs to find creative ways to increase its pool of teachers; and

WHEREAS, Some teachers wish to work part-time in order to spend more time with their families or for other purposes; and

WHEREAS, A substantial growth in part-time positions would incur substantial additional costs for benefits; and

WHEREAS, Other school districts have developed plans for job sharing; now therefore be it

RESOLVED, That the Administration develop a plan for job sharing that would not result in additional benefit costs, working within the confines of the labor contract, if possible, or working with the MTEA to develop the appropriate memorandum of understanding, if needed.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTION 9798R-048

By Director Braun:

RESOLVED, That the office of Director, Office of Board Governance, is hereby eliminated; and be it

FURTHER RESOLVED, That the positions of Clerk of the Board and Director of Audits, appointed by the Board, be revised to reflect additional duties previously assigned to Director of the Office, with reclassification of these positions due to additional duties to be considered; and be it

FURTHER RESOLVED, That both the above positions report to the Board, through the offfice of President of Board, who is responsible for their annual performance reviews.

Referred to the Legislation, Rules and Policies Committee.

* * * * *

RESOLUTION 9798R-049

By Director Sinicki:

WHEREAS, The MPS Division of Curriculum and Instruction brought forward an accepted Compliance Plan in 1993 in response to the DPI audit of 1992; and

WHEREAS, The Division of Curriculum and Instruction has energetically worked for the past four-and-a-half years to mesh the goals of the Compliance Plan with the long-range plan for libraries to meet the needs of students; and

WHEREAS, While there were only 25 certified library media specialists at the elementary level in 1993, the district has been able to staff 98 elementary schools for the 1997-98 school year with either fully certified library media specialists or individuals in the process of gaining this special certification in addition to their teaching licenses; and

WHEREAS, While there only 25 automated library media centers in the district in 1993, children in this school year will be able to learn information access and retrieval skills on automated systems in 140 schools in the district; and

WHEREAS, Local school communities have recognized the value of library media centers across the district in meeting the goals of the district; and

WHEREAS, Every major initiative in the district speaks to the vital link between students and their access to the library media center and its program as woven through every discipline offered —

multilingual, multicultural, real-world knowledge — in opening opportunities to explore an array of ideas that promote deep thinking and the pleasure of life-long learning; and

WHEREAS, The assessment instruments developed by both MPS and DPI emphasize integrated use of information and point to the value of the library media center in preparing students to achieve in a globally connected environment; and

WHEREAS, This year, the district received an Educational Technology Board Grant to establish the first on-line union catalog of public school resources in the Milwaukee area for the purpose of reducing clerical costs by sharing records and offering a larger base from which to glean bibliographies and make purchasing choices, thereby putting the emphasis on the library media specialists' teaching role; and

WHEREAS, All of this has been set in motion under the direction of one specialist at Central Services, who also has the responsibility for overseeing all aspects of education media support; now therefore be it

RESOLVED, That priority be given to the automation of the remaining school library media centers in the district and to the staffing of all elementary library media centers with certified library media specialists who can carry out the full instructional program for information literacy; and be it further

RESOLVED, That every effort be made to ensure that all schools make these library media centers accessible throughout the school day to students, staff, and the school community; and be it further

RESOLVED, That priority be given to individual school plans that extend library media access beyond the school day, the school week, and the school year; and be it further

RESOLVED, That THE FY99 budget include a library media center technology support position to work in conjunction with the district library media specialist to provide technical troubleshooting as well as training and staff development for all library media staff and other interested groups in the district to make optimum use of the investment and in recognition of the important contribution the library media center plays in educating children to be "discerning information consumers and thereby perpetuate the goal of life-long learning for every student."

Referred to the Innovation/School Reform Committee.

* * * * *

RESOLUTION 9798R-050

By Director Hardin:

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 which all MPS schools participate in; 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 at its February 1998 meeting the cost of such a program and possible funding sources.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTION 9798R-051

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 at its February 1998 meeting the findings of this analysis.

Referred to the Finance/Personnel Committee.

The Board adjourned at 9:13 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 5, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:55 PM.

Present—Directors Braun, Gardner (6:58 PM), Hardin (6:58 PM), O'Neil, Sinicki, Small, Thompson, Todd (6:58 PM) and President Fisher—9.

Absent—None.

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

October 30, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Wednesday, November 5, 1997, at 6:30 PM, or immediately upon adjournment of the Board Committee Chairs Agenda Planning Meeting (scheduled to begin at 6:00 PM) in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing and assessing applications for the position of 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 retire to executive session to review and assess employment applications for the position of Director, Office of Board Governance/Board Clerk.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Thompson moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(c) to review and assess employment applications for the position of Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:57 PM.

The Board adjourned from executive session at 7:50 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 12, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:12 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil (7:25 PM), Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board Policy Analyst read the following call of the meeting:

November 10, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Wednesday, November 12, 1997, at 6:00 PM in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) conducting a worksession on Board leadership, and 2) reviewing and assessing applications and interviewing applicants for the position of Director, Office of Board Governance/Board Clerk.

With respect to Item 2) above, 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 retire to executive session to review and assess employment applications and to interview applicants for the position of Director, Office of Board Governance/Board Clerk.

CHANGE IN MEETING TIME

(Meeting was originally scheduled to begin upon adjournment of Strategic Planning and Budget Committee Meeting. This meeting has since been cancelled.)

ROBERT J. LAWRENCE
Interim Board Clerk

Upon completion of the leadership worksession, Director Braun moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(c) to review and assess employment applications and interview applicants for the position of Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

The Board retired to executive session at 7:07 PM.

The Board adjourned from executive session at 10:51 PM.

DAYNEL L. HOOKER
Board Policy Analyst

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 19, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:00 PM.

Present—Directors Gardner (6:26 PM), O'Neil, Sinicki, Small Thompson and President pro Tem Braun—6.

Absent and excused—Directors Hardin, Todd and President Fisher—3.

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

November 13, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, November 19, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

ROBERT J. LAWRENCE
Interim Board Clerk

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(e) for the purpose of considering collective bargaining strategies.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small, Thompson and President pro Tem Braun—5.

Noes—None.

The Board retired to executive session at 6:01 PM.

The Board adjourned from executive session at 6:28 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 25, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:39 PM.

Present—Directors Braun, Gardner, Hardin (6:44 PM), Sinicki, Small, Thompson (6:44 PM), Todd (6:40 PM) and President Fisher—8.

Absent and excused—Director O'Neil—1.

AWARDS AND RECOGNITIONS

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:

Janis K. Doleschal
Commissioner of Sports and Athletics
Division of Community Recreation

Janis K. Doleschal was recently named the winner of three prestigious awards:

- 1997 Wisconsin Athletic Director of the Year by the Wisconsin Athletic Directors Association
- 1998 Lifetime Achievement Award by the Women's Sports Advocates of Wisconsin
- 1997 Wisconsin Pathfinder Award by the American Alliance of Health, Physical Education, Recreation, and Dance.

Doleschal, who represented District Seven in southeastern Wisconsin and was one of seven regional finalists, is the first woman to be named Wisconsin Athletic Director of the Year. The award recognizes her for her outstanding dedication and contributions to the field of athletics and for her involvement in athletic administration at the local, state, and national levels.

The Lifetime Achievement Award from the Women's Sports Advocates of Wisconsin recognizes Doleschal for her outstanding contributions to Wisconsin girls' and women's sports, as judged by a committee made up of Wisconsin sports media, representatives of state high-school and collegiate athletic programs, and previous award winners.

The Wisconsin Pathfinder Award recognizes Doleschal for continuing to develop and promote programs for women in athletics.

Doleschal, who is a certified athletic administrator, has been employed by the Milwaukee Public Schools since 1974. Over the years, she has served as co-commissioner of athletics, commissioner of interscholastic athletics, and, since 1993, commissioner of sports and athletics. She has helped develop a model program for the Milwaukee Public Schools, integrating interscholastic athletics and Special

Olympics through her work in 1988-1992 on the Special Olympics International Task Force for Model Cities program. She has received many awards and honors throughout her career, including the Wisconsin Governor's Award for Athletic Leadership in 1989.

Doleschal's leadership extends to the state and national levels as well. She was regional director of the Badger State Games in 1989-91 and is a member of the board of directors of Women's Sports Advocates of Wisconsin. She has served on numerous committees with the Wisconsin Interscholastic Athletic Association and currently is vice-chair of the publications committee for the National Interscholastic Athletic Administrators Association. In addition to her athletic administration accomplishments, Doleschal is a recognized leader in the community as well. She is pastor of Brown Deer United Church of Christ and is founder and musical director of the Milwaukee Singers.

The Milwaukee Board of School Directors and the entire school community recognize Ms. Janis K. Doleschal for her outstanding achievements as well as for her dedication, commitment, and outstanding service to the students and families of the Milwaukee Public Schools.

OTHER AWARDS AND RECOGNITION

- The week of November 16-22, 1997, 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 American Education Week this year is "Teaching Children to Think and Dream." In the Milwaukee Public Schools, we are teaching our children to think and dream through our rigorous curriculum, School to Work, the new graduation requirements, and eighth-grade proficiencies. These initiatives are setting the bar high for our students, and it will take all of us working together with parents to help our students meet these standards. While much progress has to be made in improving the achievement of all students, our current reform efforts and initiatives are helping us toward that goal. Appreciation is extended to all of our employees for their continued hard work on behalf of our students.

- Dr. Florence Johnson, Coordinator of Parent Services in the Department of Parent and Student Services, was named the recipient of the 1997 Distinguished Service Award by the Wisconsin State Human Relations Association.

- Gail Milbrath, an exceptional education teacher at Lincoln Avenue Elementary School, was named the 1997 Wisconsin Jump Rope for Heart Educator of the Year by the Wisconsin Association of Health, Physical Education, Recreation, and Dance.

- Robin Tessereau, a teacher at the Milwaukee German Immersion School, was named a second-place winner in the 1997 Excellence in Teaching Economics Awards Program, sponsored by the Wisconsin Council on Economic Education.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of October 8, 14, 21, 22, 27, and 29, 1997, were approved as printed.

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COMMUNICATION FROM THE SUPERINTENDENT

(ITEM A) APPROVAL OF A NEGOTIATED LABOR AGREEMENT WITH LOCAL 1616/888J

November 25, 1997

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)
Three-year contract (April 1, 1996, through March 31, 1999)

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,

ALAN S. BROWN, Ed.D.
Superintendent of Schools

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND
DISTRICT COUNCIL 48, LOCAL 1616-888J (PART-TIME HOURLY EMPLOYEES)

JULY 1, 1996, THROUGH JUNE 30, 1999

1. Three (3) -year contract (July 1, 1996, through June 30, 1999)
2. Changes in evaluation procedure designed to make it more effective.
3. Salaries:
   - Implementation of $7.70 minimum wage
   - 10¢/hr increase effective April 1, 1996, April 1, 1997, and April 1, 1998, for all employees not affected by $7.70
   - Elimination of automatic increments

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

Director Small moved that the Board approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes —Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes —None.

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REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Recommendation to Adopt a Proposed Policy for School Councils

Administration's Analysis

1. On June 30, 1993, the Board of School Directors approved the Parent Empowerment Policy, which states:

> The Milwaukee Board of School Directors will ensure that each school form a shared decision making group comprised of at least 33% parent representatives and not more than 50% school community representatives. The school community representatives include staff and at least two students from the middle and high school levels. Parent representatives are to be chosen by parents and student representative by students. Community representatives could include the business community and community agencies and organizations.

2. On September 29, 1993, representatives of the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association signed a Memorandum of Understanding which enabled schools to select School Based Management as a form of school governance. School Based Management required school councils to have a minimum of 51% teachers.

3. On November 29, 1995, the Board of School Directors took action to sunset School Based Management as a form of school governance effective in December 1996.

4. On December 20, 1995, the Board of School Directors took action to close and reconstitute six schools for the 1996-97 school year. The Interim Governance Board for each of the schools was composed of a majority of parents.

5. During the 1996 MPS Principal Summer Seminars, principals reviewed various school governance models including Shared Decision Making, School Based Management, the Chicago Model, and the Seattle Model. Recommendations regarding school governance were developed.

6. In September 1996, the Department of Leadership Services surveyed schools to determine their forms of school governance for August through December 1996. The results were:

- 120 Shared Decision Making (SDM)
- 35 School-Based Management (SBM)
- 4 Other (Hi-Mount, Malcolm X Academy, Milwaukee Village School, and Andrew S. Douglas Academy)

7. On September 10, 1996, the Innovation/School Reform Committee held in committee Resolution 9697R-027 by Director Gardner regarding procedures for electing parent representation in MPS schools.

8. In September 1996, a School Governance Ad Hoc Committee was formed under the direction of the Department of Leadership Services. The committee consisted of:

8 Parents

3 Community Representatives

3 Teachers

7 Principals

5 District Administrators

1 Support Staff Representative

1 MTEA Assistant Executive Director

1 ASC Executive Director

In November 1996, a Proposed Policy for Establishment of School Governance Councils was submitted to the Innovation/School Reform Committee. It was held in committee pending additional feedback from the Office of the City Attorney. A revised Proposed Policy for Establishment of School Governance Advisory Councils consistent with feedback received from the Office of the City Attorney was developed by the School Governance Ad Hoc Committee.

9. At the June 18, 1997, meeting, the Milwaukee Board of School Directors deleted Administrative Policy 9.11, Site-Based Management, and affirmed that all SBM schools will convert to a Shared Decision Making (SDM) form of school governance. As stated in Administrative Policy 1.03, "the shared decision-making group is comprised of at least 33% parent representatives and not more than 50% school community representatives. The school community representatives are to include staff and at least two students from the middle and high school levels. Parent representatives are to be chosen by parents and student representatives by students. Community representatives could include the business community and community agencies and organizations."

10. A Parent Governance Council Forum Task Force composed of six MPS parent leaders developed a Proposed Model for MPS School Governance Councils.

11. At the September 24, 1997, meeting of the Milwaukee Board of School Directors, Resolution 9798R-040 by Directors Gardner, Fisher, Sinicki, and Thompson regarding adoption of a proposed model for school governance councils was referred to the Innovation/School Reform Committee.

12. At the October 7, 1997, meeting the Innovation/School Reform Committee referred the two school governance proposals to the administration for a report back at the December meeting.

13. Superintendent Alan Brown, Deputy Superintendent Janie Hatton, and Director John Gardner have met with the Parent Governance Council Forum Task Force on three occasions. Representatives of the Milwaukee Teachers Education Association and the Administrators and Supervisors Council were also invited to attend. The attached Proposed Policy for Establishment of School Governance Councils is the result of those meetings.

Strategic Plan Compatibility Statement

14. The Proposed Policy for Establishment of School Governance Councils is consistent with the staff empowerment, parent support and involvement, community support and involvement, and student involvement / empowerment objectives of the strategic plan for the Milwaukee Public Schools.

Statute, MPS Policy, or Board Rule Implication Statement

15. The Proposed Policy for Establishment of School Governance Councils is consistent with the following policies of the Board of School Directors:

Parent Empowerment (Policy 1.03)

Student Involvement in Decision Making (Policy 8.18)

Community Involvement in Decision Making (Policy 9.04)

Advisory Committees (Policy 2.12)

Fiscal Impact Statement

16. Adoption of this policy will require the allocation of current funds in school budgets and continued support in subsequent years to plan and deliver School Governance Council training opportunities and provide School Governance Council facilitation and mediation services as needed.

Implementation And Assessment Plan Statement

17. Support will continue to be provided to schools and School Governance Councils by the Department of Leadership Services, the Department of Educational Services, the Parent Service Center, and other Milwaukee Public Schools resource persons as needed.

Committee Recommendation

Your Committee recommends that the Board adopt the following Policy for Establishment of School Governance Councils:

RECOMMENDED ADMINISTRATIVE POLICY 9.11
FOR ESTABLISHMENT OF SCHOOL COUNCILS

PREAMBLE

It is the policy of the Milwaukee Board of School Directors to endorse and support parent, staff, student, and community involvement in school governance. (See Policies of the Milwaukee Board of School Directors 1.03, Parent Empowerment; 8.18, Student Involvement in Decision Making; 9.04, Community Involvement in Decision Making; and 2.12, Advisory Committees.) It is the intent of the Board of School Directors that every school will have a School Council that enables parents, school staff, students (when appropriate), and community to work together in facilitating quality educational plans that engender continuous improvement of student achievement. It is the responsibility of the principal to develop and maintain effective organizational structures and processes for advisement in each school in conjunction with the School Council.

The following guidelines are designed to facilitate the development and operations of School Councils.

PURPOSE OF SCHOOL COUNCILS

The purpose of a School Council is to provide a forum for parents, teachers, community members, students, and principals to work together in providing continued analysis and improvement of public school policies, curriculum, educational plan goals, and general student well-being. The Council shall also be a clearinghouse for information collected from outside organizations, including student groups, parent-teacher groups, teacher associations, etc. The Council's decision-making authority is advisory with respect to all duties, powers, and responsibilities, with the sole exception of the Council's authority and responsibility to submit a cover letter with the school's annual budget and the school's annual educational plan. Council participation shall be on a voluntary basis via a school-based election process. Councils are not intended to replace parent organizations.

SCHOOL COUNCIL MEMBERSHIP

School Council membership shall include at least 5l% parent representation, at least one student at the middle (including K-8 schools) and high schools, community representatives, staff members, and the principal. The size of the School Council will be based upon a percentage of total student enrollment at a given school. The number of council participants shall equal one percent (1%) of the total student enrollment, or a minimum of nine (9) members, including the principal; the size of the council may exceed 1% where desired by the individual school. If the percentage results in an even number of participants (e.g., 1100 students x 1% = 11 + principal = 12 members), the number of participants shall be increased by one member (e.g., 12 + 1 = 13 members). Members shall be defined as follows:

- Parent: A parent is a person at least 18 years of age who is the natural, adopted, or stepparent of a child enrolled or about to be enrolled in the school at which the Council serves, and includes those people

acting as legal guardian or registered custodian of the child, such as grandparents. A parent who is also a paid employee of his/her child's school shall not serve in the capacity of "parent member" on the council, but may serve as a teacher representative or support-staff representative.

- Teacher/Support Staff: All teachers and support staff are eligible to participate on the Council in this category.

- Student: A student enrolled at a school with a middle school component (grades 6–8) or high school at the time of the election process is eligible to serve on the Council for that particular school.

- Community Member: Any resident of the City of Milwaukee is eligible to serve on a Council.

- Principal: The principal or employee serving as the leader of the school shall serve on its Council.

There are to be good-faith efforts to secure representation; however, a School Council will continue to function even if full representation cannot be achieved. Every effort will be made to ensure that each School Council has full representation.

Even though representatives will be selected from various categories (e.g., parents, school staff, students, business/community), it is the responsibility of every member on the School Council to communicate with, and represent, all segments of the school population.

SCHOOL COUNCIL ELECTIONS

Members will be selected through a fair and open election process. Each constituent group (parents, teachers, non-certificated, students) will oversee the process for electing School Council representatives. The process for the election of representatives will be as follows:

- Parent Representatives

Every year, no later than the third week of March, the principal/designated administrative leader of each school shall mail, via first-class postal service, information sheets regarding the School Council and the school election timeline to all households of the school's student body (one mailing per household) for the purpose of soliciting parent/guardian nominations for Council membership. Parents who are interested in serving on the Council shall complete a ballot information sheet and return it either by mail or in person on or before April 15. All eligible parents shall be included on the ballot.

The ballots (bearing a specific logo) shall be mailed via first-class postal service to all parents during the first week in May, with all of the nominees listed. Ballots shall be numbered sequentially for accountability purposes only. In addition, the principal / designated administrative leader is to plan an open meeting for nominees to speak relative to their candidacy for election to the Council. Parents shall return either in person or by mail the completed ballots to the school on or before May 31. The number of parents to be elected shall be at least 5l% of the total number of participants on the Council.

Two members of the established parent group will assist the principal with the counting of the parents' ballots.

A record of the number of votes for each candidate shall be maintained at the local school until the end of the following school year. In the case of resignation, recall, or death, a parent member shall be replaced by the runner-up candidate not elected to the Council the previous election period.

- Teacher/Staff Representatives

The faculty and support staff at a given school shall be responsible for selecting its representatives to the Council. Selection shall be completed on or before May 31.

- Student Representatives

Schools with grades 6–8 (middle and K-8) and high school student representatives of the Council shall be elected by the student body through existing student government procedures. If no student government

exists, students shall be permitted to campaign for the position of Council representative at a general assembly of the student body, and the student body shall make their selection by voice vote or ballot during the general assembly.

- Community Representatives

Community representatives interested in participating on the Council shall make their interest known at the open meeting held for parent nominations, although community members shall not be selected by the public at large. Community representatives shall be elected at the first meeting of the incoming Council held at the beginning of the new school year.

- Principal Representatives

The principal of the school is entitled to automatic participation on the Council at that school.

Following the initial election process, the Council shall manage the election process.

All newly elected Council members will participate in inservice/training sessions. Related costs for these sessions shall be funded by local school funds. Inservice/training sessions will focus on the development of quality educational programs and high standards with respect to team building, school policies/procedures, increasing parent involvement, consensus building, leadership skills, financial procedures (audits, budgets), committee work, and other issues that affect student achievement. Common documents (cover letters for the schools' annual educational plans and annual budgets, formats for agendas and written records of council meetings, etc.) will be developed by the Office of the Deputy Superintendent — Operational Leadership.

The School Council must be in place by the end of September each school year. The term of office for the smallest number greater than half of the Council shall be elected for two (2) years at the first election. All other members of the Council shall be elected for a 1-year term at the first election. All Council members thereafter shall be elected for a 2-year overlapping, staggered term. The candidates receiving the fewest votes serve l-year terms after the first election. All candidates thereafter will serve 2-year overlapping, staggered terms.

The Milwaukee Public Schools Code of Ethics applies to all employees. Non-employees will be required to sign a statement that they will not participate in advisement which represents a conflict of interest. School Councils will establish procedures to be followed by members to ensure that conflicts of interest are prevented.

AUTHORITY AND RESPONSIBILITIES OF SCHOOL COUNCILS

School Councils are empowered and limited in function by policies and procedures adopted by the Milwaukee Board of School Directors. If current policies and procedures, contracts, laws and regulations, or District agreements impede a school's restructuring process or strategic planning, the principal will obtain the support of the appropriate Central Services personnel to assist the School Council with requests for adjustments, waivers, or memoranda of understanding from the appropriate body. School Councils will not discuss wages, hours, or working conditions unless a bargaining unit waiver has been secured. The Division of Labor Relations will assist schools in securing requested waivers.

The role of the principal in terms of authority and responsibility for school management is not changed by this policy. Ultimately the principal is responsible and accountable to the Superintendent.

School Councils will develop and publish their own bylaws. Bylaws will be guided by the principles of the Open Meetings Law, and all meetings shall be open to the public unless permitted to be closed under the law. The Department of Human Resources, in consultation with the Office of the City of Attorney, will provide assistance in this regard. The definition of a meeting will be included in each school's bylaws and will be consistent with the Open Meetings Law definition. Written records for all School Council meetings will be taken at each Council meeting and maintained in one binder. Minutes will be on file and available for review at each school.

Council authority and responsibilities will be advisory as referenced below:

- The Council will participate in the selection and evaluation of school staff in a manner consistent with federal and state statutes, Board policy, and collective-bargaining agreements. Members of School Councils will interview and recommend principal appointments to the Superintendent in a manner consistent with Board Administrative Policy 6.23: "The superintendent shall have the sole right of nomination for employment and promotion of certificated personnel, and the appointment of any nominated candidates shall be effected only with the approval of the Board. In the case of rejection, the Board may request another nomination."

- The Council will participate in the development of the annual school educational plan and the annual school budget.

- The Council will regularly review and assess the annual school educational plan and the annual school budget.

- The Council will regularly review and assess school performance with respect to:

student achievement

parental involvement

dress-code expectations

character and value building

behavioral concerns

scheduling procedures

building maintenance

suspension/disciplinary procedures

The Council shall have the authority and responsibility to submit an accompanying cover letter when its school submits its annual educational plan and annual school budget to the Superintendent. The cover letter will bear the signatures of each council member, thereby indicating the Council's participation in the development of both documents.

COUNCIL PROTOCOL

The first Council meeting of the new school year shall take place during the month of September, at a date and time agreed upon by all elected members. During the first meeting, the Council shall select at least one person in the community to participate as a member of the Council, based upon interest previously shown by eligible parties. Thereafter, the Council shall have at least nine (9) monthly meetings during the school year.

During the first meeting, Council members shall elect an executive committee which will include a chair, vice-chair, recording secretary, and corresponding secretary. The principal will serve as a resource to the executive committee of the School Council.

The chair shall conduct each meeting and shall execute all business necessary between meetings to ensure that each meeting is run in a smooth and orderly process. The vice-chair shall assist the chair with his/her responsibilities and shall assume the responsibilities of the chair upon his/her absence. The chair and vice-chair shall make themselves available to answer questions from the public in general, including from members of other organizations. The recording secretary shall keep the written notes of each meeting, and make sure the minutes of the previous meeting are distributed to members of the council prior to each subsequent meeting, together with a reminder of the time and place of the next meeting. The corresponding secretary shall be responsible for making available to the public, by whatever means agreed upon by the Council, the agenda of each upcoming meeting and the minutes of the previous meeting. Members of the public wishing to speak at any upcoming meeting with regard to a particular agenda item may contact the corresponding secretary to ask to be added to the agenda.

DUTIES OF COUNCIL MEMBERS

The Council will be made up of parents, teachers, students, community members, and the principal. Each constituency represented shall have a corresponding set of responsibilities.

- Parents

Council parents are responsible for soliciting input from the parental community with respect to issues of concern to the Council. Parent members shall relay Council activities to the parent community at large, as well as to parent organizations. The Council shall have the responsibility of training and informing incoming parents elected to a subsequent Council. Parent members shall have the responsibility of promoting the organization of a parent group where none is in existence for the particular school at which they serve.

- Teachers/Support Staff

School-staff Council members are responsible for soliciting input from the faculty and support staff with respect to issues of concern to the Council. School-staff members shall report to faculty and support staff, as well as outside teacher/staff organizations. Faculty members shall present the school's educational plan to the Council for input. Faculty members shall be responsible for playing an active role in addressing issues such as curriculum additions/deletions, grading practices and standards, test scores, building concerns, staffing needs, and resource/budget concerns.

- Students

Student members shall report Council activities to the student body and shall solicit student input and areas of concern for presentation to the Council. Student members shall be responsible for organizing student government associations where there are none.

- Principal:

The principal is responsible for keeping the Council informed of all relevant school information. The principal shall take the lead role in promoting new programs at the school. The principal shall report to the Council with respect to principal meetings, building meetings, etc. The principal shall seek the active participation of the Council in deciding all school budget matters and shall present to the Council in a timely fashion all information dealing with programming and budget items. The principal shall be responsible for creating and distributing a newsletter of Council activities and agendas to school members, and shall provide administrative service support for Council members needing supplies or resources. The principal may not serve on the executive committee, but shall have a vote equal to all other Council members.

REIMBURSEMENT FOR EXPENSES

No members of School Councils are to receive compensation or additional compensation for their service, with the exception of reasonable reimbursement for expenses resulting from their work on School Councils. The expenses are to be paid from the school budget. Reasonable parameters will be determined by the principal.

COUNCIL LIAISON

The Superintendent shall appoint Deputy Superintendent, Operations Leadership, to oversee all Councils and their operations. Council members shall have the right to request the liaison's involvement in dispute resolution between Council members. The liaison shall have the responsibility of enforcing Council decisions in cases of dissent and of ensuring the continuity and effectiveness of each Council.

EXCEPTIONS TO PROCEDURES

Exceptions to procedures outlined in this policy may be submitted to the Superintendent for review and approval, with such action to be reported to the Board.

RELATION TO EXISTING AGREEMENTS

Nothing in this policy shall in any way reduce the powers or responsibilities already authorized at schools with ongoing governing councils, including Andrew Douglass School, Fritsche Middle School, La Escuela Fratney, HiMount Community School, Madison University High School, Malcolm X Middle School, North Division High School, Palmer Street School, South Division High School, or any other MPS school that already has such powers or responsibilities.

Nor shall anything in this policy in any way reduce powers or responsibilities assumed by School Councils consistent with federal and Wisconsin statutes, Board policy, or collective-bargaining agreements, as proposed by School Councils and authorized by the Superintendent.

All schools, however, including these, are expected to adhere to all provisions of this policy regarding School Councils with regard to the manner of representation and conduct of elections.

* * * * *

(Item 2) Action on a Proposed Educational Plan for St. Stephen's Site for Congress School

Administration's Analysis

1. At its regular monthly meeting on October 29, 1997, the Board took action to approve a lease agreement for the former St. Stephen Martyr School. At that time, the Administration was directed to provide the Educational Plan for Congress School's utilization of this facility. The plan is being provided to the Innovation/School Reform Committee for its review and action.

2. The staff and parents at Congress Extended Year-Round School (Congress EYRS) have developed a comprehensive early childhood program that will address the educational, parental, and child-care needs of the contemporary family.

3. The Congress EYRS South Campus Early Childhood Center proposal is a response to family needs that have previously been identified by the school district and families (MPS School Board Minutes, 9-23-97; Congress EYRS's parent survey results; Congress EYRS's waiting list; statistics showing numbers of K3, K4, K5 children in Congress EYRS' attendance area who are attending other schools).

4. MPS School Board and the administration of Congress EYRS both have identified a need for quality early childhood education as the foundation for future school achievement and lifelong success.

5. Milwaukee Public Schools has the resources and expertise to provide developmentally appropriate early childhood programming for children in child care, Head Start, or Kindergarten programs and to provide for the continuity of programming between early childhood education and the primary grades.

6. Child care and full-day early-childhood programming has never been in such high demand.

7. Parents working towards self-sufficiency and other working parents who are coping with fragmented school and child care arrangements indicate a desire for neighborhood programs which could accommodate their children from the early morning to early evening hours.

8. Milwaukee Public Schools can offer families access to community services by working cooperatively with community agencies in order to house services within the school building.

9. The South Campus Early Childhood Center is a natural extension of Congress EYRS, which is currently meeting many needs of neighborhood families.

10. Congress has a waiting list for student enrollment.

11. A three-year plan to fully implement the Congress Campus for 0- to 12-year-olds will include seats available at Congress EYRS for children completing the top grade at South Campus Early Childhood Center.

Strategic Plan Compatibility Statement

12. The South Campus Early Childhood Center is supported by the Board's strategic plan. MPS currently has schools with "wraparound" child care being provided in the morning and afternoon.

13. MPS is planning to expand before-school and after-school child care slots in conjunction with County/W-2 and expansion of early childhood education.

14. The Board has recognized the need for full-day engagement of children to allow parents who are working towards self-sufficiency to be fully involved in a realistic work day.

Statute, Board Policy or Rule Statement

15. This proposal is consistent with state statutes and Board policies.

Fiscal Impact Statement

16. South Campus Early Childhood Center will be budgeted at 71% of the district's per-pupil expense.

17. The cost of the lease with St. Stephen's is $20,000 per month, for an annual cost of $240,000. Approximately $73,000 in additional funds will also be needed to cover the salary and fringe benefit costs of a building engineer and custodial services, along with supplies and equipment.

18. There are no funds available in the budget for any building modifications.

19. The Administration will submit a recommendation to the November Finance and Personnel Committee for a contingent fund transfer to cover the costs of the annual lease, the building engineer and custodial services, and supplies and equipment.

20. The lease of the building from a non-profit agency will be cost effective only if we are able to negotiate a lease/purchase agreement and apply the monthly lease costs to the purchase cost. The Administration will begin negotiations with St. Stephen's for a lease/purchase agreement.

If St. Stephen's is not willing to sell the building, the Administration and the Board will have to make a decision regarding the continuation of the lease arrangements.

Implementation and Assessment Plan

21. South Campus Early Childhood Center will comply with the district accountability measures. Samuel Meisels's Work Sampling System will be used to perform authentic assessment in the Early Childhood grades.

22. Implementation will be done in stages:

- Beginning in January 1998, three all-day K5 classes and two Early Childhood/Exceptional Education Needs (EC:EEN) classes, with total enrollments of approximately 132 students, will be moved from the existing Congress EYRS site. In addition, one new half-day K4 program will be started.

- Beginning in July 1998, one all-day K5 class, four half-day Head Start (K3) classes, two half-day K4 classes, and one EC:EEN class will be added. This will result in an additional enrollment of 115 students. The total enrollment at the end of this stage will be approximately 247 students.

- Beginning in July 1998, one first-grade class will be added at Congress EYRS.

- Beginning in July 1999, child care for ages 0-3 will be implemented if three additional rooms on the basement level are acquired through an extended lease or purchase of the building. This will increase the annual lease/purchase cost.

Committee Recommendation

Your Committee recommends that the educational plan for the Congress South Campus Early Childhood Center, formerly St. Stephen Martyr School, be approved.

* * * * *

(Item 3) Action on a Request to Approve Grade-Level Changes from K6 To K5 For J. W. Riley and Silver Spring Schools

Administration's Analysis

1. Two elementary schools — James Whitcomb Riley School and Silver Spring School — have requested that their grade-6 programs be moved to middle school, commencing with the 1998-1999 school year. The reasons are as follows:

- James Whitcomb Riley School wishes to expand its bilingual program to offer two upper-elementary classes. As a result, the bilingual program will offer a continuum of classes from K5 through Grade 5.

- Silver Spring School wishes to establish a Grade-3 classroom to better meet demand at this level.

2. School governance bodies at each of the two schools were involved in the program planning changes. Parents will be notified as soon as the Board approves the changes so that they can make middle school choices in the school selection process.

3. The Administration has verified that middle school space is available for the students from these two schools.

Strategic Plan Compatibility Statement

4. This action is consistent with the Board's goals of enhancing parental support and involvement and staff empowerment.

Statute, Board Policy or Rule Statement

5. This action conforms to the Board-adopted MPS Facilities Master Plan, in which the approved organization is grades K-5 in the elementary schools.

Fiscal Impact Statement

6. Approval of this recommendation will not have a fiscal impact.

Implementation and Assessment Plan

7. Pending Board approval, parents of the 1997-1998 grade-6 students at James Whitcomb Riley and Silver Spring Schools will be notified so that they can select middle schools for their children. Appropriate information about the grade levels at the two schools will be published as part of the school selection materials.

Committee Recommendation

Your Committee recommends that the Board approve the change in grade levels from kindergarten through grade 6 to kindergarten through grade 5 at James Whitcomb Riley School and Silver Spring School.

* * * * *

(Item 4) Progress Report Regarding the Education Program Improvements at Marshall High School

Your Committee reports having received the following informational report from the Administration:

Administration's Report

A. Background

1. At its meeting on June 18, 1997, the Board adopted a resolution by Directors Small and Todd regarding education program options for Marshall High School.

2. At the Board's July 30, 1997, the Board approved the recommended program improvement plan for Marshall High School and requested periodic reports on the implementation of the plan.

B. Improvement Initiatives

The following is a progress report.

1. International Baccalaureate Program (IB)

Fall Semester, 1997-1998

(a) September: Selection of half-time IB Coordinator

- Full-time temporary IB Coordinator assigned October 6, 1997

(b) September: Selection of timelines for required IB training session

- Initial meeting involving Rufus King staff and Marshall staff for program orientation and introduction — September 8, 1997

(c) September-October: Staff orientation by Rufus King IB Coordinator / faculty representatives

- Follow-up meeting with King staff for more extensive orientation — Sept. 13, 1997
- Two IB site visits at Wisconsin IB programs (Racine Case & Wausau East)
- Four-hour IB informational sessions presented by King and IB International — September 27, 1997

(d) October 19-21: IB training session for four teachers

- IB training session in Portland, Oregon, for IB Coordinator and staff — October 17-21, 1997
- IB Application and curriculum work committees have been meeting regularly during the past six weeks.

(e) November 20-22: IB training for four teachers

(f) September-December:

- IB Curriculum Development
- IB Application Development and Fee submitted for consideration by IB International

2. Additional Improvement Initiatives

(a) In connection with the various work committees, John Marshall High School has contracted the services of Dr. Kurt Beerline, consultant, Center for Performance Assessment, Denver, Colorado. Dr. Beerline has done extensive work with the school district, and will assist Marshall staff with team-building strategies. Dr. Beerline has worked with staff in late summer sessions, during Banking Day on September 25th, and at after-school sessions on October 20-21, 1997.

(b) The school administration is continuing to work on strengthening parent involvement and empowerment at the school.

(c) Marshall has completed all required activities to initiate a night school program (3:30-7:00 p.m.). A Memorandum of Understanding with the MTEA is being pursued.

(d) An Open House was held on October 28, 1997, in conjunction with the Capitol West Neighborhood Association.

(e) The Marshall High School work committee continues planning activities in preparation for implementing the Eighth Grade Preparatory Program in September 1998. It is anticipated that 100 eighth-graders will be enrolled in the preparatory program.

* * * * *

(Item 5) Report on the Work of the Task Force Of Representatives from Precision Metal Working Trade Associations

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. On November 12, 1996, members of the Manufacturers' Leadership Team, representing the precision manufacturing industry, made a presentation to the Innovation/School Reform Committee to request support for, and to expand, in-school resources which teach students about the manufacturing, tool and die trades.

2. The members of the team informed the Board of opportunities available to students in the machining trade industry. They also shared the names of industries interested in developing partnership activities with local MPS schools.

3. The Board directed the Administration to begin planning how to develop a partnership between MPS and area employers engaged in precision manufacturing.

4. On November 13, 1996, members of the Manufacturers' Leadership Team met with representatives of Milwaukee Trade and Technical High School to discuss the development and implementation of activities which would support the educational goals of the school and encourage students to consider the tool and die industry as a career choice. Members of the team provided background about the team's formation and the tool and die industry. The team stated that its overall purpose was to rebuild the educational "pipeline" for the development of potential candidates prepared for careers in the tool and die industry.

5. Milwaukee Trade and Technical High School has taken some initial steps to develop a partnership with various companies within the team.

6. The Administration and the Manufacturing Leadership Team have been involved in the following collaborative efforts :

- Toured of selected manufacturing sites by Milwaukee Tech trades teachers and members of the Manufacturers' Leadership Team
- Development of recommendations for the creation of a MPS/Manufacturing Trades Partnership

7. Currently, the Administration and Manufacturers' Leadership Team are meeting to determine how to plan, develop, and implement a MPS/Manufacturing Trades Collaborative and Partnership.

8. The following is a list of organizations and people that have been recommended for possible inclusion on the Manufacturers' Leadership Team:

- Wisconsin Chapter of American Foundrymen's Association
- Society of Plastics Engineers
- Society of Manufacturing Engineers
- National Tool Machine Association
- Tool and Die Association
- Moldbuilders Association
- Appropriate Representative from MATC
- Appropriate Representative from four year colleges
- Wisconsin Manufacturers and Commerce
- High School Principal
- Middle School Principal

9. The expanded Manufacturers' Leadership Team's primary responsibilities would include investigating and identifying existing resources available within the district that currently support manufacturing and related experiences for students. This includes middle school, high school and post-secondary connections. The team's review would be completed by December 20, 1997.

10. The Manufacturers' Leadership Team also plans to complete the following by December 20, 1997:

- review the graphic arts advisory committee report as a possible model;
- assess current employment trends and the future impact of employment in manufacturing and related occupations;
- develop a set of program recommendations for the Board's consideration which includes budgetary implications and the program's relationship to post-secondary options including, but not limited to, direct employment, enrollment in a 2- to 4-year college or university, and adult apprenticeship;
- examine current practices in the district as they relate to preparing students for the manufacturing trades.

11. The Administration will look into ways it can incorporate plans for the maintenance of the manufacturing programs in a decentralized system of schools.

12. The Administration will also review its current curriculum in this area and develop curriculum that supports work-based learning experiences for students in the manufacturing industry, including but not limited to:

- job shadowing
- internship
- co-op programs
- youth apprenticeship programs

13. The Administration will continue to work closely with the Manufacturers' Leadership Team to develop a program that will help to better meet their needs and better prepare students to enter into this field.

* * * * *

On the motion of Director Small, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Report on the Presentation of a Position Paper on Transportation

Your Committee reports having received the following report from the Administration. A copy of the complete position paper has been attached to the minutes of your Committee's meeting of November 13, 1997.

Background

At its August 14, 1997, meeting, the Accountability/Audit Committee requested that the Administration develop an issue paper on Pupil Transportation. The following is a brief overview of the paper.

Key Observations of the Report

- Sixty-three percent (63%) of MPS students receive transportation services. Of those students transported, sixty-nine percent (69%) are transported to accommodate school choice, twenty-four percent (24%) because of overcrowding, and seven percent (7%) are Exceptional Education Needs (EEN) students requiring special services.

- Efforts at improving bus safety have been successful. Since FY94, the number of bus accidents has declined by twenty percent (20%). Only 4.5% of the accidents involved injuries, most minor.

- Behavioral incidents increased nineteen percent (19%) since FY94, from one hundred twenty-five (125) incidents in FY94 to one hundred forty-nine (149) in FY97. Incidents that occur on a school bus are handled in accordance with the district's student discipline policies. The estimated cost to have an aide on every bus is twelve million dollars ($12,000,000).

- For FY97, transportation consumed 7.6% of the district's total budget. For FY98, transportation is projected to consume 7.4% of the total district budget, or $55 million. Since FY94, transportation's percentage of the district's operating budget has remained approximately 7.5%.

- Since FY92, the number of students transported has increased by 5,282, or eight percent (8%), or 1.6% per year. The primary reasons for the increase is the expansion of city-wide programs in the 1993-94 to 1994-95 school years, and a 10.5% increase in Exceptional Education students requiring special services.

- Transportation costs for city-wide schools are fifty-seven percent (57%) higher than for attendance-area schools. Some city-wide schools are almost four times more expensive to transport on a per-pupil basis. Since FY95, the number of students transported to city-wide schools has increased by twenty-one percent (21%).

- Since FY92, the cost of transportation has increased by $7,492,782, or 16.8%, or 3.38% a year. Since FY92, inflation has averaged 3.2%. Audit #704: Review of Transportation Services determined fifty percent (50%) of the increase was due to increased numbers of students transported.

- By FY2001, the number of students eligible for transportation services is expected to increase seven percent (7%), or 5,004 students. The cost of transportation services is projected to increase by $9.5 million, or eighteen percent (18%), by the 2000-01 school year. Transportation costs will increase at a greater rate than district revenues, forcing the district to reallocate funds from educational programs.

Major Transportation Issues Affecting MPS

1. First Choice and Transportation: As part of the Strategic Planning and Budget process, the School Board agreed that First Choice within MPS would remain a priority for FY99, with specific focus on significantly decreasing the wait lists for the most popular programs by replicating these programs. The expansion of specialty and innovative schools has had a significant impact on transportation costs. Implementation of this budget priority will increase transportation costs by an additional 1-2% annually.

2. Neighborhood Schools and Transportation: Parents choose schools for a variety of reasons. The Leabman study (1995) indicated that eighty-six percent (86%) of parents want to send their children to quality neighborhood schools. However, for the 1996-97 Three Choice Selection Process, only twenty

percent (20%) of applicants chose their neighborhood school. Some parents surveyed chose a school other than their neighborhood school for safety reasons. Others may have day care arrangements that require transportation or chose a school simply because transportation is provided. Transportation provides an option NOT to attend your neighborhood school.

3. Budget and Transportation: Transportation costs have averaged roughly 7.5% of the district's operating budget. The district has been successful in limiting the growth in transportation costs, even as more students are requiring service. Audit #704: Review of Transportation Services illustrated that minus the increases in demand, transportation costs have increased at a rate less than inflation. The district's ability to maintain this lower rate is in doubt. Unless the district is able to substantially reduce the demand for buses, the increase in bus costs could exceed inflation.

4. District Goals and Transportation: Transportation has changed from a tool to racially integrate the school system, to a desirable service provided to parents and students. The conveniences provided to parents are greater for children transported than those who walk to school. Many parents may also view transportation as a pseudo day care service. Transportation provides an answer to unsafe neighborhoods. Transportation provides stability in many children's lives whose families are very mobile. Finally, the service is of sufficient quality that, most, parents do not have major concerns regarding the safety of their children on school buses. The availability and quality of transportation services has encouraged parents to use it.

Cost-Reduction Strategies

There are few actions that can be taken to significantly reduce transportation costs, short of reducing the number of students on buses. The only way to reduce the number of students on buses is to have more attend their neighborhood school. Below are both short-term and long-term strategies to limit the growth of transportation in the Milwaukee Public Schools.

Short-Term Strategies

Below are some actions that could be undertaken to significantly reduce transportation costs for FY99.

• Modify the Teacher Day Window: In a report to the Accountability/Audit Committee (August 14,1997), the administration recommended that negotiations commence with the MTEA to provide greater flexibility in teacher time schedules. This would improve vehicle utilization, and lessen the number of buses required. The analysis projected a $1 million reduction in transportation costs if the teacher day window was modified for FY99.

• Convert Half-Day K5 Classes to All-Day Classes: Currently, 1,566 K5 students attend half-day classes and require extra transportation at mid-day. At an average cost of $510 per pupil, $798,660 could be reallocated from transportation to educational programs.

• Establish a 25% Neighborhood Requirement for All City-Wide Schools: Presently, the Board has a policy that gives a preference for students living in the city-wide schools' walk zones. However, most of the city-wide schools average eighty percent (80%) or more of students receiving transportation. Reserving twenty-five percent (25%) of the entry level seats for neighborhood students would result in approximately 1,000 less city-wide students transported in FY99. At $553 per student, the first year savings could be $553,000.

Implementing this recommendation may have the short-term effect of reducing the number of students receiving their first choice from the Three Choice Selection Process. However, as community outreach efforts are expanded, more parents from the neighborhood would see these schools as desirable choices.

Implementation of the above recommendations could result in a $2.3 million reduction in transportation costs.

Long-Term Strategies

The options outlined below will enable more students to attend their neighborhood schools. However, the key is to encourage parents to choose those schools. The areas covered are Communication, Services, Policies, and Facilities and Boundaries.

- Communication: The following steps should begin in FY98:

  1) Conduct a needs assessment for each attendance area. All schools should survey their community to determine what services are needed, and how schools can best meet those needs. The emphasis must be on establishing intimate connections between the school and the community.

  2) Utilize community-based organizations and churches to promote neighborhood schools. Funds can be reallocated from the transportation budget to support outreach efforts.

- Services: The following steps can begin in FY99.

  1) Expand before/after school programs in attendance area schools.

  2) Contract with day care providers in high density areas to provide early childhood services. Transportation is not normally provided.

  3) Expand innovative programs in attendance area schools.

- Policies: The following steps can be implemented in FY99.

  1) Conduct a review of transportation policies to determine if the current policies and guidelines encourage the use of transportation services. Policies should be revised to clearly delineate the level and type of services provided.

  2) A review of the school selection process should be undertaken to determine if more students can attend their neighborhood school. The selection process should encourage the selection of neighborhood schools.

- Facilities and Boundaries: The following steps can be implemented for FY2000:

  1) Redraw school attendance boundaries to balance student demographics with building capacities.

  2) Relocate city-wide programs to school sites with small resident-student populations. Open old sites as attendance-area schools.

  3) Lease/purchase facilities only in areas of high student density.

* * * * *

(Item 2) Receipt of School Financial and Performance Reviews: Audit #706-9 – Kosciuszko Middle School; Audit #706-10 – Webster Middle School; and Audit #706-11 – Muir Middle School

Background

1. At its meeting on July 30, 1997, the Board adopted an annual audit plan that included school financial and performance audits. Kosciuszko Middle School, John Muir Middle School, and Daniel Webster Middle School were selected for audit.

2. The overall objectives of the school financial and performance audits are to determine: (1) compliance with district performance, fiscal and administrative criteria, guidelines, policy and procedures; (2) that school expenditures, surpluses and deficits reported in the school financial reports fairly present, in all material respects, the financial activities of the school; (3) that adequate internal financial controls exist to protect district resources; (4) whether differences exist in the school's level of student participation in district-wide tests; (5) that reported student performance measures are reliable and accurate; (6) that the school's Educational Plan addresses the needs of the school; and (7) the relationship between the school's discretionary expenditures and the Educational Plan.

3. The Office of Board Governance – Audit Services conducted the audits of Kosciuszko Middle School and John Muir Middle School. The audit of Daniel Webster Middle School was conducted jointly by Audit Services and Coleman & Williams, Ltd. The audit team worked closely with the school administrators and the school staff, as well as with Central Services personnel, to complete the audit fieldwork. In October 1997, the audit report findings and recommendations were reviewed with the school administrators.

4. The reports have been provided under separate cover.

Committee Recommendation

Your Committee recommends that the Board receive Audit Reports: #706-9 – Kosciuszko Middle School Financial and Performance Review, #706-10 – Daniel Webster Middle School Financial and Performance Review, and #706-11 – John Muir Middle School Financial and Performance Review.

* * * * *

(Item 3) School Financial and Performance Audits: Summary Report of District Administration Recommendations, Audit #706-S1, Action on Recommendations 5A, 5D and 11

Background

1. At the October 9, 1997 meeting of the Accountability/Audit Committee, the committee moved to receive Audit Report #706-S1: School Financial and Performance Audits — Summary Report of District Administration Recommendations and to recommend that the board accept the Superintendent's response to the audit report and recommendations except for recommendations #5A, #5D and #11. Recommendations #5A, #5D and #11 were held in committee until November to provide for additional administrative analysis.

2. The audit report findings which included the rationale for the audit recommendation as well as administration's comments and analysis on the recommendation have been extracted from the original documents and incorporated into a single document for each recommendation to facilitate the committee's review of these documents. These documents were originally distributed at the October 9, 1997, meeting and are attached as pages 93-95.

3. Additional responses from administration to Recommendation #5 and #11 which includes the administration's recommendations are attached as pages 96-97 and 98-102, respectively.

4. Administration is recommending that the committee accept the administration's response to recommendations #5A, #5D and #11.

5. Audit Services has reviewed administration's responses and recommends that the committee accept administration's responses to Recommendation #5A and #5D and decide what action it wishes to take with respect to Recommendation #11.

Committee Recommendation

Your Committee recommends that:

1. The Board accept the Administration’s response to recommendations #5A and #5D, and

2. The Board accept the auditor’s recommendation for #11.

* * * * *

(Item 4) Action on Recommendations Regarding the School-Based Governance Financial Standards Committee: Approval of Nominations and expansion of Membership

Background

At its meeting on June 18, 1997, the Board approved the resolution introduced by Director Thompson to establish a School-Based Governance Financial Standards Committee. The School-Based Governance Financial Standards Committee’s goal is to recommend to the MPS Board those policies, procedures, and

standards relative to school-based governance budgeting, expenditures, reporting, accounting, and auditing that the committee deems appropriate to ensure school-based governance decision making and oversight on a footing of irreproachable integrity. To accomplish this task, the School-Based Governance Financial Standards Committee shall consist of the Comptroller of the City of Milwaukee, the Superintendent of the Milwaukee Public Schools, and three other experts in finance, accounting, or auditing, who are to be selected by the Superintendent and approved by the Board.

Administration's Report

The Superintendent recommends the following three candidates to the School-Based Governance Financial Standards Committee:

- Vincent Lyles-Esquire, Vice President of Robert Baird Investment Bankers and former member of Mayor Norquist's Cabinet;
- Richard Brown, CPA, a partner of KPMG Peat Marwick and board president of the Mequon School District and;
- Timothy Somers, Vice President of Firstar Bank and a board member of Whitefish Bay School District.

Committee Recommendation

Your Committee recommends that:

1. The Board approve the Superintendent's selection of the three financial experts to the School-Based Governance Financial Standards Committee, as listed above, and

2. The Committee be expanded by two additional volunteer members, both of whom must be residents of the City of Milwaukee.

Your Committee reports having directed the Superintendent to submit the additional two nominations directly to the board on November 25, 1997, if they are ready by that time.

* * * * *

(Item 5) Report on School-To-Work Implementation in MPS

Your Committee reports having received the following informational report from the Administration:

Background

At its October 9, 1997, meeting, the Accountability/Audit Committee asked the Administration to prepare a report on the School-To-Work projects being implemented in schools. The following report provides an overview and background on School To Work in MPS and its implementation. A summary of examples of how some schools are implementing STW is attached.

Overview

The Milwaukee Public Schools High Standards Reform is built on a set of core beliefs focused on the achievement of clear high-performance standards and driven by an inquiry-based learning process called School To Work (STW). This learning framework captures approximately ten years of gradually building bottom-up and top-down reform in MPS. The beliefs and standards are founded on the K-12 Teaching and Learning Reform initiated in 1989. The K-12 reform represents what learning is in MPS, and STW represents how we do learning in MPS. In 1991, the K-12 Teaching and Learning Task Force articulated the basic principles that guide the systemic reform. These principles are the framework of School To Work.

Children First — Our central objective —our reason for being — is to serve the young people who come to MPS to learn. Every decision we make in the Milwaukee Public Schools must be guided by what is best for the children.

Deep Thinking — All young people and adults in MPS will learn to think deeply, critically, creatively, and ethically and to reflect such thinking in their actions. We are a learning organization with rigorous standards for all.

Equity — We will provide the challenges and supports so that all students achieve at high levels. All students and adults can meet high standards if they work hard and effectively.

Involvement and Respect — We recognize that high-level learning requires a community effort. We believe it is important to respect and involve students, parents, all categories of staff, business, and community in the learning process.

The standards and assessments are central to the STW learning process. Every learning experience must be organized around a clear understanding of the concepts and skills we expect students to master. The learning process reflects a belief of focusing on the learner's strengths and needs and a commitment to teaching all students to think deeply, critically, creatively and ethically.

The goal of School To Work is to prepare students with the skills and abilities to exercise their options:

1) to enter and successfully complete a 2- or 4-year college or university program;

2) to obtain immediate employment in a high-skill area, earning a good living wage;

3) become a successful entrepreneur;

4) to engage in the "practice of freedom" to transform the world.

Implementation

For the last four years, Milwaukee Public Schools' reform efforts in School To Work have focused on changing teaching and learning strategies, so that students see the connection between classroom learning and what is expected in the real world. It is designed to ensure that students in grades kindergarten through twelve learn high-level content and thinking skills by solving real-world problems. This effort recruits parent, business and community organizations to directly participate in the educational experiences of students in the classroom and in the community. Students frequently learn in the community, and community members work with students on projects in and outside the classroom over a sustained period of time.

A recent national survey by Public Agenda called "Getting By: What American Teenagers Really Think About Their Schools" indicated many high school students want more challenging class work, more engaging teachers, and less disruptive classrooms. Most students also acknowledge that they could do better in school, but struggle to find a meaningful connection between today's homework and tomorrow's professional aspirations. While this survey acknowledges high school student views, MPS sees the need for students in the earlier grades to also see connections to their classroom learning.

The STW implementation process began in 10 schools in the first year (1994-95); 34 additional schools in the second year (1995-96); and all remaining 111 schools the third year (1996-97). Professional development has been the major vehicle used to change the minds and hearts of educators and business/community partners about the potential of students and the need to change instruction. Major professional development and collaborative activities to support STW include:

1) Summer Institutes

2) Integrated/Project-Based Workshops

3) UW-Milwaukee/MMAC World Of Business Class

4) Teacher Job Shadowing

5) Leadership Workshops for Principals

6) Designing Pathways to Parent Involvement in STW Seminars

7) MTEA Workshops on Partnerships

8) Elementary and Secondary Work Groups

9) Jobs for the Future's National Benchmark Communities Initiative

10) STW Teacher Team, Mentoring and Implementation Grants

Collaboration with outside entities has been key in mobilizing the community to provide high-level learning experiences and career and postsecondary exposure to students and professional development opportunities to teachers, administrators, and parents. Many organizations and committees have supported STW efforts during the four years of implementation.

School to Work Activity Highlights

Attached are brief examples of how some of our schools are implementing STW. Best-practice videos and STW notebooks consisting of implementation materials and guides are also available upon request. A compilation of STW activities for all of our schools will be completed this year.

* * * * *

(Item 6) Report on Written Guidelines for the Granting of Academic Credit to Partnership Schools

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. On July 1,1997, the Wisconsin Legislative Audit Bureau issued its fifth report on the implementation of the Children At Risk Program. The report identified 21 findings, some of which were very positive of Milwaukee Public Schools' implementation of the Children At Risk program. Other findings, however, noted problem areas which needed to be addressed by MPS.

2. On August 14, 1997, the Administration presented a correction plan that spoke to the problems noted in the Wisconsin Legislative Audit Bureau's Report on the Children At Risk program.

3. On August 27, 1997, the Board accepted the Administration's plan for responding to the issues identified in the WLAB report and directed the Administration to also establish a mechanism which tied payments to partnership schools to a minimum attendance threshold.

4. On September 24,1997, the Board approved the process suggested by the Administration to establish a minimal threshold of attendance as a condition for continued funding of partnership school contracts. The Administration was also directed to return with a follow-up report describing the actions undertaken to implement the correction plan.

5. On October 9,1997, the administration presented a report to the Audit/Accountability Committee that identified what actions had been undertaken in fulfillment of the plan to correct the problems noted in the WLAB Report. At the meeting, the Committee requested a report on the actions and products resulting from the Administration's plan to address one of the points in the plan. The Committee requested that the Administration return with information on the development of a set of guidelines for the granting of academic credit in partnership schools.

6. The Administration is proceeding as follows to clarify the policies for the Award of Credit by partnership schools:

a. Updating the existing policies and procedures for partnership schools associated with the granting of credit as required by the North Central Association standards for school accreditation.

b. Creating a handbook identifying the practices and policies governing the award of credit for work-experience opportunities.

c. Creating an informational handout for partnership schools, describing the procedures for validation by the school district of the Award of Credit for Competency-Based Courses.

7. The first of these products, an update of the policies and procedures for partnership schools associated with the granting of credit based on the North Central Association standards, has been completed. A copy of the update is attached.

8. The second item, a handbook identifying the practices and policies governing the Award of Credit for work experience, is being developed with the assistance of Mr. Robert Kunz, Guidance Director at Pulaski High School. To finalize the handbook, there is a need to determine which procedures are mandated by policy, rule, or regulations, and which are discretionary practices. With assistance from the Guidance and Counseling Office, a meeting was held on October 16, 1997, with high school guidance directors to solicit their assistance in distinguishing policies from practices in Work Experience Programs. A final draft of the handbook is anticipated by the end of October.

9. Work on the third item, a handout describing the standards for the Award of Credit for Competency Based courses, is expected to be completed by the middle of November.

* * * * *

Separate consideration having been requested of Item 4, on the motion of Director Small the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

With respect to Item 4, relating to the Financial Standards Committee, the Superintendent submitted the following additional nominations to the Committee: Mark Mader and Ken Kinney.

Director Thompson moved to adopt the Committee report and the Superintendent's nominations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Progress report from the Expanded School Budget Committee Regarding Central Services Reorganization and Equity in School Funding

Your Committee reports having received the following report from the Administration:

Administration's Report

On October 9, 1997, the Expanded School Budget Committee (ESBC) identified the following areas of expense to be included in per-pupil weights (all cost categories refer to only those costs currently decentralized):

Instruction at all grade levels (but excluding EEN personnel)

Bilingual Education	English as a Second Language
School Administration	Library/Media
Guidance	Reading Resource Teachers
Extracurricular Activities	Specialty Programs
Staff Development	School Safety

This decision allowed current costs of these areas to be assembled by the Finance Department. FY98 adopted budget figures are being used as the best data set available, although it may need modification to provide greater costing accuracy in a few problem areas. (Because FY98 data is being used in this initial version, the resulting figures will represent FY98 cost levels.)

On October 13th, the ESBC identified the following pupil/program characteristics to be examined for costs per pupil that may differ in regard to the identified areas of expense listed above:

Grade Level

Length of School Day

Programs Which Are Funded Outside of the School Budget

Bilingual

English as a Second Language

Small School Size

This decision allowed the collection of relevant pupil data by Finance; preliminary September Third Friday enrollment data are being used. Since the above categories required assembly of information in combinations not otherwise generally used, collection of pupil data has been more a complicated task than that of assembling cost data. However, with the cooperation of the Student Services, Special Services, and Bilingual Multicultural Education Divisions, the effort is now as complete as data permits. Where any needed figures did not become available within time constraints, interpolations or estimations were made.

On November 3rd, the ESBC also decided to establish allocations using projected average enrollment, as at present. Leadership Services representatives indicated that they would work with the Divisions of Student Services, Bilingual Multicultural Education, Small Community Schools, and Special Services to prepare September enrollment projections, recognizing that this means a more detailed level of projection than in the past.

The pupil and cost data being assembled is being organized into a model which will result in calculation of weights per pupil based upon present spending practices and upon the categories selected above. This model will also display intermediate steps from the base data itself to the calculation of the resulting per-pupil weights. The model's structure, as developed at that time, was reviewed by the Expanded School Budget Committee on November 3rd.

At the November 13th meeting of the ESBC, a full model was completed and presented for Committee review. The Committee examined the weights resulting from the assembled data to judge how closely they appeared to mirror current spending patterns. A few specific areas were identified where the weights may need some adjustment to better match present practice.

The committee continued to discuss whether weights should be altered, thereby restructuring funding to better support positive educational outcomes. The issue areas needing resolution include:

School Size

Funding Differences Between Levels

Bilingual Education

Exceptional Education

Full-day vs. Part-day Pupils

Specialty Programs

* * * * *

(ITEM 2) Presentation of Position Paper: Transportation

Your Committee reports having received a position paper on transportation from the Administration. A summary of the paper is contained in the report of the Accountability/Audit Committee, Item 1, pages 23-26. A copy of the complete report has been attached to the minutes of your Committee's meeting of November 19, 1997.

* * * * *

(Item 3) Report on School Selection Surveys and Response to Questions Regarding the First Choice Issue Paper

Your Committee reports having received the following report from the Administration:

Administration's Report

1. High School Wait List Survey

At its meeting on the June 1997, the Board directed the Administration to survey " . . . all students from the wait lists, and their parents . . . no later than October 31,1997, to ascertain where students enrolled; student and parent satisfaction with their current school; and other information that may help the Board evaluate its progress and budget priorities in promoting MPS secondary schools as Milwaukee's #1 schools of choice for 1997-98 Milwaukee Eighth Graders."

The Administration surveyed parents of students on high school wait lists as a result of the 1997-98 school selection process. A sample survey and related documents are in the attachments. Surveys were mailed to 1,175 parents/guardians who selected Rufus King High School, Riverside High School, or Milwaukee High School of the Arts, as their first choice, but were not selected during the Three-Choice Selection Process. Sixteen percent (16%), or 188 surveys, were returned. A summary of the results is listed below:

— Eighty-five percent (85%) of respondents indicated they knew the wait-list number of their child

— Twenty-seven percent (27%) of respondents were enrolled in the wait-list school

— Nineteen percent (19%) of respondents declined enrollment in the wait-list school

The following rank order was given as the reason respondents selected the school as their first choice:

1. Reputation of school
2. Instructional focus
3. Quality of teaching staff
4. Location of school

5. School safety/discipline

6. Availability of transportation

— Seventy-one percent (71%) of the respondents who had children in MPS expressed an Average to High level of satisfaction with their school.

— Eighty-nine percent (89%) of the respondents who had children in non-MPS schools expressed an Average to High level of satisfaction with their school.

— Respondents indicated HIGH support for the following entrance requirements: Grade Point Average, School Attendance, and Teacher Recommendation

— Respondents indicated LOW support for the following entrance requirements: Random Selection and First Come, First Served.

It should be noted that none of the respondents received their first choice initially. People who received their first choice may respond differently.

2. Three-Choice Selection Survey

At the August 14, 1997, meeting of the Accountability/Audit Committee, the Board requested that the Administration conduct a survey to explore the reasons for school choices. The Administration will be conducting a detailed survey during the 1998-99 School Selection process. In the interim, a survey of parents was conducted of applicants who participated in the 1997-98 School Selection Process.

Three thousand surveys were distributed, with 433 respondents for a 14.4% response rate. A sample survey is provided in the attachments. A summary of results is listed below:

— Quality of educational program was an important consideration for ninety-eight percent (98%) of the applicants. Safety or school location was important for eighty-one (81%) of the applicants.

— Student achievement/ability was the preferred method of selection for forty percent (40%) of the respondents. The present MPS system was favored by thirty-nine percent (39%) of respondents.

— Neighborhood schools were preferred by fifty-eight percent (58%) of respondents. City-wide schools were preferred by forty-two percent (42%) of respondents.

— Transportation availability was an important consideration for ninety-one percent (91%) of the respondents.

— Eighty-two percent (82%) of the respondents indicated they were satisfied with the Three Choice Selection Process.

3. Follow-Up Questions and Answers from First Choice Paper

At the September 23, 1997, meeting of the Strategic Planning and Budget Committee, the Administration presented reports on First Choice and Early Childhood expansion. The Administration was directed to provide information on:

1) an analysis of funds allocated to achieve the first choice priority, and

2) an analysis of the impact achieving one hundred percent (100%) first choice would have on the areas of racial balance, transportation and facilities.

Funds Allocated: Since FY96, the district has budgeted $9,661,709 from the Operations Fund to address first choice. The funds were allocated for new innovative programs such as Westside II, American Sign Language, METRO, Entrepreneurship, New School for Community Service, Milwaukee Village School, WCLLL, Congress School and Craig Montessori. Expansion of capacity for Early Childhood programs, charter schools and the costs associated with the reconstitution of six schools is included in the figure.

Racial Balance: The acceptance of all first choice applications will have an impact on racial balance dependent upon the racial balance of the entry grade level and the racial makeup of the wait list. If the entry grade is within racial balance and the wait list is somewhat racially balanced, then first choice will not have an impact on the district's ability to maintain racial balance.

If, however, the racial make-up of the applicant pool is not balanced, by accepting all first choice applicants the school may increase the likelihood of, over time, becoming racially unbalanced. This year, two high schools, Hamilton and Pulaski, no longer meet the racial balance definition. The 1996-97 school year was the first time all high schools accepted students on a first choice basis.

Facilities: For this analysis, one hundred percent (100%) first choice is defined as classroom seats for all students on the 1997-98 wait lists. Two assumptions used in the analysis are that only schools with wait lists greater than twenty-five (25) students are considered, and classrooms have a 25:1 student-to-classroom ratio. The chart below identifies the school, the number of rooms and estimated cost. A cost of $85,000 per room is used.

SCHOOL	No. OF ROOMS	ESTIMATED COST
King HS	28	$2,380,000
Riverside HS	23	$1,955,000
Hamilton HS	7	$ 595,000
Washington HS	1	$ 85,000
Grand MS	5	$ 425,000
Lincoln MS	4	$ 340,000
MEC	7	$ 595,000
Robinson MS	2	$ 170,000
Roosevelt MS	6	$ 510,000
Brown St Acad.	7	$ 595,000
German Imm.	1	$ 85,000
Greenfield Mont.	2	$ 170,000
MacDowell Mont.	2	$ 170,000
Craig Mont.	7	$ 595,000
Starms Disc.	2	$ 170,000
Townsend	3	$ 255,000
TOTAL	107	$9,095,000

Transportation: Similar to the Facilities analysis, one hundred percent (100%) First Choice is defined as all students on the 1997-98 wait lists assigned to the wait list school. Most schools with wait lists are city-wide schools. On average, the cost to transport a city-wide school student is $201 greater than an attendance area school student. For the 1997-98 Three Choice Selection Process, 2,573 students applied to city-wide schools as their first choice but were placed on wait lists. Adding classroom space for these students could increase the transportation budget by $517,853. The actual cost is dependent on where the wait list students live.

During the September 23, 1997 Strategic Planning and Budget meeting, a number of questions were asked. The Administration's responses are provided below: The Board member requesting the information is indicated.

Question: Provide the number of community schools and the number of community schools not able to meet their enrollment projections from the neighborhood. (Small)

Answer: There are ten (10) Community Schools of which two (2) could not meet their enrollment projections: Walker Middle School and Hampton Elementary. The following community schools were able to meet enrollment projections: Allen-Field, Congress, Fifty-third Street, Hi-Mount, Kagel, Mitchell, Sixty-fifth Street and Sherman Elementary Schools.

Question: Estimate the cost to expand information about neighborhood schools. (Hardin)

Answer: The cost to produce and mail approximately 60,000 individual school brochures is $40,000. The Administration is exploring using community based organizations and churches in this effort.

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(Item 4) Matters Relating to the FY99 Budget

- Superintendent's Report on FY97 District Initiatives
- Status Review of FY98 District Initiatives
- Preliminary Plans for FY99
- Fiscal Overview for FY99: Taxpayer Profile; Student Profile; Demographic Trends
- Presentation of Major Initiatives and Cost Estimates
- Preliminary Cost Estimates for Board Budget Priorities

Your Committee reports having received information from the Administration under separate cover for the matters listed above relative to the development of the FY99 Budget.

* * * * *

On the motion of Director Small, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—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; Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; and Report on Administrative and School Fund Transfers

Award of Contracts

ADA REMODELING — PHASE — BID PACKAGE 1

Metropolitan High School

Building Innovative Designs, Inc.
P.O. Box 134

Nashotah, WI 53058
Low bidder, Base Bid of $422,555

COMPUTER PROGRAMING SERVICES

North Central Consulting, Inc.
250 North Sunnyslope Road
Brookfield, WI 53005
For a negotiated contract of.....$64,800

Authorization to Make Purchases

SS-374 52 Macintosh Computers (Audubon)

Recommend authorization to purchase 20 Apple Macintosh computers, 32 Apple eMate laptop computers with 20 recharging units, a cart to hold the recharging units, and 1 laser printer, totaling an estimated $56,000. Title 1 funds will be used.

SS-375 Lease-Purchase of 33 Macintosh Computers (Doerfler)

Recommend authorization to enter into a lease-purchase to acquire 30 Apple Macintosh computers, 3 Apple eMate laptop computers, 3 printers, memory, networking, software, installation and related items totaling an estimated $71,000. Title 1 funds will be used.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of October 31, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$714,711,816	$3,400,000	$713,111,816	$63,960,048	$649,151,768	9.0%
Categorically Aided	75,906,479	10,218,872	86,125,351	11,204,172	74,921,179	13.0%
School Nutrition	25,382,268	0	25,382,268	1,849,012	23,533,256	7.3%
Construction	14,200,000	11,121,991	25,321,991	111,415	25,210,576	0.4%
Extension	6,889,122	0	6,889,122	510,475	6,378,647	7.4%

B. Statement of Expenses as of October 31, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$709,711,816	$18,347,014	$728,058,830	$192,098,069	$535,960,761	26.4%
Categorically Aided	75,906,479	13,286,055	89,192,534	21,668,599	67,523,935	24.3%
School Nutrition	25,382,268	21,833	25,404,101	6,609,048	18,795,053	26.0%
Construction	14,200,000	21,510,107	35,710,107	22,999,437	12,710,670	64.4%
Extension	6,889,122	46,306	6,935,428	2,175,022	4,760,406	31.4%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.
(2) Encumbrances and expenditures included through October 31, 1997, and payrolls through October 31, 1997.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Browning	Tricom, Inc.	$2,700	College scholarship fund
Browning	School account	$278	Connectix Color Quickcam Connectix Grayscale Quickcam
Craig Montessori	P.T.A.	$1,000	Teacher supplies
Grand Avenue	Steve Tgaylor	$250	Classroom computer
LaFollette	RCM Plastics, Inc.	$600	Classroom use
LaFollette	Dr. Stephen Misky	$50	Holiday gifts for children
Lowell	John Vdovich	$50	Apple IIC computer, monitor, imagewriter
Marshall	J. Berstein	$165	Classroom edition of Wall St. Journal
MHSA	Affiliated Mortgage	$100	Theatre festival
MHSA	Potawatomi Bingo	$500	Theatre festival
Milwaukee Tech	B. Lucht	$50	Tournament fees
MPS	Johnson Wax	$800	Cleaning Products - Asthma Program
MPS Recreation Division	American Cancer Society	$2,850	570 Soccer T-Shirts — Anti-Smoking Promo
MPS Recreation Division	Golfton of Wisconsin	$626	Golf bus transportation
Neeskara	Delco Electronics	$1,800	4 used Macintosh computers 1 printer
Neeskara	P.T.O.	$1,105	Field trips ($2.50 per student)
Vincent	Battery Shop	$1200	To operate vehicles
Washington	Hartland Book Service	$210	Scanner - textbook management
WCLL	PTO	$75	Scholarship Fund
WCLL	PTO	$150	Scholarship Fund

Report on Administrative and School Transfers

5. The listing of administrative and school transfers required by Board Policy 4.04 is attached. This is an informational report an no action is required.

Committee Recommendations

Your Committee recommends that:

1. The Board award the contracts, as listed above.

2. The Board authorize the purchases, as listed above.

3. The Board accept the report of revenues and expenses.

4. The Board 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

1. In accordance with action taken by the Board on August 1, 1971, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments — Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers, effective as indicated

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

4. The following resignations have been accepted by the Superintendent, effective as of the dates indicated. This is an informational report and no action is required.

Affirmative Action Report

5. The Affirmative Action Report for the month of April is attached. This is an informational report, and no action is required.

Committee recommendation

Your Committee recommends that the Board approve the following classified personnel transactions, teacher appointments, and leaves of absence:

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Benjie Crumpton Fac. & Main. Services	Elevator Repair Mechanic $24.63/hr.($49,260.00/yr.)	10-27-97
Amer Dahche Fac. & Main. Services	Digital Electronics Technician $33,126.08/yr.	11-24-97
William Dargis Fac. & Main. Services	Steamfitter $24.86/hr.($49,720.00/yr.)	11-03-97
Kathleen Grant Riverside	Clerk Typist I $17,464.20/yr.	11-05-97

Karen Manske Fernwood	School Secretary I $21,043.11/yr.	10-20-97
Valerie Patton Steuben	Clerk Typist I $14,480.00/yr.	10-14-97
Linda Pharr Granville	Clerk Typist I $14,480.00/yr.	10-08-97

PROMOTIONS

Levent Cobin South	Building Service Helper II $21,896.42/yr.	10-19-97
Mary Will Westside Academy II	Food Service Manager I $14,110.02/yr.	10-09-97

RETURNS FROM LEAVE

Jeanice King Washington	Clerk Typist I $9.39/hr.($7,512.00/yr.)	10-27-97

CHANGES IN STATUS

Vanessa Cooper Spec. Serv. Center	Handicapped Children's Asst. $12,301.67/yr.	11-05-97
Sharon Egerson Hawley	Handicapped Children's Asst. $12,301.67/hr.	10-22-97
Mary Engelbart Milw. German Immersion	School Secretary I $16,562.89/yr.	12-15-97
Harriet Fields Garden Homes	School Secretary I $16,562.89/yr.	09-02-97
Carol Kress Roosevelt	School Secretary I $21,043.11/yr.	10-20-97
Carol Leavy Spec. Serv. Center	Handicapped Children's Asst. $11,884.68/yr.	10-22-97
Mari Payton Lincoln Middle	School Secretary I $16,562.89/yr.	10-10-97
Virginia Robbins Comm. Rec.-24th Street	School Secretary I $25,340.12/yr.	10-15-97
Frank Ruzicka Spec. Serv. Center	Handicapped Children's Asst. $12,301.67/yr.	11-05-97

Jodi Schaefer Human Resources	School Secretary I $25,340.12/yr.	10-23-97
Charlette Stevenson Milw. German Immersion	Handicapped Children's Asst. $11,884.66/yr.	10-06-97
Ruby Stowers Edison	Clerk Typist I $14,480.00/yr.	11-03-97
Vivian Strapp Sarah Scott	School Secretary I $16,562.89/yr.	12-08-97
Sandra Szatkowski Sholes	School Bookkeeper $26,905.56/yr.	10-27-97
Alisa Young Clarke	School Secretary I $16,562.89/yr.	10-24-97

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APPROVAL OF CERTIFICATED APPOINTMENTS — TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 26, 1997, and September 2, 1997, inclusive:				
(r)	Liza M. Balestrieri Drama	B	24,684	0	08-27-97
(r)	Mary Jane Bohn Grade 5	B	24,684	0	08-27-97
(r)	Victoria A. Bond Economics/Geography	B	24,684	0	09-02-97
(nr)(b)	Lila A. Disi Upper Elementary	B	28,387	3.5	08-26-97
(r)	Amee M. Dulmes Grades 1 & 2	B	24,684	0	08-26-97
(r)	Patricia L. Eggert Family Consumer Ed.	B	25,919	1	08-26-97
(r)	Jennifer R. Elwing Elementary/Gr. 4	B	24,684	0	08-26-97
(r)	Wendy D. Fluker English	B	24,684	0	08-26-97

(nr)	Lori A. Friehe Grade 1	B	24,684	0	08-26-97
(nr)	Melissa A. Fruendt Elementary	B	24,684	0	08-26-97
(r)	Paul T. Gessner Social Studies	B	24,684	0	08-26-97
(nr)	Michael D. Ginter Upper Elementary	B	24,684	0	08-26-97
(nr)	Sara I. Gossens Communication Arts	B	25,919	1	08-26-97
(r)	Glenda L. Graham-Bender E. D.	B	33,324	7	08-26-97
(r)	Jennifer H. Hannis Grades 3 & 4	B	24,684	0	08-26-97
(nr)	Dawn M. Harmatys Elementary/Kindergarten	BB	27,214	1	08-26-97
(nr)	Dalton C. Harrison Tech. Ed.	B	24,684	0	08-26-97
(nr)	Jennifer E. Hart Kindergarten	B	24,684	0	08-26-97
(nr)	Christine J. Hellenthal Grade 2	B	24,684	0	08-26-97
(r)	Kelly A. Hillus Elementary/Kindergarten	B	24,684	0	08-26-97
(nr)	Eileen J. Hult Grades 1 & 2	B	25,919	1	08-26-97
(nr)	Cathleen D. Hunt Soc. Studies/Economics	B	24,684	0	08-26-97
(nr)	Catherine M. Hust Upper Elem./Science	B	24,684	0	08-29-97
(r)	Joan C. Jach L. D.	B	24,684	0	08-26-97
(r)	Margaret M. Jenson Grade 2	B	24,684	0	08-26-97
(r)	Frances M. Johnson Library Media Specialist	B	24,684	0	08-26-97

(r)	Janet L. Kasbeer Phy. Ed./Health	B	28,387	3	08-26-97
(nr)	Martha M. Kirwin Elem./Montessori	B	24,684	0	08-26-97
(nr)	Lee T. Kleszczynski Business Education	B	24,684	0	08-26-97
(r)	Stephanie M. Kuhns Grade 2	B	24,684	0	08-26-97
(nr)	John A. Kuznik BF Science/Biology	B	24,684	0	08-26-97
(nr)	Jennifer E. Larsen Grade 4	C	27,893	0	08-26-97
(r)	Rael M. Laycock Grade 1	B	25,919	1	08-26-97
(r)	William F. Lemieux Orthopedically Impaired	B	33,324	7	08-27-97
(nr)	Carlene R. Lopez Upper Elementary	B	24,684	0	08-26-97
(r)	Linda M. Losey Music	B	28,387	3	08-26-97
(r)	Colleen M. Luedtke C. D.-Vocational	C	27,893	0	08-26-97
(nr)	Christine A. Majkowski Grade 3	B	24,684	0	08-26-97
(r)	Eric K. Marcinkiewicz Grade 3	B	25,919	1	08-26-97
(r)	Donald A. Markiewicz Grade 3	B	24,684	0	08-26-97
(r)	Anthony L. Martin E. D.	B	24,684	0	08-26-97
(r)	Christine B. Maxwell Elementary	E (+$1,000 Ph.D.)	30,361	0	08-26-97
(r)	Henry M. Mayer Elementary	B	24,684	0	08-26-97
(nr)(b)	Pamela McKay Soc. Studies/Sociology	BB	31,101	4.0	08-27-97

(r)	Heather F. Miller Elementary/K5	B	24,684	0	08-26-97
(nr)	Martin J. Milski Upper Elementary	B	24,684	0	08-26-97
(r)	Joette S. Montemurri Grade 3	B	33,324	7	08-26-97
(r)	Alvin Moore C. D.	B	33,324	7	08-26-97
(nr)	Betsy R. Moscicki Spanish	B	24,684	0	08-26-97
(r)	Ay Moua Grade 2	B	25,919	1	08-26-97
(r)	Tamairo A. Moutry Grade 5	B	24,684	0	08-26-97
(nr)	Jennifer A. Mueller Upper Elementary	B	24,684	0	08-26-97
(r)	Shurone Y. Nash Business Education	B	24,684	0	08-26-97
(r)(a)	Linda J. Nichols Grade 5	B	28,387	3	08-26-97
(r)	Toni L. Novak Elementary	B	24,684	0	08-26-97
(nr)	Mary Ann Nowaczynski EC:EEN	B	24,684	0	08-26-97
(r)	Evelyn Orta Grade 2/Bilingual	B	24,684	0	08-26-97
(nr)	Amira Otallah English	B	24,684	0	08-26-97
(nr)	Rebecca J. Paasch Grade 1	B	24,684	0	08-26-97
(nr)	Halligan M. Parks Grade 1	B	24,684	0	08-26-97
(nr)	David A. Peterson Grade 6	B	24,684	0	08-26-97
(r)	Abigail B. Plummer Grade 2	BB	25,919	0	08-26-97

(r)	Stephanie J. Pups C. D.	B	24,684	0	08-26-97
(nr)	Jody L. Raml L. D.	B	24,684	0	08-26-97
(nr)	Kimberly J. Raml Grade 4	B	24,684	0	08-29-97
(r)	Latish C. Reed Upper Elementary	B	24,684	0	08-26-97
(r)	Bobbie A. Rich E. D.	B	24,684	0	08-26-97
(nr)	Edward E. Richards, II Music	B	24,684	0	09-02-97
(nr)	Daniel C. Riedel Upper Elementary	B	24,684	0	08-26-97
(r)	Rick S. Robbins Grade 2	B	24,684	0	08-26-97
(nr)	Ted W. Robinson Grade 6	B	24,684	0	08-26-97
(r)	Robert M. Rock, III Elementary	B	24,684	0	08-26-97
(r)	Mavis J. Roesch English	C	37,655	7	08-26-97
(nr)	Katherine M. Ruhland Upper Elem./Mathematics	BB	25,919	0	08-26-97
(r)	Carmen L. Ruiz Elementary	B	25,919	1	08-26-97
(nr)	Jill M. Runde Grade 5	B	24,684	0	08-26-97
(nr)	Janet M. Schmal Reading/Mathematics	B	24,684	0	08-26-97
(nr)	Laurel H. Schneider Headstart/K4	B	24,684	0	08-26-97
(r)	Steven J. Schroeder Soc. Studies/Geography	B	25,919	1	08-26-97
(r)(b)	Kathy R. Schultz Library Media Specialist	BB	33,694	6	08-26-97

(r)	Robert P. Schulz Biology/BF Science	B	27,152	2	08-26-97
(r)	Andrea S.B. Seekins C. D.	B	24,684	0	08-26-97
(nr)	Jennifer K. Skover Elementary	B	24,684	0	08-26-97
(r)	Lisa A. Spain Elementary	B	24,684	0	08-26-97
(nr)	Christine M. Sprout Elementary	B	25,919	1	08-26-97
(nr)	Romualdas P. Stanenas L. D.	B	32,089	6	08-26-97
(nr)	Jennifer L. Stiemsma E. D.	B	24,684	0	08-26-97
(nr)	Danielle L. Stillman Elementary/L. D.	B	24,684	0	08-26-97
(nr)	Chad B. Stoltz Phy. Ed./Elementary	B	24,684	0	08-26-97
(r)	Thomas M. Sullivan E. D.	B	24,684	0	08-26-97
(r)	Maria C. Tagliavia Upper Elem./English	B	24,684	0	08-26-97
(nr)	Therese M. Theys EC:EEN	B	24,684	0	08-26-97
(r)	Katherine F. Thomas BF Science/Biology	BB	27,214	1	08-26-97
(r)	Veronica S. Thompson Library Media Specialist	B	24,684	0	08-26-97
(nr)(a)	Tiffeny L. Tolefree Elementary	D	32,040	2	08-26-97
(r)	Alys E. Trautman EC:EEN	B	24,684	0	08-26-97
(r)	Vivian M. Vivas Elementary/Bilingual	B	24,684	0	08-26-97
(nr)	Jeffry F. Wagner Grade 5	BB	25,919	0	08-26-97

(r)	Deborah S. Weiss Spanish	B	24,684	0	08-26-97
(nr)	Joseph R. Welna Mathematics	B	33,324	7	08-26-97
(nr)	Heidi R. West Speech Pathology	BB	25,919	0	08-26-97
(r)	Colette L. Wiesmueller L. D.	B	24,684	0	08-26-97
(r)	Kevin D. Wilde Physical Education	B	24,684	0	08-26-97
(r)	Beverly D. Williams C. D.	B	24,684	0	08-26-97
(nr)(b)	Carol M. Wilson EC:EEN	C	46,777	15	08-26-97
(nr)	Nicole A. Wilson Grade 2	B	24,684	0	08-26-97
(r)	Mary Jo A. Wolf Upper Elementary	B	24,684	0	08-26-97

Effective between September 3, 1997, and September 15, 1997, inclusive:

(nr)	Cexochitl DeLaTorre Grade 4	B	24,684	0	09-08-97
(r)	Charlotte D. Gingrasso French	B	33,324	7	09-04-97
(r)	Karen S. Meyer C. D.	B	24,684	0	09-15-97

Effective between September 16, 1997, and September 26, 1997, inclusive:

(nr)	Kim M. Anderson K5 & Grade 1	B	24,684	0	09-17-97
(r)	Dustine L. Berkompas E. D.	B	24,684	0	09-19-97
(nr)	Larisa Boettcher ESL	B	25,919	1	09-26-97
(r)(b)	Janice L. Bratel Library Media Specialist	B	33,324	7	09-22-97

(r)	Antonio Fischer ESL	B	25,919	1	09-26-97
(r)	Francesca A. Veglia Music	B	27,152	2.5	09-22-97
(r)	Kathleen M. Westrich Biology/Phy. Science	B	24,684	0	09-22-97

Effective between September 29, 1997, and October 9, 1997, inclusive:

(r)	Rebecca M. Asbeck Spanish	B	24,684	0	10-09-97
(r)	Marlys E. Bacon Spanish	E	44,024	13	09-29-97
(r)(b)	Linda-Lee A. Betancourt Headstart	D	46,900	12	10-07-97
(r)	Amy J. Crofts Nursing/Health Occupations	C	37,655	7	10-01-97
(r)	Brenda J. Fritz Grade 4	B	24,684	0	10-01-97
(r)	Daniel R. Gatewood Social Studies	BB	27,214	1	10-09-97
(r)(b)	Norman A. Gatford Mathematics/Biology	D	39,322	7	09-29-97
(r)	MarShon K. Harris Upper Elementary	B	25,919	1	09-30-97
(r)	Stephen G. Holmes C. D.	B	28,387	3	10-06-97
(r)	Alvin C. James E. D.	B	24,684	0	10-03-97
(r)	Rita M. Maiorelle Reading Resource	B	25,919	1	10-06-97
(nr)	Kristine J. Nelson Reading Resource	B	24,684	0	09-30-97
(nr)	Susan M. Nirode C. D.	B	24,684	0	10-06-97
(r)	Jose L. Rodriguez C. D.	B	24,684	0	09-29-97

(nr)	Valerie S. Seehafer ESL	B	24,684	0	10-06-97
(nr)	Kevin W. Shermach Broadcasting	B	24,684	0	09-29-97
(nr)	Patrick W. Wagner Psychology/Soc. Studies	B	25,919	1	10-08-97
(r)	Douglas W. Welker BF Science/Biology	C	34,866	5	09-29-97

Effective between October 10, 1997, and October 22, 1997, inclusive:

(r)	Demetri A. Beekman Physical Education	B	24,684	0	10-15-97
(r)	Christopher A. Coker L. D.	B	24,684	0	10-13-97
(nr)	Beth R. Giles Speech & Drama	B	24,684	0	10-20-97
(r)	Claydia N. Gill C. D.	B	24,684	0	10-20-97
(r)(b)	Cleo Jenkins E. D.	BB	33,694	6.4	10-13-97
(r)(a)	Asenju C. Tamanji English/French	B	24,684	0	10-16-97
(nr)	Belinda Y. Womack English	B	24,684	0	10-20-97

Effective between October 23, 1997, and November 4, 1997, inclusive:

(r)	John B. Hyden Computer Science	BB	29,806	3.5	10-27-97

School Social Workers - Schedule 02

Effective between November 5, 1997, and November 17, 1997, inclusive:

(nr)	Leona Y. Suggs		35,077	0	11-17-97

Physical Therapists - Schedule 04

Effective between August 26, 1997, and September 2, 1997, inclusive:

(r)(a)	Annette M. Knuese	36,809	3.5	08-26-97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to January 23, 1998:		
Linda Crews	Madison	August 26, 1997
Illness Leave, to June 15, 1998:		
Janice Gerwels Huth	Muir	September 29, 1997
Hazel Laughinghouse	Gaenslen	November 1, 1997
Elizabeth Pesch	Neeskara	November 20, 1997
Dorothy Story	Kosciuszko	September 5, 1997
Maternity Leave, to January 23, 1998:		
Cynthia Zuknik	Audubon	October 8, 1997
Maternity Leave, to June 15, 1998:		
Nicole Gnadt	Cass	December 11, 1997
Despina Miller	Edison	January 15, 1998
Therese Nennig	Hawthorne	October 23, 1997
Personal Leave, to June 15, 1998:		
Pauline Basurto	Riverside	November 4, 1997
Catherine Pechauer	Fernwood	October 17, 1997
Extension of Illness Leave, to January 23, 1998:		
David Restivo	Leave	August 26, 1997

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Allen E. Baribeau	Teacher	10-15-97
Demetrios Begos	Teacher	10-10-97

Danielle M. Boor	Teacher	10-16-97
Janice L. Bratel	Librarian	10-17-97
Mary S. Cavert	Teacher	11-14-97
Loretta M. Fortner	Teacher	10-03-97
Julie A. Grochowski	Teacher	10-09-97
Roberta F. Klumb	Teacher	10-06-97
Thomas J. Krasinski	Teacher	01-04-98
Dennis L. Leonard	Teacher	10-17-97
Rebecca M. Marra	Teacher	08-28-97
Gerald D. Oliver	Teacher	04-17-97
Teddy B. Osantowski	Teacher	10-17-97
Judy A. Schiller	Teacher	01-25-98
Jayne E. Schmerling	Teacher	01-23-98
Elizabeth A. Schulz	Teacher	10-03-97
Karen R. Swanson	Teacher	01-23-98
Joseph R. Welna	Teacher	10-03-97
Melissa R. Wied	Teacher	10-23-97
Clarence W. Willington	Teacher	01-23-98

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(Item 3) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

2(r)	Erbert Johnson, Jr.	Director Department of Finance	Schedule IIIE, Range 16A $90,000.00
5(r)	Myra Vachon	Executive Director Department of Human Resources	Schedule IIIE, Range 16A $92,406.00
5(r)	Laverne Lund	Exceptional Education Regional Administrator Division of Special Services	Schedule III, Range 11A $72,403.00
5(r)	Kimberly Abler	Curriculum Specialist - Art Division of Curriculum and Instruction	Schedule III, Range 11A $59,562.00
5(r)	Karen Villwock	Curriculum Specialist - Mathematics Division of Curriculum and Instruction	Schedule III, Range 11A $72,403.00
2(nr)	Offie Hobbs	Curriculum Specialist - Music Division of Curriculum and Instruction	Schedule III, Range 11A $71,500.00
5(r)	Mary Lamping	City-Wide Assessment Program Administrator Division of Research and Program Assessment	Schedule III, Range 10A $54,804.00
2(r)	Gwendolyn Sullivan	Head Start Program Coordinator Division of Curriculum and Instruction	Schedule III, Range 9A $68,454.00

5(r)	James Lawton	Exceptional Education Program Supervisor (Bilingual/Itinerant) Division of Special Services	Schedule III, Range 8A $62,626.00
2(r)	Charlene Pierce	Guidance Supervisor Division of Curriculum and Instruction	Schedule III, Range 8A $65,821.00
5(r)	Margarette Spears	Title I Middle School Supervisor Reading Language Arts Division of Curriculum and Instruction	Schedule III, Range 8B $56,377.00
5(r)	Jo Ann Buhr	Exceptional Education Program Supervisor (Elementary/Middle) Division of Special Services	Schedule III, Range 8C $49,257.00
5(nr)	Patricia Burns	Exceptional Education Program Supervisor (Elementary/Middle) Division of Special Services	Schedule III, Range 8C $56,377.00
5(r)	Brenda Fogel	Exceptional Education Program Supervisor (High School) Division of Special Services	Schedule III, Range 8C $47,498
2(r)	Gloria Garrett	Exceptional Education Program Supervisor (Elementary/Middle) Division of Special Services	Schedule III, Range 8C $56,377.00
2(nr)	Mildred Lewis	Exceptional Education Program Supervisor (Elementary/Middle) Division of Special Services	Schedule III, Range 8C $56,377.00
5(r)	Daniel Stanzel	Exceptional Education Program Supervisor (Elementary/Middle) Division of Special Services	Schedule III, Range 8C $56,377.00
5(r)	Barbara Lipski	School Social Work Supervisor Division of Special Services	Schedule III, Range 8C $56,377.00
4(r)	Isabel Coriano	Parent Involvement Specialist Douglas Community Academy	Schedule III, Range 4A $48,953.00

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(Item 4) Action on Communication 9798C-012 from the City Comptroller Requesting an Opportunity to Present a Follow-up to the Feasibility Study of Combining Financial Systems of the City of Milwaukee and MPS

Communication

At its meeting on September 24, 1997, the Board referred Communication 9798C-012 from the City Comptroller to the Finance/Personnel Committee. The communication requests an opportunity to present a follow-up to a feasibility study of combining the financial systems of the City of Milwaukee and MPS.

This item was originally scheduled for consideration in October, but was delayed for one month at the request of the Comptroller. The Comptroller will be present at the meeting to present the follow-up.

Committee Report

Your Committee reports having given hearing to the City Comptroller.

Your Committee has requested that the Administration provide it with periodic reports on cooperative ventures with the City of Milwaukee.

* * * * *

(Item 5) Action on a Vendor Selection Relative to the Human Resource/Payroll System Initiative

Administration's Analysis

1. At its August 27, 1997, meeting, the Board authorized the Administration to negotiate with selected qualified software vendors and implementation vendors for the implementation of a new Human Resources/Payroll System, as well as with vendors who can provide outsourcing options. The Board directed the Administration to bring the recommended vendor selection results, funding strategy, and cost benefits analysis to the Board in October 1997.

A new Human Resources/Payroll System was recommended in the FY94 Anderson Consulting Strategic Plan and reconfirmed in Technology Strategic Plan (FY97) to address the shortcomings of the current system, to utilize state-of-the-art technology, and to ensure Year 2000 compliance.

2. In August 1997, an RFP was sent to 39 software vendors and outsourcing vendors. Additionally, copies of the bid were sent to six (6) HUB clearinghouses.

3. The proposals were evaluated by a committee comprising representatives of the Departments of Human Resources, Technology, Finance, and School and Community Services, as well as two principals who are also members of the ETRC. A preliminary review of the proposals narrowed the list to the top two vendors, AE Business Solutions/Peoplesoft/Cambridge Technology Partners and The Consulting Team/Oracle/ SIS.

4. An in-depth evaluation process consisting of the following components was then conducted:

- Five evaluation teams reviewed specific sections of the proposals and scored those sections against set criteria.
- Members of the Evaluation Committee conducted conference calls to check vendor-supplied references. (Refer to school district references)
- Vendor demonstrations with scripted case studies were held on September 16 and September 17, 1997. Invitations were sent to all focus-groups participants who had identified the requirement definitions which were used in the RFP, as well as to ETRC members and Department Directors.

5. The Evaluation Committee selected AE Business Solutions/ Peoplesoft/ Cambridge Technology Partners. The proposal includes a 15% HUB participation commitment.

6. In order to assist in the negotiations of a contract with the vendor and implementation of the system, the Administration is requesting authorization to enter into a contract with Stratagem, Inc. to provide project management services. Stratagem, Inc. assisted in the identification of requirements definition for the Human Resources/Payroll System, as well as the RFP process.

Strategic Plan Compatibility Statement

7. The Human Resources/Payroll System will enable district staff to more effectively administer Board personnel policies and procedures. The increased availability of employee data to school administrators will also support the decentralization initiative.

8. This request is compatible with the Board-approved Technology Strategic Plan (FY97).

Statute, Board Policy or Rule Statement

9. The process for issuing the RFP adheres to district procedures, which are in compliance with statutes and Board policy and rules.

10. The requirements for the Human Resources/Payroll System as specified in the Human Resources/Payroll Project Phase 1 – Requirements Definition comply with Administrative Policies 6.00, Personnel.

Fiscal Impact Statement

11. The estimated cost of this project is up to $5,612,000. This amount includes approximately ten percent of the estimate to cover any changes resulting from negotiations. Please note that the above costs are one-time in nature, except for the software maintenance fees, which are estimated to be approximately $0.1 million annually and are subject to negotiation.

12. The costs are projected to be incurred over three fiscal year periods FY98-FY2000. A summary breakdown of estimated costs and potential funding sources is provided in the attachments.

Implementation and Assessment Plan

13. The RFP process relative to the Human Resources/Payroll System Initiative has been developed to enable the district to proceed immediately to address technology needs in this area. The assessment process was established to include weighted evaluation criteria, the implementation plan, the history of the vendor, reference checks, a cost/benefit analysis, as well as scripted case studies. The eighteen- (18-) month implementation plan is provided in the attachments.

Committee Recommendations

Your Committee recommends that:

1. The Board authorize the Administration to enter into a contract with AE Business Solutions/Peoplesoft/Cambridge Technology Partners for the Human Resources/Payroll System, not to exceed $ 7,008,270.

2. The Board authorize the Administration to enter into a contract with Stratagem, Inc. for project management, not to exceed $ 210,000.

3. The Administration present options for financing the contract to the Committee in January 1998.

* * * * *

(Item 6) Action on a Recommendation to Establish a Milwaukee Public School Foundation

Administration's Analysis

1. The Administration is requesting that the Milwaukee Board of School Directors approve the establishment of a Milwaukee Public Schools Foundation, Incorporated. The Foundation will be organized as a non-profit corporation for educational and charitable purposes, in accordance with Chapter 181, the Wisconsin Nonstock Corporation Law, and Section 501(c)(3) of the Internal Revenue Code.

2. Grants provided by the Milwaukee Public Schools Foundation, Inc. would not replace tax dollars — they would supplement them. The intent of establishing the Foundation is to enhance the quality of education provided in schools across the school district and to provide scholarships for students upon high-school graduation.

3. The purposes of the Foundation are as follows:

   a. To solicit, accept, and expend funds in support of the Milwaukee Public Schools, its curricular and extracurricular activities, and programs and facilities operated by the Board of School Directors of the Milwaukee Public Schools, as determined by the Foundation's Board of Directors.

Possible areas of support include, but are not limited to:

— providing staff incentive grants to stimulate innovative curricular and instructional strategies;

— providing student assistance programs for disadvantaged students; and

— providing innovative state-of-the-art technology for the Milwaukee Public Schools.

b. To provide financial assistance to high school graduates of the Milwaukee Public Schools in the form of scholarships to pursue post-secondary education, as determined by the Foundation's Board of Directors.

c. To invest the donations received in a trust fund and award grants as determined by the Foundation's Board of Directors.

d. To do all things necessary or appropriate in order to accomplish the foregoing purposes.

4. The Office of the City Attorney is drafting Articles of Incorporation for the Milwaukee Public Schools Foundation, Inc. If the Board approves the establishment of the Foundation, the Articles of Incorporation will be filed with the Wisconsin Department of Financial Institutions. The City Attorney's Office will also apply to the Internal Revenue Service for tax exempt status for the Foundation. However, once the Foundation is established, the City Attorney will not be able to directly represent the foundation.

5. In accordance with state statutes, a board of directors will be established to manage the Milwaukee Public Schools Foundation, Inc. The Foundation's Board of Directors will also adopt bylaws and elect officers in accordance with state law. The members of the Foundation's board will be prominent citizens of the community and recognized experts in applicable fields, e.g., fund raising, public relations, campaign organizations, and financial investments. Two of the members of the Foundation's board will be members of the Milwaukee Board of School Directors. The members of the Foundation's board of directors will be nominated by the Superintendent of Schools and confirmed by the Milwaukee Board of School Directors.

Strategic Plan Compatibility Statement

6. The recommendation to approve the establishment of a Milwaukee Public Schools Foundation, Inc. is compatible with the Board goals of increasing student achievement and equity.

Statute, MPS Policy, or Broad Rule Implication Statement

7. The Foundation would be organized as a non-profit corporation for educational and charitable purposes in accordance with Chapter 181, The Wisconsin Nonstock Corporation Law, and Section 501(c)(3) of the Internal Revenue Code.

Fiscal Impact Statement

8. The initial start-up of the Foundation will be funded through the existing budget. A Central Services administrator will be appointed to oversee the establishment and operation of the Foundation, with no added cost to the school district.

Implementation And Assessment Plan

9. The initial preliminary timeline for the establishment of the Milwaukee Public Schools Foundation is as follows:

November 1997	Action by the Milwaukee Board of School Directors on a request to approve the establishment of a Milwaukee Public Schools Foundation, Inc.
December 1997	Action by the Milwaukee Board of School Directors on the Superintendent's nominations to the Board of Directors of the Milwaukee Public Schools Foundation, Inc. and approval of the Articles of Incorporation for the Foundation. Submit the Articles of Incorporation to the State of Wisconsin. Develop the Bylaws for the Milwaukee Public Schools Foundation, Inc.

January 1998	Announce the establishment of the Foundation.
	— Announce the members of the Board of Directors for the Milwaukee Public Schools Foundation, Inc.
	— Announce initial major contributions.
January-February 1998	Hold first meeting of the foundation board.
	— Elect officers
	— Adopt Bylaws
Feb.-March 1998	Develop plans for major fund raising and publicity events.
Spring 1998	Conduct initial fund-raising event.

The Milwaukee Public Schools Foundation will issue an annual report to the Milwaukee Board of School Directors.

Committee Recommendation

Your Committee recommends that the Board approve the establishment of a Milwaukee Public Schools Foundation, Inc., and authorize the Superintendent to take all necessary steps to establish the Foundation as a non-profit corporation.

* * * * *

(Item 7) Action on a Request for a Contingent Fund Transfer for the Educational Program and Lease for Congress School South Campus Early Childhood Center (formerly St. Stephen Martyr)

Administration's Analysis

1. At its regular monthly meeting on October 29, 1997, the Milwaukee Board of School Directors took action to approve a lease agreement for the former St. Stephen Martyr School.

2. The Educational Plan for Congress School's utilization of this facility was provided to the Innovation/School Reform Committee on November 11, 1997. The Innovation/School Reform Committee recommended that the full Board approve the plan at its November meeting.

3. As part of the Fiscal Impact Statement for the Innovation/School Reform Committee, the Administration proposed to submit a recommendation to the Finance and Personnel Committee for a contingent fund transfer to cover the costs.

4. The transfer request is attached.

Strategic Plan Compatibility Statement

5. This program is compatible with the Board's goal of increasing student achievement and its budget priority of increasing early childhood education.

Statute, Board Policy or Rule Statement

6. This action is consistent with state statute and MPS policies and rules.

Fiscal Impact Statement

7. Classes at the St. Stephen's facility will begin January 5, 1998. FY98 costs are expected to be: educational staff — $25,503; educational supplies and equipment — $10,000; maintenance staff — $37,146; maintenance supplies and equipment — $7,963; and $160,000 lease expense (November-June).

Implementation and Assessment Plan

8. With approval of the educational plan and the contingent fund transfer, Congress South Campus Early Childhood Center will begin in January 1998.

Committee Recommendation

Your Committee recommends that the Board approve a School Operations Contingent Fund transfer in the amount of $240,612 to support the Congress School South Campus Early Childhood Center at the former St. Stephen Martyr site.

* * * * *

(Item 8) Action on a Request for a Contingent Fund Transfer to Support Expulsion Panels

Administration's Analysis

1. At its June 19, 1997, meeting, the Board approved revisions to Administrative Policy 8.23, Student Discipline: Weapons in Schools and Criminal Offenses. The Administration projected a two-fold increase in the number of students identified for possible expulsion if the revised policy was adopted. The chart below details expulsion activity through October 1997, comparing incidents with 1996-97 and projecting a total through the end of the school year.

PRELIMINARY EXPULSIONS AND EXPULSIONS

	1996-97 (Sep-Oct)	1997-98 (Sep-Oct)	1996-97 Actual	1997-98 Estimate
Preliminary Expulsion Hearings	67	129	322	700
Expulsion Hearings	15	43	133	290

The projected increase in expulsions has materialized.

2. Currently, Central Services departments assign staff to either participate as panel members or act as case presenters in lieu of the city attorneys. Central services staff can no longer accommodate the increase in cases. The district has two options:

1) To utilize school administrators to hear and present cases, or

2) Contract with retired administrators to hear cases.

The Administration believes using retired administrators is most effective.

3. Staffing costs are projected at $86,247. Other additional costs are $12,000 for increased use of court reporter services, and $2,000 in letter delivery services. The total contingent fund transfer request is $100,247.

Strategic Plan Compatibility Statement

4. The request is consistent with Board Goal #1, Student Achievement — school climate, parent support and involvement, and community support and involvement.

Statute, Board Policy or Rule Statement

5. The request in consistent with Board Policy 3.04 (7), Contingent Fund.

Fiscal Impact Statement

6. The Administration is requesting $100,247 be transferred from the Contingent Fund to the Department of Parent and Student Services (Account # 1-10-4-781-555-311-217000). A fiscal note is attached

Implementation and Assessment Plan

7. The Administration is implementing the weapons policy as amended and approved. An analysis will be conducted at the end of the 1997-98 school year to determine the impact of the policy on expulsions.

Committee Recommendation

Your Committee recommends that the Board approve the transfer of $100,247 from the School Operations Contingent Fund to the Department of Parent and Student Services for the purpose of processing the projected increase in expulsion hearings.

* * * * *

(Item 9) Action on a Request to Authorize Contractual Labor Services

Administration's Analysis

1. During the past several years, the Division of Facilities and Maintenance Services (DFMS) has experienced significantly increased demands on its work force as a result of several factors, including:

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. In the past, DFMS has utilized contract labor forces to augment district staff during short periods of time when conditions warranted. As a result of the factors listed above, it has become apparent that the use of contract labor to a much greater degree will be necessary to meet the needs and expectations of the schools. As such, the potential costs will exceed the Board policy on purchased services and contract services.

3. In response to this situation, DFMS developed a Request For Proposal (RFP) for Contract Labor Services. This RFP requested cost and availability data for fourteen (14) trade and technical categories. The purpose of the RFP was to "pre-approve" firms which 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 September 29, 1997, with responses due on October 21, 1997. A total of 39 firms requested the proposal, with 33 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 is attached.

Strategic Plan Compatibility Statement

4. 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

5. Board Policy BG 4.07 requires formal bids or requests for proposals for the purchase of services in excess of $25,000, and when a new area of activity is created.

Fiscal Impact Statement

6. The creation of this program has no direct fiscal impact. Funds to support the contract labor services are either budgeted for particular projects or are made available by the individual school, department, or program.

Implementation and Assessment Plan

7. 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 and after three years as required by Board policy. A report detailing expenditures for each approved contractor will be submitted annually at the July meeting.

Committee Recommendations

Your Committee recommends that:

1. Authorization be given to the Division of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis from the proposed contractors as attached.

2. A report detailing expenditures for each contractor be given to the Board annually at its July meeting.

* * * * *

(Item 10) Action on a Recommendation to Approve Contracts for Educational Services for Disruptive Youth

Administration's Analysis

1. In January 1997, the Milwaukee Board of School Directors instructed the Administration to develop a plan for establishing new programs for disruptive students. After deliberation and examination of the information received from MPS staff and similar programs in other districts, the Administration recommended and the Board approved the issuance of a Request For Proposals for educational programs for troubled students.

2. The Board allocated $500,000 to support additional educational services for disruptive students in the FY98 budget. A Request for Proposals (RFP) for Educational Programs for Disruptive Students in grades 6-12 was issued on June 30, 1997, with proposals due on September 15, 1997. The Milwaukee Public Schools received five (5) proposals, totaling $1,492,189 in requested funds. Requests exceeded available funds by $992,189.

3. A team of readers read all proposals received for content and quality. Each member of a review team read each proposal and rated it independently, using a rating worksheet to record both a numerical rating and written comments about the proposal's strengths and weaknesses. The proposals were judged according to the RFP's published review criteria, which focused on the following areas:

Review Criterion	Points Possible
Mission	10
Entrance Procedures	10
Discharge Procedures	10
Educational Program	20
Support Services	20
Facilities	10
Cost	10

4. The table below displays the review panels average total score for each applicant's proposal.

Applicant Proposal	Review Points
St. Charles, Inc.	85.2
Southeastern, inc.	75.2
Richard Milbourn Academy	68.8
Hamilton-Madison	62.4
Jedediah	19.2

Strategic Plan Compatibility Statement

5. The recommendations support the goals of the Milwaukee Board of School Directors associated with academic achievement and the maintenance of safe, orderly learning environments.

Statute, Board Policy or Rule Statement

6. The funding recommendations adhere to the provisions established by Wisconsin Statute 118.153, the Children At Risk law, the 1992 MPS Board Standards for Contracting with Partnership Schools, and the 1994 MPS Board of Governance Recommendations for Contracting with Partnership Schools.

Fiscal Impact Statement

7. The costs of entering into contracts for the second semester of the 1997-98 school year are shown in the table below.

Applicant Proposal	Number of Seats	Contract Cost
St. Charles, Inc.	30	$ 90,645
Southeastern, Inc.	30	$ 90,645
Richard Milbourn Academy	30	$ 90,645
Hamilton-Madison	60	$ 160,950

8. Funds sufficient to support contracts for the second semester of the 1997-98 school year were appropriated in the FY98 MPS School for Disruptive Students account.

9. The Administration is proposing that the remaining balance of $67,115 be used to support the proposed Milwaukee Transitional Academy and/or other programs for disruptive students that will be identified in the Comprehensive Plan for Disruptive Students. The Comprehensive Plan for Disruptive Students will be presented to the Board in January, 1998.

Committee Recommendation

Your Committee recommends that the Board approve contracts to provide educational programs for disruptive students in grades 6-12 during the second semester of the 1997-98 school year, with St. Charles Inc., Southeastern, Inc., Richard Milbourn Academy, and Hamilton-Madison High Schools.

* * * * *

(Item 11) Action on a Recommendation to Approve a Resolution Regarding T.E.A.C.H. Educational Technology Block Grants

Background

1. The 1997-99 state budget (1997 Act 27) includes an initiative called T.E.A.C.H. (Technology for Educational ACHievement in Wisconsin) that provides school districts and other government-sponsored educational institutions in the State of Wisconsin with various funding sources to support the development of technology in educating their students and citizens. One of the funding sources, Educational Technology Block Grants, provides public school districts with $62 million in the current biennium for the purpose of meeting educational technology needs. Section 44.72 (2) (c) of the statutes requires all school district boards seeking this grant to pass a resolution requesting it.

2. It is estimated that Milwaukee Public Schools would be entitled to $3.2 million in 1997-98, and $5.4 million in 1998-99 under this grant program. The grants are outside school district revenue limits and are treated like categorical aid. The grants may be used to pay the district's share of costs associated with technology wiring and equipment, instructional technology, technology operating costs, and debt service on technology loans related to the T.E.A.C.H. initiative.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution so that MPS may receive the T.E.A.C.H. grants to which it is entitled:

RESOLVED, That the Milwaukee School Board of Directors hereby requests the state to provide educational technology grants for educational technology development under the T.E.A.C.H. educational technology block grants program pursuant to §44.72(2)(c) of the statutes.

* * * * *

(Item 12) Action on a Recommendation to Continue Participation in the United Performing Arts Fund Campaign

Administration's Analysis

1. For each of the past five years, the Board has authorized the Milwaukee Public Schools' participation in the United Performing Arts Fund Drive (UPAF). Participation in the campaign has been voluntary on the part of each school. If no staff volunteer was found to conduct the fund-raising effort, the school was not obligated to participate. The option of payroll deduction was made available to interested employees in 1992. Paycheck deduction frequencies have been negotiated with the various bargaining units for the UPAF campaign.

2. The campaign is conducted through written materials. Presentations to staff members can be made at the request of the staff, but are not required. The campaign has been coordinated under the auspices of the Art and Music Education Offices and has been accomplished with the assistance of the Exceptional Education work-study students. Participation has grown each year in which the campaign has been in place, and the response from all employee groups has been very positive.

3. UPAF has requested Board authorization to continue participation in the campaign for three years, beginning with the upcoming 1998 campaign. At the request of the Administration, UPAF and MPS staff members have developed an MPS ARTS option, which allows employees to direct donations to arts opportunities within the school system. (e.g., Music Festival, Artist in Residence Proposals, Recreation Division Arts Activities, District Art Exhibition, and other special projects).

Strategic Plan Compatibility Statement

4. This plan continues collaboration with community agencies and is currently funding MPS arts projects.

Fiscal Impact Statement

5. The combined UPAF/MPS ARTS Campaign generated $37,155.85 from 784 donors in 1997. Employee giving provided $12,112,85 specifically for MPS Arts Projects.

Implementation and Assessment Plan

6. Upon approval by the Board, the MPS/UPAF Committee will meet with UPAF staff members to finalize details of the 1998 Campaign.

7. The 1997 Campaign will be assessed by the MPS/UPAF Committee, and that information will be considered as subsequent-year campaigns are developed.

Committee Recommendation

Your Committee recommends that the Board of School Directors approve the continued participation in the UPAF/MPS ARTS Work Place Giving for three more years, commencing with the 1998 Campaign.

* * * * *

.(Item 13) Action on Resolution 9798R-047 by Directors Sinicki and Thompson to Develop a Plan for Job Sharing

Resolution

At its regular monthly meeting on October 29, 1997, the Board referred the following resolution by Directors Sinicki and Thompson to the Finance/Personnel Committee:

WHEREAS, MPS aims to be family-friendly, including to the families of its teachers; and

WHEREAS, MPS needs to find creative ways to increase its pool of teachers; and

WHEREAS, Some teachers wish to work part-time in order to spend more time with their families or for other purposes; and

WHEREAS, A substantial growth in part-time positions would incur substantial additional costs for benefits; and

WHEREAS, Other school districts have developed plans for job sharing; now therefore be it

RESOLVED, That the Administration develop a plan for job sharing that would not result in additional benefit costs, working within the confines of the labor contract, if possible, or working with the MTEA to develop the appropriate memorandum of understanding, if needed.

Committee Recommendation

Your Committee recommends that the resolution be adopted with the words "flexible employment including" inserted before the words "job sharing."

* * * * *

(Item 14) Action on Resolution 9798R-046 by Director Hardin to Provide Centrally Located Funding for the Newspapers in the Schools Program

Resolution

At its regular monthly meeting on October 29, 1997, the Board referred the following resolution by Director Hardin to the Finance/Personnel Committee:

WHEREAS, The Milwaukee Public Schools' (MPS) 104,000 students are of diverse ethnic, racial, cultural and social backgrounds ; and

WHEREAS, MPS has a Newspapers in Education program which provides all schools with access to newspapers to use as a learning tool in educating the children ; and

WHEREAS, A goal of the program is to expose the students to current events in the community that are reflective of the aspirations, hopes, dreams, and cultures of the MPS student population; and

WHEREAS, The Board and the Administration recently made efforts to ensure MPS schools have access to all newspapers which do reflect the diversity of the MPS student population; and

WHEREAS, MPS schools currently are expected to use funds from their individual existing budgets, which in some cases are being stretched to capacity, resulting in school administrators' choosing to pay for other services versus paying for the newspaper subscriptions; now, therefore, be it

RESOLVED, That the Administration set up a centrally located account with $180,000 so that all MPS schools will have funds to purchase an average of three newspaper subscriptions as part of the Newspaper in Education program ; and be it

FURTHER RESOLVED, That the Administration determine where the funds shall come from and report back to the Board at the December 1997 meeting with a plan to accomplish this, including a plan for notifying the schools.

Committee Recommendation

Your Committee recommends that the resolution be adopted with the words "with $180,000" struck.

* * * * *

(Item 15) Action on Resolution 9798R-050 by Director Hardin to Provide a Cost Analysis of All Schools Offering a Breakfast Program to Students Eligible for Free or Reduced Price Lunch

Resolution

At its regular monthly meeting on October 29, 1997, 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 which all MPS schools participate in; 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 at its February 1998 meeting the cost of such a program and possible funding sources.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 16) Action on Resolution 9798R-051 by Director Hardin to Provide a Cost Analysis of Placing Safety Assistants on School Buses

Resolution

At its regular monthly meeting on October 29, 1997, the Board referred the following resolution by Director Hardin to the Finance/Personnel Committee:

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 druing the school day ; and be it

FURTHER RESOLVED, That the Administration report back to the Board at its February 1998 meeting the findings of this analysis.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 17) Report and Discussion on the Amendments to the FY98 Budget

Your Committee reports having received a review of the amendments to the FY98 budget, as requested by the Board on October 29, 1997.

* * * * *

Separate consideration having been requested of Items 3, 7, 8, 10, 15 and 16, on the motion of Director Small the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

The Board postponed consideration of Item 3 to the end of the meeting.

With respect to Item 7, a request for a contingent fund transfer for the Congress Early Childhood site, Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

With respect to Item 8, a request for a contingent fund transfer to support the expulsion panel, Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

With respect to Item 10, action on a recommendation to approve contracts for educational services for disruptive youth, Director Thompson moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

With respect to Item 15, action on Resolution 9798R-050 by Director Hardin to provide a cost analysis of all schools offering a breakfast program, Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Small, Thompson, Todd and President Fisher—7.

Noes—Director Sinicki—1.

With respect to Item 16, action on Resolution 9798R-051 by Director Hardin to provide a cost analysis of placing safety assistants on school buses, Director Thompson moved to adopt the Committee report with the following language inserted: "and other alternative measures that may improve safety on school buses."

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Interim Board Clerk presented 36 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Sinicki moved to accept the reports of the Independent Hearing Panel of October 27 at 9:30 AM, 11:30 AM, and 2:00 PM; October 28 at 9:00 AM, 9:30 AM, 11:00 AM, and 2:00 PM; October 29 at 11:00 AM and 2:00 PM; November 3 at 2:00 PM (2 meetings); November 4 at 9:30 AM; November 5 at 10:00 AM and 2:00 PM; November 6 at 9:30 AM and 11:30 AM; November 7 at 9:30 AM; November 10 at 9:30 AM and 3:30 PM; November 11 at 9:30 AM; November 12 at 10:30 AM and 2:00 PM; November 13 at 10:30 AM, 11:00 AM, and 2:00 PM; November 14 at 9:30 AM; November 17 at 9:30 AM, 11:30 AM, 2:00 PM, and 2:30 PM; November 18 at 9:30 AM, 11:30 AM, and 2:00 PM; and November 19 at 9:30 AM, 12:00 Noon, and 2:00 PM

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

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

* * * * *

COMMUNICATIONS AND PETITIONS

The Interim Board Clerk presented the following communication:

Communication 9798C-016 from the Highland Community School Requesting that It Become a Formal Feeder School to MPS' Montessori Schools

Referred to the Finance/Personnel Committee.

RESOLUTIONS

Resolution 9798R-052

By Directors Small, Sinicki and President Fisher:

WHEREAS. The Board instituted its Committee structure for the 1997-98 Board year; and

WHEREAS, The Committee structure with five standing Committees became fully effective in August 1997, and all Committees are of equal value to the Board; and

WHEREAS, Each Committee has its own charge and must understand the financial impact of any proposal in order to make an informed recommendation to the Board; and

WHEREAS, During the past four months, 147 items have been considered by the standing Committees, and of those items, 68 (or 46%) have been considered by the Finance/Personnel Committee; and

WHEREAS, The Strategic Planning and Budget Committee has considered only 15 items; now, therefore, be it

RESOLVED, That the Office of Board Governance be directed to distribute the workload among the Committees as equally as possible according to the charge of the Committee and that financial impact be included when appropriate; and be it

FURTHER RESOLVED, That the Office of Board Governance be directed to propose appropriate revisions to the Board Rules in order to more clearly include the charge of each standing Committee; and be it

FURTHER RESOLVED, That the Office of Board Governance bring its recommendations back to the Legislation, Rules and Policies Committee at its January meeting.

Referred to the Legislation, Rules and Policies Committee

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Resolution 9798R-053

By Director Todd:

WHEREAS, MPS has eliminated Summer School thereby eliminating student exposure to more time in school; and

WHEREAS, An idle mind is the devil's workshop and MPS should provide constructive learning activities for the city's children during the summer and not abandon our children's education in the street culture and the gangs; and

WHEREAS, The focus of summer school used to be the student in the failing schools who needed more time in school to repair their reading and math grade point; and

WHEREAS, MPS is obligated to provide enrichment learning to low income children whose families don't have the resources to purchase enrichment courses for their kids; and

WHEREAS, MPS formerly used summer school as a tool whereby students could make up for lost time in class and lost grades during the regular school year to retool their academic prowess; and

WHEREAS, MPS formerly sent letters to parents of children who were at risk, encouraging and counseling them to take advantage of summer school for their children in order to get their kids on track; and

WHEREAS, All national studies on achievement see more time in school as the key variable to academic success; and

WHEREAS, Current literature and research abound with empirical findings and research results proving the effectiveness of summer school successes; and

WHEREAS, The elimination of summer school was a failed reform initiative; and

WHEREAS, There are other options besides summer school for providing additional classroom time for students, such as the Congress Year-round School; and

WHEREAS, MPS can gain more classrooms by providing classroom space on a year-round basis and provide an opportunity for students to accelerate their educational life at MPS; now, therefore, be it

RESOLVED, That the Superintendent be directed to present plans to the Board for extended school year options for MPS students; and be it

FURTHER RESOLVED, That these plans include the reinstatement of summer school, effective summer, 1998; year-round school options; and options for operation of schools on a trimester/quarter basis.

Referred to the Innovation/School Reform Committee.

The Board returned to consideration of Item 3 of the Finance/Personnel Committee, relating to administrative appointments and promotions.

Director Sinicki moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(c) to discuss administrative appointments and promotions.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

The Board retired to executive session at 7:47 PM

The Board reconvened in open session at 8:27 PM.

Director Sinicki moved that the Board approve the appointments and promotions.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

* * * * *

The Board adjourned at 8:28 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 16, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:40 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Absent and excused—Director Todd—1.

The Board Policy Analyst read the following call of the meeting:

December 11, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:30 PM or immediately upon adjournment of the Strategic Planning and Budget Committee Meeting (scheduled to begin at 6:00 PM) on Tuesday, December 16, 1997, 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: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616.

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

ROBERT J. LAWRENCE
Interim Board Clerk

Director Small moved that the Board retire to executive session under the provision of Wisconsin Statutes 19.85(1)(e) to consider collective bargaining negotiations strategy with respect to contract negotiations with the bargaining units specified.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes— None.

The Board retired to executive session at 6:42 PM.

The Board adjourned from executive session at 7:20 PM.

DAYNEL L. HOOKER
Board Policy Analyst

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:00 PM.

Present—Directors Braun, O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Absent and excused—Directors Gardner, Hardin and Todd—3.

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

December 11, 1997

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, December 17, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of initiating the annual performance evaluation of the Superintendent.

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.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Small moved that the Board retire to executive session under the provision of Wisconsin Statutes 19.85(1)(c) to initiate the annual performance evaluation of the Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Noes— None.

The Board retired to executive session at 6:02 PM.

The Board adjourned from executive session at 6:25 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:36 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd (7:06 PM) and President Fisher—9.

Absent—None.

The Board observed a moment of silence for Getharia Smith, a five-year-old kindergarten student at 53rd Street School, who was killed in a car accident on November 25.

AWARDS AND RECOGNITIONS

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:

Leah Claire Cocos
Eleventh Grade Student
Grand Avenue Secondary School

Leah Cocos was one of 30 students nationwide selected for recognition in the Nestle Very Best in Youth program, sponsored by Nestle USA and Reading is Fundamental, Inc. She was selected from a pool of 400 finalists for her outstanding academic achievement, citizenship, and community service.

In addition to being an excellent student, Leah takes on leadership roles at school. She is involved in the Announcers Club, Environmentally Concerned Students, and the Drama Club. She is also an Office Helper, School Tour Guide, and a Peer Mediator. Leah has also made contributions to better her community: She has helped clean up the lakefront, planted flowers at the Summerfest grounds, served as a volunteer helping younger children do art projects, and has done many hours of volunteer work for the Volunteer Center of Greater Milwaukee.

Leah has had to overcome some personal challenges. When she first entered Grand Avenue Middle School, she was in a wheelchair because scoliosis affected her ability to walk long distances. Since undergoing corrective surgery, she does not have to use a wheelchair any longer. Leah has courage, determination, and strength and has not let her disability affect her grades, her desire to achieve, or her friendly and outgoing personality.

Leah was nominated for the Nestle Very Best in Youth award by one of her teachers, Ms. Barbara Thorne. In the nomination application, Ms. Thorne described Leah as a mature and responsible young adult who is friendly and helpful to others. She has excellent leadership qualities which she exhibits in school and in the community. Overall, she is an excellent role model for her peers, for younger children, and for adults.

She received the award at a special ceremony at Epcot Center at Walt Disney World in Orlando, Florida, in October 1997, along with $1,000 to donate to her favorite charity.

The Milwaukee Board of School Directors and the entire school community recognize Leah Claire Cocos for being selected as one of the Nestle Very Best in Youth and for her outstanding academic achievement, citizenship, and community service.

OTHER AWARDS AND RECOGNITION

Angela Patti, teacher at Clemens Elementary School, was honored as a Top Teacher by the Channel 18/24 Teachers are Tops Program. One of her students nominated her for the award.

Katrina Tate, a senior at Milwaukee High School of the Arts, and Keisha White, a senior at Marshall High School, received the YWCA's Bright Futures Award for Outstanding Youth at the YWCA's 1997 Outstanding Women of Achievement luncheon in December.

Claudia Guzman and Kirpal Clark, seniors at Rufus King High School, were recognized as Scholar Finalists in the National Hispanic Scholar Recognition Program. This is a College Board program that provides national recognition of the exceptional academic achievements of Hispanic high school seniors.

Melissa Wing, eleventh-grade student at Grand Avenue School, was one of three finalists being considered to serve as a Page in Washington, D.C. for U.S. Congressman Thomas Barrett.

The following students were honored at the 24th annual Visions of Excellence Cotillion, sponsored by the Epsilon Kappa Omega alumnae chapter of the national Alpha Kappa Alpha Sorority for their scholastic achievement, community service, and congeniality:

Shanna Jeanine Allison, Rufus King High School
Latoya Marie Archibald, Hamilton High School
Alea Sharron Benston, Milwaukee Trade & Technical High School
Kristin Carmese Birts, Rufus King High School
Dana Antoinette Bowie, Riverside High School
Shironda Natcole Goree, Madison High School
Eshaneh Chanel Jagers, Milwaukee Trade & Technical High School
Melanie Faye McEwen, Washington High School
Andrea Sherrelle Miles, Riverside High School
Annamaria Stovall, Hamilton High School

The following students were selected by Wisconsin sports writers to the 1997 All-Area Football Team:

Dray Norwood, Washington High School, First Team, Defense
Michael Bennett, Milwaukee Trade & Technical High School, Second Team, Offense
Earvin Bogan, South Division High School, Second Team, Offense
Chris Straughter, Hamilton High School, Honorable Mention, Offense
Robert Thompson, Marshall High School, Honorable Mention, Offense
Shawn Geiger, Hamilton High School, Honorable Mention, Offense
Antoine Burns, North Division High School, Honorable Mention, Offense
Josh Jones, Madison High School, Honorable Mention, Offense
Tim Anderson, Custer High School, Honorable Mention, Defense
Kevin Fuhrman, Bay View High School, Honorable Mention, Defense
Leon Kendricks, Milwaukee Trade & Tech. High School, Honorable Mention, Defense

Michelle McCroy, a student at Marshall High School, won first place in the Milwaukee Brewers Holiday Card Competition. Artwork she created was printed on this year's winter holiday card for the Milwaukee Brewers.

Annette Lemieux, a 1997 graduate of Marshall High School, won the Best of Category and one of the Top Ten Best of Show awards from the Wisconsin State Fair in 1997.

Artwork created by the following students was featured in the 1998-99 Wisconsin Association of School Boards Insurance Plan Calendar:

Eric McDonald, a June 1997 graduate of Milwaukee H. S. of the Arts
Jason Allen, June 1997 graduate of Riverside University High School
Armando Ibarra, El Puente High School, (Alternative Partnership School)

The following students were named as Advanced Placement Scholars by the College Board in recognition of their exceptional achievements on the college-level Advanced Placement Examinations in May 1997.

- Jessica Quindel, a senior at Riverside University High School, earned an AP Scholar with Distinction Award, given to students who receive a grade of 3.0 or higher on five or more full-year AP Exams.
- Scott Wisniewski, a senior at Riverside University High School, earned an AP Scholar with Honors Award, given to students who receive a grade of 3.0 or higher on four or more full-year AP Exams.
- Erika Syut, a senior at Pulaski High School, and Chantal Laparl-Green, a senior at Riverside University High School, were named AP Scholars, given to students who receive a grade of 3.0 or higher on three or more full-year AP Exams.

The following Riverside University High School graduates qualified for the AP Scholar Award by receiving an average grade of 3 or higher on three or more AP Exams:

Eli Bruch	Kim Callies	Doran Catlin
Kenneth Daily	Laura Erickson	Rachel Funk
Jason Pelsis	Jason Wetter.	

The following students were 1997 W.H. Brady Academic All-Stars in the eighth annual W.H. Brady Co. Academic All-Stars Program. They were among 128 scholar athletes from 65 area high schools honored. The program honors high-school seniors who have demonstrated excellence in academic and athletic endeavors. The average GPA for this year's class of All-Stars is 3.999 on a 4-point scale, and, as a group, the 128 students earned over 470 varsity letters. The honored students from MPS are:

Adan Burgos, Vincent High School
Jocelyn Carlos, North Division High Schoool
Kelly Crouse, Bay View High School
J'Quan James, Washington High School
Jessica Kern, Washington High School
Craig Miller, Riverside High School
Michael Payne, Custer High School
Jessie VanKirk, Vincent High School

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of November 5, 12, 19, and 25, 1997, were approved as printed.

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REPORTS OF STANDING COMMITTEES

Director Small moved to suspend Board rule 1.08 (2) to consider the reports of the Strategic Planning Budget Committee and the Legislation, Rules and Policies Committee. The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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 Request to Approve an Innovative School Proposal: The Global Learning Center

Administration's Analysis

1. Since June 1996, discussions have been held with a broadly based planning team including parents and community people regarding the Global Learning Center (GLC), an innovative school proposal for middle-school students, grades 6-8.

2. On October 29, 1997, the Board approved in concept an innovative school proposal, "The Global Learning Center."

3. The mission of The Global Learning Center will be to provide a student-motivated alternative to the traditional classroom learning system, with the purpose of preparing students with knowledge, skills and a mind-set embracing universal values to live and work effectively in the global marketplace and to build a sustainable future.

4. The strong academic program, while dealing with the basics, will focus on life from a global perspective and the preparation of students to embrace a sustainable future. The program will reflect the district's High Standards Reform initiatives. Learning will be student-centered, problem-centered, and collaborative. Deep thinking, stakeholder involvement, and equity will be keys. Creativity will be encouraged and advanced. Brain-mind research will be utilized to build on individual students' abilities and talents. Emphasis will be placed on hands-on experiences related to the real life of the local and global communities in order to maximize invigorating and powerful learning. The program will provide inclusionary services for exceptional education students on a cross-categorical basis.

5. The GLC will accommodate 100 citywide students in the sixth and seventh grades for the first year. The GLC will have six learning clusters located in facilities in the Milwaukee metro area, such as a university, business, community organization, or the Plymouth Institute Environmental Center. Each cluster is a learning community that will contain 16-17 students. Staffing will include a half-time administrator, two certified teachers, and a ten-month secretary; each of the six cluster sites will have one para-professional and two general assistants, plus volunteer parents as well as a professional representing the site location. The GLC will expand to 150 students for the second year and will expand to include eighth grade, for a total of nine learning clusters.

6. Student selection will occur during the Spring Complementary School Selection Phase, which is tentatively scheduled to begin March 16, 1998. Parents involved in home schooling have been consulted

for this project. Contact will be made with home-schooling families to invite enrollment in the Global Learning Center.

7. The learning facilitator and two assistants will oversee, nurture, and serve as mentor in each cluster homebase, assisting the teacher with developing curriculum, acquiring resources, utilizing distance learning, arranging access to language, and organizing other specialized activities.

8. The Jackie Robinson Middle School has agreed to serve as the "administrative umbrella" for the GLC. This will involve working closely with the coordinating staff and the leadership of the six learning clusters for fiscal accountability, some support services, including technology, and released time for administrative staff for planning and actual operation of the GLC. Jackie Robinson is especially appropriate for this cooperative function because it is a designated math/science specialty middle school and has heavy emphasis on technology.

9. Individualized learning agreements between each student's family and the GLC will spell out reciprocal responsibilities.

10. Technology will connect the six learning clusters, as well as link them to the broader community. Advanced technological and human resources will be available to work with each cluster at the homebase as needed or at specialized sites. A proposal will be submitted to privately finance a mobile unit equipped with the state-of-the-art telecommunications technology for global linkages.

11. There will be a GLC Advisory Group, which will be drawn from the broader community, including the planning team that is organizing the GLC.

12. Shared governance will be provided through the GLC Council. This council will be consistent with the revised school council policy and will include parent/guardian/students, staff, and representation from the GLC Advisory Group. The community itself will become a learning laboratory.

Strategic Plan Compatibility Statement

13. The proposal is compatible with the district's support for the development and implementation of innovative schools.

Statute, Board Policy or Rule Statement

14. This proposal is consistent with State Statutes, DPI Standards, and Board Policy.

Fiscal Impact Statement

15. The estimated operating cost of the 100 pupil program is $508,000, plus approximately $103,000 in start-up and transportation expenses. Per pupil funds for the Global Learning Center will be requested through the FY99 budget to cover the estimated operating costs, and an additional estimated $103,000 will be requested in the FY99 budget for start-up expenses. Any additional funding needed will come from outside sources, and the Center will be responsible for securing these funds. A fiscal note is attached.

Implementation and Assessment Plan

16. The proposal is for a program to be implemented for grades six and seven in Fall 1998, and grades six through eight in the Fall of 1999.

17. The MPS accountability measures will be used in The Global Learning Center. The GLC will use the Eighth Grade Proficiency 2000 requirements as exit criteria. Portfolios and rubrics will be used to measure progress.

Committee Recommendation

Your Committee recommends that the Board approve The Global Learning Center Proposal to open in the Fall of 1998, pending a Memorandum of Understanding with the Milwaukee Teachers' Education Association and a commitment of outside funding and outside space.

* * * * *

(Item 2) Action on a Request to Approve a Proposal to Create the Milwaukee Transitional Academy: A School for Students Making the Transition to Life Skills

ADMINISTRATION'S ANALYSIS

1. On October 30, 1996, the Board of School Directors adopted a resolution introduced by President Fisher in support of developing alternate classroom models to meet the needs of disruptive students.

2. The original proposal regarding the Milwaukee Transitional Academy was presented at the October 7, 1997, meeting of the Innovation/School Reform Committee. The item was held in Committee, pending further analysis by the Administration, particularly in terms of alternative sites, including small community schools.

3. The proposal was developed by the five high schools because:

a. Parents, students, teachers, and administrators have clearly identified the disruptive behavior of a well-defined and limited population of students who exhibit the traditional characteristics of the at-risk student and who believe that they have little to lose as a consequence of their self-defeating behavior which interferes with the educational process and causes serious students and potential student leaders and achievers to seek educational opportunities outside of the Milwaukee Public Schools.

b. The Milwaukee Public Schools is committed to the principle that all students are capable of learning and that all students should have equal and full access to the educational opportunities provided by the district.

4. The Administration and staffs of Custer, Marshall, Milwaukee Trade and Technical, Vincent, and Washington High Schools have met on several occasions during the past two months to refine the mission of the Academy, focusing on entrance and discharge procedures, the educational program, staff development, fiscal issues, and site identification.

5. Highlights of the attached Milwaukee Transitional Academy proposal are:

a. During the 1997-98 school year the Academy will be housed at Custer High School.

b. The Academy will be in session from 4:15-7:30 p.m.

c. It is anticipated that the Academy will begin during the second semester of the 1997-98 school year. Classes will be held Mondays through Thursdays.

d. Staff members will include the following part-time staff: an assistant principal, nine teachers selected in accordance with a negotiated agreement, a secretary, three school safety assistants and a paraprofessional educational assistant.

e. 150 students will be voluntarily assigned to the Academy (30 from each of the five coalition high schools) and will retain their home high school assignments.

Strategic Plan Compatibility Statement

6. The Milwaukee Transitional Academy is consistent with the Board goals of student achievement and equity.

Statute, Board Policy Or Rule Statement

7. The Milwaukee Transitional Academy will comply with Board policies and procedures. The Division of Labor Relations is seeking a memorandum of understanding with the Milwaukee Teachers' Education Association in regard to staffing issues.

Fiscal Impact Statement

8. The cost of FY98 implementation of the Milwaukee Transitional Academy for the second semester, is approximately $250,000 (see the attached proposal). Each of the five high schools (Custer, Marshall, Milwaukee Trade and Technical, Vincent, and Washington) will contribute approximately $30,800 towards the operating costs, for a total of $154,000. The five high schools will also contribute

supplies, instructional materials, staff development, facility maintenance, and etc.. The Division of Small Community Schools will allocate $96,000 for the Academy. The program costs for future years will be funded through local school budgets.

9. There may be additional transportation costs due to the Academy time schedule. Transportation Service for eligible students is being discussed with Milwaukee County Transit Company, and MPS Pupil Transportation Services.

Implementation And Assessment Plan

10. The five coalition high school principals will oversee the implementation and assessment of the Milwaukee Transitional Academy. A comprehensive evaluation will be conducted in June, 1998 to determine the extent to which the program meets the needs of students and to make program adjustments as necessary.

Committee Recommendation

Your Committee recommends that the Committee approve the establishment of the Milwaukee Transitional Academy for implementation beginning the second semester of the 1997-98 school year, pending a Memorandum of Understanding with the Milwaukee Teachers' Education Association.

* * * * *

(Item 3) Follow-Up Report on the District's Plans to Implement the Amendments to the Individuals With Disabilities Education Act (Idea)

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. Background:

The 1997 IDEA Reauthorization was signed into law on June 4, 1997, with full implementation to be in place no later that July 1, 1998. In August 1997 the Administration presented to the Board the key provisions of the law. The following are four main themes of IDEA Reauthorization:

1. Strengthening parental participation in the educational process.

2. Accountability for students' participation and success in the general education curriculum and mastery of IEP Goals/Objectives.

3. Remediation and disciplinary actions addressing behavior problems at school and in the classroom.

4. Responsiveness to the growing needs of an increasingly more diverse society.

2. Summary of Actions Taken to Date:

- A core team has been established to develop a plan for and provide training to principals, division of special and support services staff, and regular and exceptional education teachers on the reauthorization of IDEA. This team consists of university professors and district personnel.

- Sessions have been scheduled throughout December 1997 to train principals and Division of Special Service staff.

- The Parent Education Project, working collaboratively with the Division of Special Services, is organizing parent sessions and developing a handbook which addresses parent participation in the IEP process and reauthorization.

- The MPS Broadly Based Task Force will organize group parent meetings that will be scheduled between January-May 1998. The intent of these meetings is to provide a forum that will enable sharing of information on the topic of IDEA Reauthorization.

- The Division of Special Services is working collaboratively with the Department of Research and Assessment to develop accommodations / modifications for state and district assessments (as well as the implementation of alternative assessments.)

- Division of Special Services personnel have met with the city attorney and continue to attend seminars, workshops and state meetings on IDEA Reauthorization.

- Division of Special Services personnel continue to meet with MPS Governmental Relations staff seeking clarification of state and federal regulations.

- The Division of Student Services has formed a committee, chaired by Dr. Aquine Jackson, to develop policy and procedures to implement the new discipline provisions of the IDEA Reauthorization. Division of Special Services personnel are represented on this committee.

The Administration will continue to submit informational and action items regarding development of new policies and procedures to the Board periodically.

* * * * *

Separate consideration having been requested of Items 1 and 2, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

With respect to Item 1, the Global Learning Center, Director Thompson moved to refer the proposal to committee for further analysis by the administration.

The motion prevailed with the vote being as follows:

Ayes—Directors Gardner, Hardin, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—Directors Braun and O'Neil—2.

With respect to Item 2, the Milwaukee Transitional Academy, Director Thompson moved to adopt the report, with the administration to find a different funding source other than the Division of Small Community Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—Director Hardin—1.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Progress Report from the Expanded School Budget Committee Regarding the Weighted Formula

Your Committee reports having received a proposed MPS Weighted Formula from the Expanded School Budget Committee. The proposed formula has been made a part of the minutes of your Committee's meeting of December 10, 1997.

* * * * *

(Item 2) Action on Recommendations Regarding Resolution 9798R-029 by Director Small on Reconfiguration of Walk-Zone School Attendance Boundaries

Background

At the regular Board meeting on August 27, 1997, Director Small introduced the following resolution:

WHEREAS, Present school attendance boundaries have not changed since 1976; and

WHEREAS, Some school attendance boundaries are much larger than others and contain many more students than schools can accommodate; and

WHEREAS, Numerous changes in facilities and programs have been implemented since 1976, and some of these attendance boundaries are unclear; and

WHEREAS, Demographics have changed since 1976 and should be considered; and

WHEREAS, Neighborhood school enrollment is being encouraged by the Milwaukee Board of school Directors in order to decrease the cost of busing; now therefore be it

RESOLVED, That the Administration bring back a reconfiguration of walk zone schools attendance boundaries including newly implemented programs and/or facilities to the appropriate Board committee by December 1997.

Administration's Response

1. At its December 16, 1996, meeting, the Board approved the designation of all high schools as city-wide for student assignment purposes. The result of this action is that a high school student from any part of the city can choose any MPS high school. Students residing in a high school's attendance area receive a preference if they choose the attendance area school as their first choices. However, only 20% of ninth-grade students are selecting their attendance area schools as their first choices. The availability of transportation is a major reason why students are selecting other schools.

2. Board Policy 4.04(1)(a)(2) states, "If a student is enrolled in Grade 9 through 12 and the residence is two miles or more from the district school and more than one mile walking distance from public transportation," transportation is provided, the term district school being equivalent to attendance area school. Board Policy 4.04(4)(c)(2) states, "Transportation service will be provided to those public secondary school students who are assigned to a school other than their attendance area school and whose residences are two miles or more walking distance from the assigned school."

The Board, at that time, was concerned in establishing policies that would minimize the district's fiscal exposure to provide services to the non-public sector. The section underlined in Policy 4.04 (10) (a) (2) effectively limits the district's responsibility to provide transportation service to non-public high school students, since all non-public high schools have attendance areas equal to the entire city area. Based on the 1997 Census, 7,489 students attend non-public high schools. Any changes to attendance areas and transportation walk zones must consider the impact on the district's non-public responsibility, as identified in S.S. 121.54. School districts must make an equivalent level of service available to non-public students.

3. When the Board adopted these policies in 1976, the intent was to encourage students to select schools other than their attendance area schools in order to foster racial desegregation. As the fifth WHEREAS suggests, the current School Board is encouraging neighborhood school enrollment. The Administration would suggest that one means to encourage the selection of the attendance area high schools

would be to modify their boundaries, to the extent feasible, to be no larger than two miles distance from the school. Maps illustrating the suggested changes have been supplied under separate cover.

The revised boundaries would be within two miles from the school with the following exceptions:

Marshall HS	Area west of North 91st Street
Madison HS	Area west of North 102nd Street
Hamilton HS	Area west of South 92nd Street
Pulaski HS	Area south of West Layton Avenue
Bay View HS	Area south of West Bolivar Avenue

Students in these areas are eligible for the reduced student-fare bus pass.

4. School attendance boundaries for elementary and middle schools are consistent with the transportation walk policies of the district. The revisions to boundaries suggested in the Administration's response to Resolution 9798R-032 are within the district's walk-zone criteria.

Strategic Plan Compatibility

5. The proposed attendance boundary changes support the Board's goal of Student Achievement and the Board's budget priority of First Choice.

Statute Board Policy Rule Statement

6. Board Policy 8.03 addresses School Attendance Areas.

Fiscal Note

7. While the proposed boundary changes will encourage students to choose schools closer to their homes, most will continue to be eligible for the Milwaukee County Transit System bus pass.

Implementation and assessment plan

8. The proposed changes to high school attendance areas can be implemented for the FY99 school year.

Committee Recommendation

Your Committee Recommends that the Board approve the proposed changes to high school attendance areas.

* * * * *

(Item 3) Action on Recommendations Regarding Resolution 9798R-032 by Director Thompson to Develop a Plan for Elementary Schools that would Ensure, to the Extent Feasible, a Home School for Each Student

Background

At the regular Board meeting on August 27, 1997, the following resolution was introduced by Director Thompson:

WHEREAS, Parents and students clearly express a desire both for true, high-quality neighborhood schools and for city-wide specialty schools; and

WHEREAS, It is the intention of the Board to offer students their first choice within MPS; and

WHEREAS, Many specialty programs have waiting lists; and

WHEREAS, Many students who would prefer their neighborhood school are forced to ride buses to other schools because of lack of space in the local school; and

WHEREAS, Recent research supports the view that neighborhood safety and effectiveness reflect community cohesion; and

WHEREAS, Milwaukee has a large and very expensive program to bus students to schools outside their neighborhood; and

WHEREAS, Except in cases of city-wide schools and other specialty programs, the choice of a school outside the neighborhood often does not reflect a positive choice on the part of parents and students; and

WHEREAS, The distance to schools often makes family participation very difficult; and

WHEREAS, Much of this busing does not promote the cause of racial or ethnic diversity, now therefore, be it

RESOLVED, That the Administration prepare a detailed plan for schools with elementary programs that would ensure, to the maximum extent feasible, that each student would have a home school and have the right to attend that school if that student and parents so choose. The elements in the plan should include, but not be limited to:

1. Redrawing of school attendance boundaries so that the number of students likely to attend the school, after those choosing city-wide or other specialty programs are subtracted, is in rough balance with the capacity of the school;

2. In the case of areas with insufficient school capacity, examination of options for increased capacity, including (but not limited to) rental or purchase of unused space in parochial schools, churches, community centers and other buildings; the use of underutilized MPS space, especially in high schools; contracting with independent schools and agencies; the relocation of city-wide schools to areas of excess capacity; and, in absence of other options, construction of new school buildings.

3. A plan to expand over-subscribed specialty (city-wide) programs to meet demand, including Montessori, language immersion, arts, and gifted and talented programs.

4. Measures to ensure that a student presently in a school may continue to attend that school if he or she so desires, regardless of redrawn boundaries or other changes.

Administration's Response

1. The Administration completed a review of elementary attendance boundaries with the objective that, to the extent feasible, students residing within a school's boundary could attend that school. The review was conducted using the following criteria:

- FY98 Census Data
- Students attending city-wide schools or suburban schools are not included
- Programs can be relocated to other school sites

A proposed plan for attendance areas and student assignments is found in the attachments. Maps illustrating the proposed attendance areas have been submitted under separate cover.

Premises underlying the plan are that:

- All students who choose their attendance-area schools at the entry grade level will be guaranteed a place at the schools. Students who live in an attendance area that has available space will have the option of selecting a city-wide schools or their attendance area schools.
- To demonstrate the district's continued commitment to diversity, parents/students who choose a desegregated schools will be guaranteed an assignment to a desegregated school.
- Parents/students will not be required to give up current assignments unless they choose to do so.

- Parents will be more involved in their children's education if they choose the schools their children attend and if those schools are accessible.
- Assignments to city-wide schools will not change.
- Assignments for exceptional education, bilingual or English-as-a-second-language will not change.

The proposed revisions are detailed in the attachments. A summary is listed below:

	Current	Proposed	% of Change
Number of overcrowded schools	37	30	-19%
Number of students in overcrowded areas	9,684	5,235	-46%

The proposed changes would reduce the overcrowded areas by 4,449 students, or 46%.

Under this plan, four city-wide programs would be relocated to other district facilities. As of yet, the Administration has not informed the school communities that would be affected by the possible relocations.

Although the extent of overcrowding in some schools was reduced, the following attendance areas remain significantly overcrowded:

Auer Av	Kagel	Pierce
Carleton	Keefe	Riley
Clarke	Kilbourn	Sherman
Douglass	LaFollette	Silver Spring
Franklin	Lincoln	Sixty-fifth St
Gaenslen	Longfellow	Thirty-eighth St
Garden Homes	M.L. King	Thirty-fifth St
Granville	McNair	Thirty-seventh St
Hampton	Mitchell	Twenty-seventh St
Hi-Mount	Philipp	Westside Academy

Students residing in these overcrowded attendance areas will have the option of selecting from a cluster of schools where seats are available. The proposed clusters are found in the plan.

Benefits of the proposed plan include:

- Parental involvement encouraged by making attendance-area schools more accessible to neighborhood families. Schools will become a focal point of the neighborhood, where social services and other activities may occur.
- School accountability improved by allowing parents to choose the schools their children attend. The plan allows satisfied parents to keep current assignments and allows a range of options for others.
- Reduced transportation costs as a result of fewer students transported and more efficient busing.
- Maintaining of MPS' commitment to desegregation.

The next section of the Administration's analysis addresses the 2nd through 4th resolves in Director's Thompson's resolution:

2. When schools have insufficient capacity, all available physical resources within the attendance areas will be assessed. The resources, their availability, and cost can vary greatly throughout the city. Each instance will require an individual assessment, so that the recommendation best meets the needs of students and is the most cost-effective.

The following general guidelines will be applied in developing specific recommendations. In all cases, a cost/benefit analysis will be done.

1. If the space needs are short-term (10 years or less) and less than 15,000 sq. ft., consideration will be given to using existing MPS space or leasing.

2. If the space needs are long-term (over 10 years) and more than 15,000 sq. ft., lease-purchase or direct purchase of facilities will be considered.

3. If the other options are not available or cost-effective, new construction and/or additions will be considered.

The Administration remains in contact with the City of Milwaukee and various private agencies to keep abreast of any available space.

3. During the 1998-99 school selection process, a survey will be conducted to determine whether parents with students on wait lists would select the same programs if they were offered double shifts at the same school, or if a similar program were available at an off-site location.

The information collected will be analyzed to determine the feasibility of program replication, double shifts, and the use of off-site locations. The Administration will include that information in the 1999-2000 School Selection Process.

4. The proposed plan is designed to have the least possible impact on parents and students who are satisfied with their current assignments. The plan furthers guarantees a child's assignment K-8, if the student selects an attendance-area school.

5. The proposed changes to attendance areas and student assignment policy are significant. The Administration recommends a series of public hearings to obtain input from the community, schools, parents, and students.

Strategic Plan Compatibility

6. The proposed revisions to school attendance boundaries and the School Selection process are consistent with the Board's goal of Student Achievement. The revisions encourage increased parental involvement by making schools more accessible to parents and by retaining parental choice within MPS.

Statute Board Policy Rule Statement

7. Board Policy 5.01 (Facilities) identifies Board standards for school sites. Board Policy 8.03 addresses School Attendance Areas.

Fiscal Note

8. When the assignment plan is fully implemented, the number of students transported could decrease by 4,449 students, for a cost savings of $1.8 million (FY98 dollars). Shortened bus routes may enable the district to improve efficiency, thus decreasing costs further.

Implementation and assessment plan

9. The following timeline is proposed:

DATE	ACTIVITY
December 17, 1997	Board approves the Administration's recommendation to conduct public hearings.
January-February 1998	Public hearings held. The Administration will coordinate the hearings with the Office of Board Governance. (The Administration recommends these hearings be separate from the Strategic Planning sessions being held at the same time.)
March 1998	Committee and regular Board meetings to approve policy changes identified in the plan.
April 1998	Plan implemented for the Spring Complementary and Summer enrollment process.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to conduct public hearings as outlined in the Administration's analysis above.

* * * * *

(Item 4) Report and Possible Action on Matters Relating to the FY99 Budget: Establishment of Target Budget for FY99

Your Committee reports having received a report from the Superintendent on FY99 budget projections, enrollment projections, three-year budget forecast and assumptions for projected budgets.

Committee Recommendation

Your Committee recommends that the Superintendent develop a balanced budget based on FY99 revenues of $782.1 million, an increase of 3.4% over the FY98 adopted Budget.

* * * * *

On the motion of Director Braun, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director O'Neil presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 9798R-052 by Directors Small, Sinicki, and President Fisher Regarding a More Equitable Distribution of the Workload Among the Various Committees

At its regular monthly meeting on November 25, 1997, the Board referred the following resolution by Directors Small, Sinicki, and President Fisher to the Legislation, Rules and Policies Committee:

WHEREAS. The Board has instituted its Committee structure for the 1997-98 Board year; and

WHEREAS, The Committee structure with five standing Committees became fully effective in August 1997, and all Committees are of equal value to the Board; and

WHEREAS, Each Committee has its own charge and must understand the financial impact of any proposal in order to make an informed recommendation to the Board; and

WHEREAS, During the past four months, 147 items have been considered by the standing Committees, and of those items, 68 (or 46%) have been considered by the Finance/Personnel Committee; and

WHEREAS, The Strategic Planning and Budget Committee has considered only 15 items; now, therefore, be it

RESOLVED, That the Office of Board Governance be directed to distribute the workload among the Committees as equally as possible according to the charge of the Committee and that financial impact be included when appropriate; and be it

FURTHER RESOLVED, That the Office of Board Governance be directed to propose appropriate revisions to the Board Rules in order to more clearly include the charge of each standing Committee; and be it

FURTHER RESOLVED, That the Office of Board Governance bring its recommendations back to the Legislation, Rules and Policies Committee at its January meeting.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 2) Action on Proposed Amendment to Board Governance Policy 4.09: Compensation and Benefits

Background

In a recent review of Board Governance Policies, it was discovered that the policy on Compensation and Benefits did not contain a requirement for Board approval of changes in compensation or benefit levels for an employee. In order to rectify this deficiency, the following amendment to Board Governance Policy 4.09 is proposed.

Committee Recommendation

Your Committee recommends that Board Governance Policy 4.09: Compensation and Benefits be amended as follows:

Policy BG 4.09

COMPENSATION AND BENEFITS

With respect to employment, compensation and benefits to employees, consultant, contract workers and volunteers, the superintendent shall not cause or allow jeopardy to fiscal integrity or public image. Accordingly, the superintendent:

1. Shall not promise or imply guaranteed employment.
2. Shall not establish current compensation and benefits which:
    a. Deviate materially from the geographic or professional market for the skills employed. The approved salary schedules shall be used as a guide for determining compensation levels.
    b. Create obligations over a longer term than revenues can be safely projected, in no event longer than one year, and in all events subject to losses of revenue.
3. Shall not establish or change pension benefits which:
    a. Cause unfunded liabilities to occur or commit the organization to benefits which incur unpredictable future costs.
    b. Provide less than the same basic level of all benefits to all full-time employees, though differential benefits to encourage longevity in key employees are not prohibited.
    c. Allow any employee to lose benefits already accrued from any foregoing plan.
    d. Are instituted without prior monitoring of these provisions.
    e. Shall change his or her own compensation and benefits.
4. Shall not change his or her own compensation and benefits.

5. Shall not fail to obtain Board approval for any changes to any district employee's basic compensation or benefit levels, including pension benefits, or the conditional requirements for receiving compensation or benefits, unless such changes are within the scope of the authority granted to the superintendent and his/her designee by statute or by the Board.

Monitoring: Internal report by the superintendent to the Board on the status of compensation and benefits to affected employees as part of annual performance evaluation.

* * * * *

(Item 3) Action on Proposed Amendment to Administrative Procedure 8.13: Student Absences and Excuses

Administration's analysis

1. At its meeting on October 29, 1997, the Board accepted the report of the audit staff regarding "School Financial and Performance Audits Summary Report of District Administration Recommendations" (Audit Number 706-S1).

2. Recommendation #12 of the Report, Habitual Truant Follow-up Procedures, recommended that the Administration should clarify the procedures that should be used by schools to follow up on students that are excessively absent without an excuse, or habitually truant, and ensure compliance with Board Administrative Procedure 8.13. It was recommended that district administration change the on-line attendance system to be consistent with Board Administrative Procedure 8.13 or seek a revision to Board Administrative Procedure 8.13.

3. The response of the Administration was that a discrepancy exists between Administration Procedures 8.13, Student Absences and Excuses, and the procedures for the on-line attendance system:

- The on-line attendance system prompts a school to contact a student's parents to set up a conference after a student has been truant for ten days during a semester.
- Board Administrative Procedures 8.13 states that a school should contact a middle-school student's parents to set up a conference after the student has been absent without an excuse for six days.

4. Wisconsin State Statute 118.16 (1)(a) defines Habitual Truant as "a pupil who is absent from school without an acceptable excuse under sub. (4) and s. 118.15 for either of the following:

- Part or all of five or more days out of ten consecutive days on which school is held during a school semester.
- Part or all of ten or more days on which school is held during a school semester."

5. Wisconsin State Statute 118.16 (1)(c) defines Truancy as "any absence of part or all of one or more days from school during which the school attendance officer, principal, or teacher has not been notified of the legal cause of such absence by the parent or guardian of the absent pupil, and also means intermittent attendance carried on for the purpose of defeating the intent of s. 118.15."

Superintendent's Recommendation

That the Board approve the following language changes in numbered paragraph 2.a. of Administrative Procedures 8.13, Student Absences and Excuses:

> After a middle school student has had a total of six ten unexcused absences, another special letter will be sent parents or guardians informing them of the urgency of the situation and asking them to appear at a conference; otherwise the situation will be referred to a social worker.

Committee Recommendation

Your Committee recommends that:

1. The Administration bring the field in line with current Board policy;

2. The Administration come back with a procedurally more restrictive plan re administrative procedures for student absences and excuses;

3. The Administration bring back a legislative action plan to lobby the Governor and state legislature in light of the Committee's discussion; and

4. A fiscal note be attached to the reports.

* * * * *

(Item 4) Action on Recommendations Regarding Proposed Legislation for the 1998 Spring Session

Administration's Analysis

The State Superintendent has retained Morris Andrews to make recommendations which would result in improved educational outcomes in Milwaukee. Most of Andrews' recommendations relate to the management of resources, rather than to the education of children. The Superintendent has discussed his concerns about Andrews' recommendations with the State Superintendent and the Governor. Both the State Superintendent and the Governor have requested the Superintendent to submit his own proposals for their consideration. Accordingly, the Superintendent is recommending the following proposals:

I. IMPROVED EDUCATIONAL ACHIEVEMENT

Allow a revenue limit increase to cover the full cost of a summer school program.

Provide state aid and an allowable revenue increase for each pupil in proportion to the hours of instruction received (includes longer school year and longer school day).

Count K3 students in proportion to their hours of instruction for state aid and revenue-limit purposes.

Count all-day K4 students as full-time students for state aid and revenue-limit purposes.

II. ALTERNATIVE EDUCATION PROGRAMS

Authorize MPS to contract with non-sectarian, non-profit community schools or agencies for alternative education programs for a pupil if the Superintendent determines that the pupil is or has been uncooperative, disruptive, or dangerous, or has been absent for a total of at least ten days without an acceptable excuse. MPS will attempt to create alternative programs for these pupils internally. For those placed in private schools, MPS shall assign one MPS teacher to that school.

Provide that any student age 18 or over may be in continuous attendance as long as satisfactory academic progress, as determined by the school district, is maintained.

III. VOCATIONAL EDUCATION

Authorize the use of TEACH Loan proceeds for the upgrading and acquisition of technology equipment at a high school.

IV. MINORITY TEACHERS

Establish the training of new minority teachers as a priority in the University of Wisconsin Minority and Disadvantaged (student financial aid) Programs and the Lawton Minority Undergraduate Grant Programs by creating a loan-forgiveness program in both. The loan-forgiveness program currently operated by the Higher Educational Aids Board would be transferred to University of Wisconsin.

Two million dollars would be allocated to establish a loan-forgiveness program for minorities who teach at MPS. The loan-forgiveness program would provide that twenty percent of the principal

and interest will be forgiven for each year of teaching at MPS. For science, math, EEN and bilingual teachers, the amount of principal and interest to be forgiven will be 25 percent per year.

Direct the University of Wisconsin to contract with any school district participating in the intradistrict Chapter 220 transfer program or appropriate financial institution to promote the program, recruit high school students for entry into the program, and administer the program

V. PROFESSIONAL STAFF TRAINING AND DEVELOPMENT

Provide MPS with an initial grant of $500,000 to create a Professional Educator Leadership Academy which would provide urban education leadership training for new and existing teachers and school administrators. Provide MPS with annual grants of $300,000 to continue its operation.

VI. FLEXIBLE TEACHER LICENSING

Extend the secondary school and life license teaching license grade range from 7-12 to 6-12.

VII. SCHOOL FACILITIES

Allocate state revenues received from casino and gaming agreements to school districts for additional school facilities to reduce class size to 25. Create a Public School Capital Fund Board with seven members appointed by the Governor. The Board would approve public school facility projects for construction, replacement, or additions which would reduce public school class sizes to 25. Casino and gaming revenues would be used to pay for the cost of these projects or any debt service on funds borrowed for them.

VIII. FLEXIBILITY IN LOCAL FUNDING

Revise the treatment of state school aid so that school district allocations to schools up to 3 percent of the school district operating budget would be irrevocable and aidable.

Authorize the use of TEACH Loan proceeds for project design, management and certification of district technology programs.

IX. AFTER SCHOOL PROGRAMS

Provide MPS with an annual grant of $5 million to cover one-half of the cost of creating new after school educational, recreational and health programs at MPS schools free of charge to all Title I eligible students.

These programs would be established in coordination with community agencies, the City, the County, the State Department of Corrections and the W-2 program. Allow a revenue limit increase to cover the school district's share of these costs.

Strategic Plan Compatibility Statement

The proposals are compatible with the Board's strategic plan.

Statute, MPS Policy, or Board Rule Implication Statement

The proposals are consistent with Board policy, but would call for a change in the state statutes.

Fiscal Impact Statement

There is no fiscal affect resulting from Board approval of these proposals. However, enactment would increase MPS revenues by an unknown amount depending on the extent of a summer school and/or early childhood education program expansion.

Committee Recommendation

Your Committee recommends that the Board approve the Superintendent's legislative proposals.

* * * * *

Separate consideration having been requested of Item 4, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher.—8.

Noes—None.

With respect to Item 4, the legislative package, Director Braun moved to adopt the report.

At the request of Director Todd, the following language changes to the preamble of the document were accepted:

The single most important objective of the Milwaukee Public School system is to significantly increase student achievement ~~significantly~~. For that reason, the School Board, the Milwaukee Teachers Education Association, the Administrators & Supervisors Council and the MPS administration have jointly developed this legislative agenda. Pursuant to the Governor's request, this agenda will be presented to him by the MPS superintendent for consideration ~~so that it may be considered~~ in the 1998 legislative session.

This legislative agenda is intended to better serve our children better and support MPS efforts to improve its operation and respond to concerns of parents and students. The specific proposals will allow MPS to create a variety of educational options for our students aimed at increasing student achievement; these include ~~including~~ more and earlier school experiences for our children; expand alternative programs and require adult students to make satisfactory academic progress; extend TEACH loan financing to vocational educational equipment; increase the number of minority teachers at MPS; provide staff training in urban education; allow middle school licensing flexibility; provide school facilities to accommodate lower class sizes; provide flexibility in local financing; and provide after school programs:

Director Todd moved to amend section I as follows:

Provide state aid and an allowable revenue increase for each pupil in proportion to the additional hours of instruction received beyond the hours of instruction normally provided in the elementary, middle and high schools (includes longer school year and longer school day).

The amendment was adopted by consensus.

Director Todd moved to amend section II as follows:

Authorize MPS to contract with non-sectarian, non-profit community schools or agencies for alternative education programs for ~~a~~ pupils ~~if~~ the Superintendent determines

~~that the pupil is or has been~~ uncooperative, disruptive or dangerous ~~or has been absent for a total of at least ten days without an acceptable excuse~~.

The amendment was adopted by consensus.

Director Todd moved to amend section IV as follows:

Two million dollars would be allocated to establish a loan forgiveness program for minorities who teach at MPS. The loan forgiveness program would provide that twenty-

five percent of the principal and interest will be forgiven for each year of teaching at MPS. For science, math, EEN, ~~and~~ bilingual , and art teachers and librarians, the amount of principal and interest to be forgiven will be ~~25~~ 33 1/3 percent per year.

The amendment was adopted by consensus.

Director Todd moved to amend section VII by striking the word "casino" as it appears in the paragraph. The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Hardin, O'Neil, Thompson, Todd and President pro Tem Braun—7.

Noes—Directors Sinicki and Small—2.

Vice President Braun in the chair.

Director Sinicki moved to amend section VII by adding the phrase "with representation from MPS in proportion to the student population in the state." after "Create a Public School Capital Fund Board... and before "with seven members appointed by the Governor."

The amendment was adopted by consensus.

Director Gardner moved to amend the document by adding the following paragraph as section X:

X. Time of MPS Board Election

Change time of MPS Board Elections to coincide with a high turnout election effective in the year 2000.

Director Todd moved to refer the text of Director Gardner's amendment to the Legislation, Rules and Policies Committee. Director Todd's motion prevailed with the vote being as follows:

Ayes—Director Hardin, O'Neil, Small, Todd and President Fisher—5.

Noes—Directors Braun, Gardner, Sinicki and Thompson—4.

The question being adoption of the report as amended, Director Sinicki requested separate consideration for Item VII of the report.

There being no objection, the request was granted

The question being on adoption of Section VII as amended, it was adopted, the vote being as follows:

Ayes—Directors Fisher, Gardner, Hardin, O’Neil, Thompson, Todd and President pro Tem Braun—7.

Noes—Directors Sinicki and Small—2.

The question being on adoption of the balance of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors Fisher, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President pro Tem Braun—9.

Noes—None.

President Fisher in the Chair.

COMMITTEE ON FINANCE/PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

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

Authorization to Make Purchases

SS-379 **Lightspan Computer Items (Title 1 for Mitchell)**

Recommend authorization to purchase 80 Sony playstations, 86 Lightspan software site licenses, various educational compact disks and related services totaling an estimated $63,000. Title 1 funds will be used.

SS-380 **36 Pentium Computers (Walker)**

Recommend authorization to purchase 36 Dell Pentium computers totaling an estimated $69,000. Title 1 funds will be used.

B-5217 **Polycarbonate Glazing Sheets (Stock)**

Recommend authorization to enter into a one-year contract with the low bidder, Laird Plastics, to purchase polycarbonate glazing sheets as needed. The contract is estimated to cost $54,505.00 net.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of November 30, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$709,711,816	$3,400,000	$713,111,816	$70,127,399	$642,984,417	9.8%
Categorically Aided	75,906,479	15,118,046	91,024,525	20,783,384	70,241,141	22.8%
School Nutrition	25,382,268	0	25,382,268	7,522,213	17,860,055	29.6%
Construction	14,200,000	11,121,991	25,321,991	113,642	25,208,349	0.4%
Extension	6,889,122	0	6,889,122	551,182	6,337,940	8.0%

B. Statement of Expenses as of November 30, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$709,711,816	$18,347,014	$728,058,830	$253,385,085	$474,673,745	34.8%
Categorically Aided	75,906,479	18,185,229	94,091,708	29,949,382	64,142,326	31.8%
School Nutrition	25,382,268	21,833	25,404,101	9,052,828	16,351,273	35.6%
Construction	14,200,000	21,510,107	35,710,107	23,792,293	11,917,814	66.6%
Extension	6,889,122	46,306	6,935,428	2,571,472	4,363,956	37.1%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.
(2) Encumbrances and expenditures included through November 30, 1997, and payrolls through November 28, 1997.

The monthly report on expenditures has been attached to the minutes of your committee's meeting of December 9, 1997.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Browning	School Funds	$1,450	College Scholarship Fund
Garden Homes	SDC — Food Service Dept.	undetermined	3 cases apples, 3 cases granola bars
Garden Homes	Shady Lane Green House	$42	Six outdoor plants
Hamilton	United Seniors	$1500	To fund Rem Program
Kagel	TCF Bank	$7,500	ACE fees, new sound system, WCM fees, camcorders
Longfellow	S. Community Organ.	$150	Art Department supplies
Marshall	Warner Communications	$350	VCR
McNair Academy	128th Refueling Div.	$77	Weather Station
MHSA	Quarles & Brady	$1000	Tour de Force Dance Company
MHSA	Mrs. Alice Scovell	$100	Theater Festival
MHSA	Amy Pieytrz	$1000	/theater Festival
MHSA	Fladys Chmier	$100	Theater Festival
Clemens	Funds raised by sch.	$1896	Computer and printer - library

Meir	Thekla Brumder Charitable Trust	$500	Life Skills Support
Mi. French Immer.	P.T.A.	$1,535	Classroom field trips and school fund
Mi. French Immer.	Kelly & Dave Guthery	$80	Computer
Mi. French Immer.	Kelly & Dave Guthery	$80	MacSE computer
Mi. Sch. Languages	Athletic Department	$460	12 basketballs, 4 ball bags
Thirty-fifth Street	Natalie Lloyd-Jones	$210	Books for library
Vincent	Universal Foods	$1940	Weather station
Whitman	Somsak Parents	$1,000	Field trips for underprivileged
Whitman	Julie Attemeier	$50	Memorial to library
Whitman	Julie Attemeier	$50	Memorial to library
Whittier	PTO	$1200	Classroom materials, field trips
Wisconsin Avenue	Mobil Admin. Services	$500	School supplies and field trips

Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached This is an informational report an no action is required.

Committee's recommendations

1. That the Board authorize the purchases as listed above

3. That the Board accept the report of revenues and expenses listed above.

4. That the Board 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 Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presented the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments — Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

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

Reappointment of Probationary Personnel

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

Affirmative Action Report

6. The affirmative action report for November 1997 is attached. No action is required.

Committee's recommendations

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

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Tina Dick Student Services	Clerk Typist I $17,464.20/yr.	11-24-97
Celeste Morris Siefert	School Secretary I $17,253.11/yr.	11-17-97
Lucinda Patrick Ins. & Risk Management	School Secretary III $29,909.62/yr.	12-01-97
Robert Wozniak Fac. & Main. Services	Digital Electronics Technician $33,126.08/yr.	12-01-97
	PROMOTIONS	
William Birdsall Pierce	Food Service Manager III $16,430.67/yr.	11-04-97
Daphne Brown Wheatley	School Secretary I $16,562.89/yr.	11-18-97
Sylvia Calderon 53rd	School Secretary I $16,562.89/yr.	11-18-97
Cheryl Fuhrman School Nutrition	Food Service Manager Trainee $9.42/hr.($12,594.54/yr.)	11-17-97
Mary Jackson School Nutrition	Food Service Manager Trainee $8.74/hr.($11,685.38/yr.)	11-17-97
Patricia Kline Comm. & Public Affairs	School Secretary III $29,681.08/yr.	11-05-97
Patricia Lyons MHSA	Food Service Manager I $14,949.78/yr.	11-06-97
Stacey Manske Hawthorne	Food Service Manager II $14,805.47/yr.	10-29-97

Tina Montgomery Staffing Services	School Secretary I $19,964.88/yr.	12-01-97
Linda Paddock Madison	Food Service Manager II $15,263.23/yr.	10-29-97
Nancy Schneider Greenfield	School Secretary I $16,562.89/yr.	12-15-97
Ann Zarling Carleton	Food Service Manager II $16,473.75/yr.	11-03-97

REINSTATEMENTS

Jerome Blockton Special Services Center	Handicapped Children's Assistant $14,393.97/yr.	11-10-97

CHANGES IN STATUS

LaCreesha Averhart Fairview	Handicapped Children's Asst. $12,301.67/yr.	11-05-97
Donald Bieschke Fac. & Main. Services	Recreation Groundskeeper $32,771.70/yr.	11-17-97
Barbara Holcomb Whitman	School Secretary I $21,043.11/yr.	11-24-97

APPROVAL OF CERTIFICATED APPOINTMENTS — TEACHERS

Ethnic Code	Teachers - Schedule 01	Division	Salary	Years-of-Experience Credit	Start Date
Effective between August 26, 1997, and September 2, 1997, inclusive					
(r)	Tosca C. Cheatham Family Consumer Education	B	24,684	0	08-27-97
(r)	Damon Key E. D.	B	24,684	0	08-26-97
(r)	Lynn A. Morrison Library Media Specialist	B	24,684	0	08-26-97
(r)	Tammy A. Ruege Science	B	25,919	1	08-26-97
(r)	Pang Xiong Kindergarten	B	25,919	1	08-28-97
Effective between September 29, 1997, and October 9, 1997, inclusive					
(r)(a)	Karen L. Goeman Grade 4	BB	27,214	1	09-30-97
(r)	Francine E. McNeil Music	B	24,684	0	10-06-97

Effective between Ocotber 10, 1997, and October 22, 1997, inclusive

(r)	Camra A. Finnie English/Reading	B	24,684	0	10-13-97
(r)	George A. Garland, Jr. L.D.	B	30,855	5	10-16-97
(r)	Hazel L. Richard L.D.	B	24,684	0	10-16-97
(r)	Theresa G. Schwantes Biology/Chemistry	B	24,684	0	10-22-97
(r)	Ruby Westmoreland-Pate E.D.	B	24,684	0	10-13-97

Effective between October 23, 1997, and November 4, 1997, inclusive

(r)	Walter M. Brame L.D.	B	32,089	6	11-04-97
(r)	Lisa A. Idzikowski L.D./C.D.	B	24,684	0	10-23-97
(nr)	Stephen J. McKeough Science	B	24,684	0	10-23-97
(r)	Avis Mosby, II E.D.	B	24,684	0	10-28-97
(r)(a)	Alison A. Robinson Computer Technology	BB	27,214	1	11-03-97
(r)	Geraldine Sims Art	B	24,684	0	10-27-97
(r)	Jerome T. Smith Physical Education	B	24,684	0	10-27-97

Effective between November 5, 1997, and November 17, 1997, inclusive

(r)	Paul R. Coffin E.D.	B	24,684	0	11-05-97
(r)	Scott M. Ehlinger Physical Education/Health	C	27,893	0	11-12-97

Effective between November 18, 1997, and December 1, 1997, inclusive

(r)	Leon P. Glowacki C.D.	B	24,684	0	11-24-97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to January 23, 1998:		
Aida Cruz Farin	Forest Home	November 8, 1997
Illness Leave, to June 15, 1998:		
Gerald Alberti	Milwaukee Tech	October 7, 1997
Clara King	Franklin	January 16, 1998
Maternity Leave, to January 23, 1998:		
Ruth Brook	Grantosa	November 18, 1997
Ellen Kinde	Morgandale	November 18, 1997
Maternity Leave, to June 15, 1998:		
Meaghan Hessenthaler	Hopkins	January 6, 1998
Laura Jackson	Lancaster	November 18, 1997
Laura Stachnik	Fritsche	January 28, 1998
Personal Leave, to January 23, 1998:		
Terrence Kostrivas	Milwaukee Tech	November 12, 1997
Personal Leave, to June 15, 1998:		
Rosita Dorsey	Pulaski	November 17, 1997
Miodrag Rajkovic	Manitoba	November 24, 1997
Judith Swanson	Brown	December 1, 1997
Sabbatical Leave, to June 15, 1998:		
Joanell Barth	Mitchell	January 27, 1998
Jacquelyn Scudder	Leave	January 27, 1998
Sabbatical Leave, to January 1999:		
Eugene Garrison	Forest Home	January 27, 1998

CURTAILMENT OF LEAVE:

Cynthia Zuknik -- Rescinded her child-rearing leave that was granted from October 8, 1997, through January 23, 1998.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Russell J. Wick	Counselor	01-23-98
Joanne M. Jenders	Teacher	01-23-98

Michael J. Bogdan	Teacher	11-12-97
Ronald P. Meier	Teacher	11-14-97
Norman A. Gatford	Teacher	11-06-97
Jeffrey P. Bollman	Teacher	06-13-97
David W. Hey	Teacher	01-09-98
Karen W. Hayward	Teacher	11-14-97
Andrew M. Blaha	Teacher	08-13-97
Timothy E. Ritzert	Teacher	06-13-97
Janell K. Olive	Teacher	10-29-97
Iris M. Colon	Teacher	11-05-97
Matthew J. Kelly	Teacher	09-05-97

REAPPOINTMENT OF PROBATIONARY PERSONNEL

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Aardappel, Paul D.
Aaron, Laurie A.
Abston, Rosanne
Adair, Tonya
Adelmeyer, Patricia A.
Afolayan, Michael O.
Afolayan, Precious O.
Allen, Jill V.
Allison, Kelly K.
Alvarez, Bertha
Ambrus, Arthur B.
Anderson, James P.
Anderson, Kim M.
Angell, Mary M.
Asbeck, Rebecca M.
Atandare, Dara
Bacon, Marlys E.
Bailey, Monique Y.
Balestrieri, Lisa M
Banasik, Bryan J.
Bangert, Heidi A.
Barnes, Tina M.
Behlendorf, Erinne J.
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.
Bjeloshevich, Christina
Blakely, James L.
Bloch, Stephen N.
Bloom, Martha A.
Boettcher, Larisa
Bohn, Mary Jane
Bond, Victoria A.
Bosma, Angela M.
Bosold, Heather A.
Boyd, Sherry L.
Brantley, Jonathan D.
Brasch, Meiga L.
Braxton, Cherie
Bretzel, Kimberli A.
Bringa, Katie A.
Brown, Sherlyn
Bruce-Konuah, Gail D.
Brunette, Cynthia L.
Buchanan, Velicia D.
Bui, Uyen
Bukowski, Heidi A.
Buraczynski, Jeanne M.
Burns, Kelli V.
Burrus, Maria A.
Burton, Andra S.
Busche, Mary A.
Buskager, Angela K.
Byrdsong, Kellar A.
Callaway, Kim
Campbell, Victor
Carey, Melissa J.
Carrick Jr., James G.
Carter, JoAnne D.
Charles, Salomie T.
Cheatham, Tosca C.
Chiappetti, Edith E.
Chiconas, Lisa D.
Christensen, Sara L.
Christoph, Brady G.
Cleator, Merle M.
Cleveland, Trila
Clodjeaux, Catherine A.
Coker, Christopher A.
Collins, Audrey
Colmus, Steven R.
Colon, Patricia B.
Corcoran, Bryan S.
Cortez, Yolanda
Crofts, Amy J.
Crook, Lisa A.
Crothers, Patrick J.
Cruz, Ramon
D'Alessio, Paul
Daly, Kathleen M.
Danby, Pamela T.
Dardis, Maureen E.
Dargin, Stephanie M.
Darrough, Ruthie
Davidson, Rebecca M.
Davis, Caryl D.
De La Pasqua, Katherine E.
De La Torre, Cexochitl

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

De Trempe, Mary T.
Delury, Andrea E.
Denison, Edith R.
Depies, Shirley A.
Dhillon, Paramjit
Diamond, Mary K.
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.
Eggers, Kristin M.
Eggert, Patricia
Ehren, Jeffrey J.
Elliott, April R.
Elliott, Brian M.
Ellsworth, Pamela C.
Elwing, Jennifer R.
Eppinger, Tierney D.
Erickson, Lesa M.
Espinoza, Minerva
Feldman, Jane M.
Finnie, Camra A.
Fischer, Antonio
Fischer, Jodi A.
Fitzgerald, Amy C.
Fitzgerald, Caroyln
Fluker, Wendy
Flynn, Ann Marie L.
Franco, Graciela
Frank, Robert K.
Fredricks, Christopher A.
Free, Kathie A.
Friehe, Lori A.
Fritsch, Amy M.
Fritz, Brenda J.
Fromm, Martha F.
Fromm, Sherri L.
Fruendt, Melissa A.
Fukuchi, Tami L.
Galvin, Eduardo M.
Galvin, Ellen M.
Gatewood, Daniel R.
Geers, Stephanie A.
Geisen, Marybeth
Gentile, John M.
Gessner, Paul T.
Gibbs, Caroline L.
Gilles-Perkovich, Dawn M.R.
Gingrasso, Charlotte D.
Ginter, Michael D.
Girman, Stephen M.
Gladney Melinda G.
Glass Sr., Rev. Steven B.
Glojek, Laura A.
Glowacki, Patricia M.
Goeman, Karen L.
Goins, Levi D.
Goldstein, Michelle B.
Gomez Solis, Alicia
Gonzalez, Enid
Gosh Lee, Cindrea J.
Gossens, Sara I.
Graham-Bender, Glenda
Gray, Jo E.
Gremmer, Edith L.
Gretenhardt, Aleta M.
Grewal, Darshan
Griepentrog, Jennifer A.
Griffin, Talonda M.
Gundrum, Thomas W.
Gunther, Dream A.
Guse, Kristin M.
Gutekunst, Maria
Gutierrez, Rolando
Hagan, Anne H.
Haggerty, Margaret C.
Hahn, Diane C.
Hall, Syvell H.
Halverson, Sarah B.
Halwig, Terri C.
Hamilton, Ashanti T.
Hammond, Erin L.
Hannis, Jennifer H.
Hanson, Sondra L.
Hardin, Michelle M.
Hardt, Jerome D.
Harmatys, Dawn M.
Harrigan, Kelly A.
Harris, Billie J.
Harris, MarShon K.
Harris, Paula M.
Harris-Lawson, Yadira
Harrison, Dalton C.
Harrison, Thora
Hart, Jennifer E.
Hartl, Stephanie M.
Hatch, Jill R.
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.
Hildreth, Sharice L.
Hill, Robert L.
Hillus, Kelly A.
Hintz, Amy J.
Hoelzl, Kristin M.
Holmes, Stephen G.
Houser, Jeffrey P.
Howard, Kenneth L.
Hult, Eileen J.
Hunt, Cathleen
Hust, Catherine M.
Hutchinson, Lori B.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Jabir, Mark F.
Jach, Joan C.
Jackson, Elveeca B.
Jakubowski, Thomas W.
James, Alvin C.
Jenkins, Cleo
Jenson, Margaret M.
Johnson, Ann Marie
Johnson, Frances M.
Johnson, Wendy A.
Jones, Sherri
Kaat, Kristy M.
Kalili, Helen K.
Karas, Mimi A.
Kasbeer, Janet L.
Kass, Maddalena A.
Keith, Heddy
Kelly, Mary Anita M.
Key, Damon
Kieper, Linda L.
Kirwin, Martha M.
Kittredge, Raquel A.
Klein, Catherine M.
Kleszczynski, Lee T.
Knopp, Joseph K.
Knuese, Annette M.
Knutson, Jennifer L.
Komisarek, Lisa M.
Konings, Debbie L.
Kopec, Barbara
Koss, Scott J.
Kroll, Karina P.
Krueger, Dawn M.
Krueger, Kathryn R.
Krupar, Chad W.
Kubetz, Sarah R.
Kuether, Maria C.
Kuhn, Sonya J.
Kuhns, Stephanie M.
Kuhs, Sharon L.
Kunz, Rebekah M.
Kupka, Edward M.
Kuznik, John A.
Lange, Shelly A.
Larmay, Krystal L.
Larsen, Jennifer E.
Laycock, Rael M.
Lee, Alice A.
Lee, Sarah A.
LeFlore, Shawon
Lehman, Jodi J.
Lemieux, William F.
Lemke, Jason
Lenz, Diane M.
Lind, Anne E.
Lindner, Sally A.
Lipski, Jodi A.
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.
Martines, David S.
Mason, Mayimuna M.
Maxwell, Christine B.
May, Keith A.
Mayer, Henry M.
McCauley, Jennifer R.
McCrary, Michael W.
McDonough, Kevin T.
McKay, Pamela
McKeown, Meredith A.
McKinney, Heather C.
Mclaughlin, Angela
McMahon, Kimberly C.
McNeil, Francine
Means, Antionette L.
Meier, John W.
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.
Minnis, Stacy L.
Minniti, Nicole A.
Mitchell, Tony C.
Moe, Celeste A.
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.
Moua, Ay
Moutry, Tamairo A.
Mueller, Jennifer A.
Mulvey, Patrick J.
Mystrow, Margaret A.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Nagel, Wendy L.
Nash, Shurone
Nastulski, Kristan L.
Nelson, Freddie L.
Nelson, Kristine J.
Nemoir, Jennifer P.
Nicholas, Tabia N.
Nichols, Linda J.
Nicholson, Lavance E.
Nirode, Susan M.
Nolte, Linda A.
Nonneman, Renee C.
Novak, Toni L.
Nowaczynski, Maryann
Nuoffer, Denise A.
O'Hara, Brien P.
O'Neil, Matthew J.
Obenberger, Nancy A.
Odegaard, Joseph E.
Okoronta, Sara A.
Oliver, Wrye D.
Olson, Adrienne J.
Olson, Beth A.
Olson, Joan K.
Opel, Rachel A.
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, Annette
Perry, Yvonne
Peterson, David A.
Pitchford, Denise L.
Plach, Sara A.
Plieseis, Nicole B.
Plummer, Abigail B.
Poepping, Catherine A.
Poeschl-Sobczak, Lisa M.
Prell, Kimberly A.
Price, Edward C.
Prokopek, Barbara J.
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.
Reiter, Bonnie L.
Renner, Stacy L.
Rich, Bobbie A.
Rich, Kathryn K.
Richards II, Edward E.
Rieck, Laurel L.
Riedel, Daniel C.
Riemer, Marisa K.
Ring, Michelle L.
Ringeisen, Lisa M.
Ringhand, Mary E.
Rivera, Deborah S.
Rivera Jr., Eladio
Robbins, Rick S.
Roberson, Reniti R.
Robinson Jr., Benjamin W.
Robinson, Brenda L.
Robinson, Larry J.
Robinson, Ted W.
Rock, Rob M.
Rodenkirch, Gail A.
Rodriguez, Jesse J.
Rodriguez, Jose L.
Roesch, Mavis J.
Roland, Stephanie R.
Ronchetto, Sharla
Roseboro, Dimitric
Rosemeyer, Trina L.
Rosenberg, Lisa N.
Royston, Leslie A.
Ruege, Tammy A.
Ruhland Katherine M.
Ruiz, Carmen L.
Runde, Jill M.
Ryan, Patricia M.
Saemann, Katherine L.
Samson, Linda L.
Sanchez, Gloria M.
Sanders, Donald C.
Schaber, Nancy K.
Schaefer, Christopher J.
Scherff, Amy L.
Schmal, Janet M.
Schmidt, Amy L.
Schmitt, Andrew M.
Schmitt, Thomas A.
Schneider, Laurel H.
Schroeder, Steven J.
Schultz, Jill A.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Schultz, Kathy R.
Schulz, Robert P.
Schwab, Molly E.
Schwanz, Kerry A.
Schwartz, Teresa L.
Schwinn, Philip A.
Seehafer, Valerie S.
Seekins, Andrea S.B.
Sevilla, Arlene H.
Sheeley, Brigid Ann
Shefchik, Susan A.
Shermach, Kevin W.
Siegfried, Kathleen C.
Siekmann, David E.
Simmons, Stephanie N.
Sisouphone, Rene C.
Sitron, Thomas K.
Skover, Jennifer K.
Smith, Dominique Q.
Smith, Lamonte L.
Smith-Mack, Francine
Soto, Shannon
Spain, Lisa A.
Spiegel, Kerry
Spinelli, Nicole K.
Sprout, Christine M.
St. Arnold, Heather R.
St. Clair, Jo Ellen
Stanenas, Romualdas P.
Stark, Ruth
Steeves, Linda M.
Stephany, Julie A.
Stiemsma, Jennifer L.
Stillman, Danielle L.
Stoltz, Chad B.
Suggs, Leona Y.
Sullivan, Thomas M.
Sumbry, Alethea E.
Summerville, Stephen C.
Sunstrom, Sue L.
Swan, Robin B.
Swan, Ronni
Szymborski, Dawn M.
Tagliavia, Maria C.
Taylor, Cassandra A.
Tessler, Kristy J.
Thames, James H.
Theys, Therese
Thiele, Maria-Christina
Thomas, J. Lovie
Thomas, Katherine F.
Thomas, Raina M.
Thompson, Louise
Thompson, Mary K.
Thompson, Veronica S.
Tiezzi, Linda J.
Tinajero, Martha
Tobin, Jillian L.
Tolefree, Tiffeny L.
Towne, Howard A.
Trautman, Alys E.
Truman, Mary E.
Tylke, Suzanne M.
Tynes, Yolanda Y.
Valladares, Mario G.
VanEimeren, Kathleen M.
Veglia, Francesca A.
Vele, Shawn A.
Verette, Jennifer L.
Verkuilen, Colleen M.
Vigars, Shelley
Villarreal, Marc A.
Vincent, Kathleen M.
Vivas, Vivian M.
Wagner, Carl J.
Wagner, Jeffry F.
Wagner, Patrick W.
Wahitaker, Clare
Wallus, Rebecca R.
Warbler, Julie L.
Ward, Carlean A.
Warfel, Stephen L.
Warning, Kimberly A.
Weiss, Deborah S.
Weiss, Pamela Ann
Welker, Douglas W.
West, Heidi R.
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 Evelyn M.
Williams, Beverly D.
Wilson, Carol M.
Wilson, Nicole A.
Wise, Georgia N.
Witherspoon, Linda J.
Wolf, Mary Jo A.
Wu, Ester L.
Xiong, Pang
Yang, John C.
Yusuf, Mian M.
Zeiger, Patience J.
Zielinski, Joel
Zimmerman, Debra R.
Zych, Amy L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Allen, Shunda L.
Alt, Edward M.
Anschuetz, Sally L.
Asch, Laurie A.
Baldwin, Bridgette A.
Barton, Keith A.
Bell, Preston C.
Berry, Christopher P.
Bersch, Matthew R.
Bersch, Michael L.
Bond Jr., Milton C.
Britt, Eugenia H.
Brodzeller, Candace C.
Browning, Melissa J.
Buford, Tonya A.
Byrd, Clavon
Castaneda, Maria I.
Chapman, Sandra L.
Chappelle, Lee Anne P.
Cord, Barbara J.
Cox, Courtney M.
Crosetto, Ann L.
Cruz, Justin B.
Daniels, Dennis E.
Delancenserie, Patrick H.
Drake, Rick S.
Duncan, Jimmy L.
Ellis, Tamera L.
Fadness, Sarah L.
Ferrell, Kelly L.
Gahan, Suzanne M.
Geis, Cynthia A.
Gillespie, Andre L.
Green, Doris A.
Grimm, Maureen M.
Gruber, Jennifer A.
Guzman, Laura M.
Haar, Michael J.
Hannah, Chyann T.
Hanson, Barbara A.
Hardy, Diane M.
Hartnett, Daniel J.
Hohenfeldt, Denise G.
Hollowell, Ahmed D.
Ivy, Jeannece M.
Johnson, Rodney
Kaczmarek, Ann E.
Kieckhaefer, Joel J.
King, Cheryl L.
Klein, Julie A.
Klein, Theresa L.
Koch, Charles A.
Koll, Rachel A.
Kormanik, Karen A.
Kuehn, Keleen M.
LaCocque, Patricia A.
Lapp, Cindy L.
Luckett, La'Sonja R.
Maney, Stephanie R.
Martin, Carletta M.
Mason, Kenneth J.
Maxwell, Melissa A.
Mays, Nicole L.
McClain, Marie S.
McCurdy, Marqurite Y.
McLean, Nancy J.
Miota, Michael P.
Mitchell, Denise S.
Mooney Jr., Wesley J.
Morgan, Robbin P.
Olsen, Nada M.
Pape, Phillip J.
Paul, Joseph D.
Pauli, Lee J.
Peck, Rick G.
Perry, Annette
Pokrandt, Karen A.
Post, Rosanne
Rasimus, Kerrilynn
Reich, Dara H.
Richardson, Gloria J.
Rohde, Lisa A.
Roscoe, LaShawn E.
Ross, Janice L.
Rouleau, Amy L.
Sand, Ilene E.
Sepic, Debra A.
Shaw, Camille A.
Somppi, Elizabeth M.
Straszewski, Lucille M.
Thomas Bickman, Lovie J.
Thompson, Crystal L.
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.
Zarnowski, Mary E.
Zizzo, Sebastian J.
Zolecki, Andrea S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Aigamaua, Karen S.
Allen, Candyce A.
Allen, Dorinda M.
Anderson, Jesse M.
Anderson, Meghan B.
Anderson, Tracy L.
Anich, Mary Beth
Avila, Maria G.
Baltutis, Tracy
Banks, Kathleen
Baron, Kenneth L.
Barth-Czarkowski, Barbara R.
Barton, James P.
Bartz, Timothy J.
Becker, Lori A.
Beitz, Corrine M.
Belken, Gloria J.
Bell, Dianne K.
Bleimehl, Andrea L.
Blueberry, Lucy
Bly, Robert R.
Bochat, Steven J.
Boeck, Jill E.
Boettcher, Duke
Bolm, Jane A.
Bouakongxaya, Khampheua
Boyer, Dyan L.
Brazzoni Jr., Armando C.
Bremer, Kim A.
Brennan, Kari G.
Brier, Susan J.
Brooks, Jennifer L.
Brown, Karol E.
Brown, Kelvin B.
Brown, Thelma M.
Bruno, Thomas S.
Buhr, Jo Ann C.
Byrd, Lisa C.
Cafaro, Kara M.
Caous, Gary V.
Carmichael, Lori C.
Cary, Dennis C.
Catalano, James E.
Cerda, Rosa M.
Chaparro-Hernandez, Luz E.
Chappell, Nicole L.
Chavez, Elin J.
Christopher, Corpella P.
Christopherson, Kirsten M.
Cifax, Patricia L.
Cole, Marlys M.
Coleman, Rogers
Comfort, Cynthia L.
Corley, Nicole C.
Corsten, Leysa J.
Cross, Tiffany R.
Cullen, Kelly A.
Curro, Tina G.
Dalkin, Kimberly A.
Dallam, Rebecca
Danes, Magdalena
Daniels, Audrey
Davis, Catherine A.
DeCamp, Tara R.
DeLain, Laura N.
Dell, Ruth C.
Denor, Jessica S.
Diaz, Diana R.
Dlugi, Geraldine L.
Doherty, Rebecca A.
Dorn, Michelle C.
Dresden, Heidi L.
Dreyer, Shelley L.
DuPree-Cain, Tiffany N.
DuSaint, Patriq A.
Dye, Buelah M.
Dyke, Elizabeth S.
Eggert, David B.
Ehrmann, Robin K.
Eltrich, Thomas E.
Emmling, Steven P.
Enderle, Melissa L.
Erdmann, Jennifer M.
Ertl, Kristin J.
Fairbanks, Joseph A.
Falk, Susan M.
Fansler-Mazza, Elaine
Farchione, Janet J.
Farren, Jefferey S.
Feldkamp, Diane M.
Finnerty, Colleen M.
Forgy, Ervin L.
Forjan, Kristin M.
Foster IV, Charles J.
Fote, Lori A.
Fowler, Trenette R.
Fox, Lindalu
Frederick, Cheri A.
Freimuth, Jean A.
Gagliano, Angy C.
Galvan, Christine
Galvin, Kathleen
Girard, Susan M.
Goeman, Karen L.
Goldner, Sean J.
Green, Karen A.
Green, Melinda F.
Gregerson, Christina L.
Gribble, Corine E.
Gruber, Lynn R.
Hahm, Wendy M.
Harris, Dedric L.
Harris, Gina M.
Harris, Reginald

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Harris, Tina V.
Harter, Gina M.
Hawkins, Scott E.
Heredia-Peltz, Margaret
Hernandez-Bakula, Nilsa J.
Heus, Dean P.
Hnat, Catherine G.
Hoffman, Michelle L.
Hoppert, Rick M.
Horwath, Jennifer J.
Hurlebaus, Kerri L.
Idell, Ruth
Jackson, Tyra Y.
Jaeger, Karen J.
Janicki, Jane C.
Jefferson, Holly L.
Johnson, Darlena C.
Johnson, Rebecca K.
Johnson, Stephanie A.
Johnson, Tamara J.
Jones, Gloria T.
Jones, Lisa A.
Jung, William H.
Jurgens, Danette H.
Keener, Phyllis A.
Kell, Lauren F.
Kelley, Kathleen P.
Kerr, Susan L.
Kindness, Jean M.
Klein, Julie A.
Klein, Paula J.
Kleiser, Michelle J.
Knight, Alice M.
Kohnke, Daphne T.
Kraemer-Vogt, Melodee J.
Kroeger, Marsha L.
Krug, Patricia Y.
Krukar, Jeffrey D.
Kruschke, Theresa R.
Kujath, Jennifer J.
Kuluras, Marlee A.
Kurek, Susan T.
Laird, Lola D.
Lamb, Susan M.
Larsson, Marla J.
Lasecki, Robin M.
Leather, Nicola J.
Lelinski, Ann M.
Lenoach, Alica M.
Leverence, Timothy M.
Liebl, Diane L.
Liebl, Joanna S.
Loeffler, Colleen
Logan, Barbara M.
Long, David F.
Lopez, Luis A.
Ludwig, Deborah A.
Lusis, Michelle L.
Madler, Timothy E.
Manville, Debra L.
Markert, Susan A.
Marlow-Gutierrez, Ann M.
Marshak, Stefanie F.
Martin, Tracy L.
McClellan, Patricia J.
McClure, William A.
McIntyre, Ethel L.
McManus, Maria C.
Mehn, Melody S.
Mehra, Mona
Meulemans, Rochelle A.
Meyer, Christine M.
Miller, David C.
Miller, Julie A.
Miller, Sheila M.
Molnar, Heather A.
Mooney, Mary E.
Moore, Darryl A.
Moore, Neallie J.
Mork, Rebecca J.
Moser, H. Edward
Mucha, Linda L.
Muszytowski, Linda
Mytych, Maureen K.
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, Megan C.
O'Connell, Sue C.
O'Donnell, Kristen M.
Paar, Kendra
Pacala, Leonard C.
Pace, Toni M.
Parins, Jennifer L.
Passley, Wilbert G.
Patti, Angela T.
Paul, Sharon M.
Peters-Freeman, Nicol T.
Petersen, Anna R.
Peterson, Joan D.
Peterson, Judith M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Peterson, Patricia L.
Pitchford, Edith M.
Posner, Rachel
Potts, Mary E.
Prellwitz, Amy L.
Radtke, Lisa M.
Ranieri, Ronald M.
Rayburn, Regina M.
Raymond, Scott G.
Rehm, Curtis A.
Reinelt, Sharon A.
Reinke, Brian L.
Resch-Bartz, Lynn E.
Rezner, Melissa A.
Richards, Alison P.
Rieger, Lisa M.
Rios, Nydia
Rummel, Kimberly D.
Rupert, Everett E.
Sabbar, Redouane
Sabel, Marcie L.
Sadowski, Lara S.
Sande, Elizabeth W.
Sanders, Donald C.
Sanfelippo, Gina M.
Sarenac, Lisa J.
Sattler, Heather R.
Sauve', Valerie A.
Savignac, Katherine M.
Sayaovong, Pangying T.
Schaefer, Heidi
Schendel, John A.
Schlomer, Matthew D.
Schmidt, Christopher J.
Schmidt, Erica M.
Schneiker, Katherina A.
Schuldt, Karin L.
Schuler, Amanda L.
Schultz, Deann L.
Schultz, Linda L.
Schulz, Robin K.
Schuster, Linda M.
Schwab, Teri L.
Scianni, Renee S.
Seals, Tasha M.
Sensenbrenner, Sharee L.
Shinkle, Catherine E.
Siegner, Kristin A.
Simon, Rebecca A.
Smith, Denise R.
Smith, Jennifer L.
Smith, Peggy A.
Soto, Ricarda
Souers, Timothy R.
Spivey, Ann M.
Sublett, Debra C.
Suitor, M. Lee
Surmer, Dana A.
Swan, Melissa L.
Swan, Robin B.
Tadych, Terri S.
Thao, May Soua
Theisen, Amy L.
Thiele, Maria-Christina
Thomas, Annie B.
Thomas, Calliope S.
Thomas, Raina M.
Thomas, Tyra A.
Thompson, Mary K.
Tiezzi, Linda J.
Tillman, Jennifer A.
Tillmann, Ann
Traughber, Kathleen J.
Trochinski, Becky S.
Turner, Maurice E.
Vance, Penny A.
Van Den Busch, Carey M.
Van Dorn, Stephan M.
Van Dusen, Maria C.
Vang, Mao T.
Van Gemert, Jill M.
Van Offeren, Jamie L.
Vargas, Linda M.
Velez, Donna M.
Vitrano, Jennifer M.
Vogel, Julie A.
Wagner, Tanya M.
Warner, Cherita L.
Warthen, Chrishirella F.
Weathers, Bernadette N.
Weaver, Krista M.
Weber, Erica J.
Westphal, Barbara E.
Whitaker, Alina D.
Wiegert, Julie A.
Williams, Kevin P.
Williams, LaConia M.
Willis, Caryn I.
Wingers-Smith, Laura A.
Wohlgemuth, Laurie A.
Zimmer Jr., Donald M.
Zimmermann, David S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Agbaji, Erica N.
Ambrosh, Karen A.
Archer, Anne M.
Bagrowski, Julie B.
Bargo, Nora L.
Barrett, Jennifer H.
Benson, Jeanie K.
Bierman, Tracy J.
Boettcher, Gregory
Boettcher, Kim M.
Boggs, Stefanie L.
Brown, Monique D.
Burrows, Beth K.
Carr, Shannon L.
Carson, Kellie M.
Carter, Willie T.
Chandler, Sharon L.
Cuellar, Cynthia S.
DeShong, Karen L.
Enk, Rachelle L.
Flewellen, Dawn M.
Flynn, Carrie S.
Fuhrmann, Jennifer M.
Glander, Timothy M.
Gonzalez de Nunez, Maria C.
Green, Rex
Griffin, Laura M.
Hahn, Richard V.
Harrington, Cheri R.
Harris, Sharonda M.
Hauser, Christopher J.
Herrider, Karen E.
Hoffman, Lawrence M.
Johnson, Latricia C.
Johnson, Reginald
Jordan, Sandra K.
Kaquatosh, Richanda E.
Kardell, Scott C.
Kirksey, Nicole C.
Klosterman, Neil S.
Konieczny-Heideman, Jean M.
Large, Lee Ann
Luckett-Roberson, Loula
Maxfield, Jeannette L.
Mester, Josef G.
Miller, Leela P.
Moncrieffe, Joann
Murray, Shannon E.
Nash, David J.
Newman, Wilford L.
Newport, Heather J.
Ogunbowale, Gregory Y.
Ortiz, Migdalia N.
Pankau, Jennie R.
Pietruszka, Rebecca L.
Riemer, Julie M.
Roehr, Kristin R.
Rottkamp, Ellen M.
Rybka, Cheryl E.
Scherrer, Julie M.
Schwabe, Susan E.
Schwarz, Carol Kay
Silvernail, Barbara G.
Steevens, Patricia M.
Summers, John W.
Tome, Gary S.
Ulrich, Nancy C.
Ward-Jagodzinski, Ann M.
Ward, Jason
Watson, Ruth C.
Werner Shannon M.
Wisniewski, Tammy S.
Woida, John J.
Wolferd, Danielle G.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Acevedo, Jose A.
Adair, Jeanne M.
Alberti, Susan
Alexander, Ivy B.
Allen, Sherri L.
Allmann, Paula K.
Alunkal, Susan A.
Alvarez-From, Angela M.
Anderson, Alan K.
Anderson, Kelly R.
Anderson, Michelle L.
Anderson, Samuel L.
Bacun, Bari L.
Balistreri, Thomas D.
Banks, Betty A.
Baranzyk, Timothy W.
Bark, Allen F.
Bayer, Catherine L.
Beal, Felice A.
Beamon, Lori R.
Beck, Kathy L.
Beitzel, Monica A.
Belton, John R.
Bendada, Abdallah
Beneteau, Cheryl A.
Berry, Marina C.
Biersack, Elisabeth M.
Bisio, Christina M.
Blomgren, Gary A.
Bourrage, Rodney D.
Broadwater, Jean M.
Bukiewicz, Nancy A.
Burns, Mable L.
Bursek, Brenda L.
Butler, Janet D.
Callesen, Jeffrey A.
Canser, Nneka S.
Carbin, Christine L.
Carney, Kathleen K.
Carpenter, Nancy L.
Carus, Tracy A.
Ceizyk, Lenore J.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Christman, Tracy L.
Ciepluch, Deborah A.
Clayton, Ronald K.
Coan, Michelle L.
Coleman, Nicole V.
Copening, Nina L.
Corby, Tiffany A.
Correll-Hufnal, Amy L.
Craig, Amy J.
Craig, Annette A.
Crawford, Lena M.
Crowley, Keila D.
Crump, Pauline
David, Georgina K.
Davis, Denise
Davis, La Shawnda R.
Dawson, Debra L.
Dawson, Fred T.
Dawson, James A.
De Groot, Elizabeth M.
De La Cruz-Gutierrez, Raquel
De Priest, Brenda I.
Dierks, Jack L.
Dimas, Epifanio
Dingman, Lori A.
Dittmer, Julie A.
Dorsch, Melissa M.
Eichstedt, Mary A.
Eimon, Carolyn A.
Emerson, Mary A.
Encarnacion, Luz D.
Encarnacion, Marta
Erdmann, Debbie L.
Erlandson, Mark A.
Esser, Jennifer R.
Evans, Larry
Everson, Todd M.
Ewert, William M.
Ewig, Laura A.
Ewing, Portia D.
Eyers, Maria C.
Feiereisen, Lori A.
Fendt, Dominic J.
Finley, Catherine A.
Firer, Susan A.
Flater, Andrew E.
Flegel, James J.
Ford-Jackson, Angela G.
Freeman, Bryan R.
Freeman, Dianne A.
Freeman, Michelle M.
Frontier, Jennifer A.
Fuller, Brett A.
Gallina, Christine A.
Gallitz, Jordan A.
Galvan, Eduardo M.
Ganas, Catherine L.
Gandy, Shanda L.
Garcia, Eduardo
Gardner, Amy R.
Gastrow, Diana M.
Gauger, Tyrone A.
Gauthier, Joseph G.
Gerbasi, Amy S.
Germanson, Frank E.
Gest, Margarita
Gholson, Collita P.
Gietzen, Catherine J.
Gillard, Kerry L.
Gleason, Tina M.
Glueckert, Jennifer L.
Goetz, Susan M.
Green, Karen J.
Gregory, Kathryn A.
Griffin-Rice, Tammy D.
Grogan, Terrence P.
Gruszewski, Amy S.
Gundry, Judith M.
Hamberg, Pamela A.
Hamley, Timothy R.
Hannemann, Elizabeth M.
Hansen, Christopher J.
Hansen, Pamela M.
Hansome, Cherylynne M.
Hanson, Gary L.
Harmon, Darlyn K.
Harris, Aimee C.
Harris, Ijoister
Harvey, Brenda N.
Haury, William G.
Hauser, Kari A.
Herman-Ukasick, Beth A.
Herrera, Maria G.
Herrera-Delgadillo, Lucia
Herring, Timon A.
Hessenauer, Laura L.
Higley, David C.
Hitz, Kathleen J.
Hodge, Melissa J.
Hollweck, Nancy K.
Holly, Vincent
Holt, Sandra A.
Howard, Janel L.
Hughes, Rebecca J.
Hurst, Suzanne M.
Hurtado-Perez, Jose M.
Ingram, Heather M.
Ingram, Tony A.
Ireland, Barbara J.
Jagmin, Karen A.
Janopoulos, Jennie
Jasinski, Kathryn E.
Johnikin, Kevin D.
Johnikin, Melody D.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Johnson, Benjamin O.
Johnson, Jan M.
Johnson, Jon S.
Jonet, Bonnie L.
Jordan, Edgar X.
Joseph, Carolyn F.
Jostock, Valerie A.
Katter, Katherine L.
Kelln, David J.
Kennedy, Cynthia A.
Kleban, M. Grace
Klug, Elizabeth A.
Kringel, Jennifer A.
Krueger, Deborah N.
Krystowiak, Mary B.
Kuper, Leslie L.
Kurka, Jeffrey T.
Lammers, Frank
Landry, Julie A.
Lathan, Norma J.
Lebron, Luz M.
Lee, Kimberly M.
Lehman, Jennifer J.
Lendved, Patricia A.
Lietzow, Bert A.
Lindgren, Frederick C.
Loebel, Dale S.
Loeffel, Michelle E.
Loppnow, Marcus J.
Lotz, Kathleen R.
Lucas, Jennifer L.
Luckett, Zannetta R.
Lugo, Juan A.
Lynch, Carrie A.
Malacinski, Tanya M.
Malik, Rahman
Mallory, Barbara L.
Manzke, Timothy B.
Marston, Cheri N.
Matel, Tracy E.
Martin, Jennifer D.
Martin, Kim M.
Martin, Rose M.
Matranga, Elisabetta R.
May, Rhonda K.
Mayeur, Roxane L.
McGivney, Megan K.
McNally, Julie M.
Mehring, Kristen L.
Mertins, Amy L.
Mikell, Brenda R.
Miller, Natasha L.
Miller, Susan M.
Morris, Michelle D.
Mosier, Lisa M.
Mozejewski, Gail M.
Mrochinski, Amy C.
Muller, Rose Mary
Muslim, Kamillah L.
Nathan, Rhoda F.
Neese, Jane A.
Newell, Antoinette
Nichols, Linda K.
O'Brien, Patricia M.
Odom, Janice M.
O'Donnell, Kelly A.
Offenbacher, Judith M.
Opland, Danah D.
Owens, Mary E.
Panasiuk, Heide M.
Pangallo, Nancy G.
Paniagua, Deborah A.
Pankowski, Jennifer M.
Parker, Frelesha A.
Parworth, Garett L.
Patterson, Deborah A.
Patterson, Reginald
Phillips, Robert N.
Pierson, Cynthia J.
Piggee, Lorna L.
Plumley, Micheal D.
Porter, Christina J.
Powell, Angie R.
Powell, Tosha L.
Pratt, Dianne P.
Quirk, Kathleen M.
Radloff, Sara R.
Ramirez, Roberto Z.
Ramstack, Thomas P.
Reeves, Meredith K.
Reinke, Cheryl A.
Reiter, Amy A.
Rian, Eric Z.
Ricard, Jennifer S.
Rodriguez, Antonio
Rodriguez, Ector M.
Rosado, Ada E.
Rosado, Luis A.
Ross, James W.
Saavedra-Rivera, Julieta
Salmon, James H.
Santner, Krista S.
Schaefer, Kim C.
Schley, Julie A.
Schlichting, Eva Marie
Schmidt, Heidi R.
Schmidt, Nicole W.
Schroeder, Kim J.
Schulz, Christine M.
Scott, Cagney D.
Seston, Steven M.
Shaw, Regina D.
Shurte, Ann L.
Simonsen, Lynn P.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Singleton, Jeanine
Sisk, Bert M.
Slaybaugh-Pyatt, Kathleen A.
Smiley, Alberta A.
Smith, Jennifer L.
Snyder, Marie A.
Sonnemann, Rene L.
Spalla, Bryan D.
Spearman, Angela D.
Spoerk, Mark J.
Sprengel, Jean M.
Stanioch, Carolynne V.
Stroede, Jean E.
Strojny, Susan M.
Stuart, Andrew E.
Suminski, Jane E.
Sutter, Kristine M.
Szocik, Robert J.
Taylor, Synthia A.
Tessmer, Anne M.
Theisen, Paul A.
Thelen, Darcy A.
Thornton, Lisa D.
Tilley, Joseph K.
Tjugum, Roxane L.
Toman, Patricia L.
Tracy, Mary K.
Trulen, Paula K.
Tucker, Wendy R.
Udoeyop, Edet E.
Uhen, Barbara A.
Uhrin, Christine M.
Urben, Penelope L.
Verban, Nicholas M.
Vite, Andrea L.
Volke, Cynthia J.
Vollmers, Teresa M.
Wachs, Rochelle E.
Waldheim, Mary C.
Walker, Heidi J.
Wallace, Tracy R.
Warner, Tasha D.
Washington, Doncella R.
Washington, Krissy N.
Wasielewski, Kristin M.
Weiss, Dale N.
Welch, Melissa A.
West, Michelle E.
Wick, Gretchen L.
Wigen, Edelmira R.
Williams, David A.
Williams, Marcella C.
Wise, Traci E.
Wittig, Catherine A.
Wolfe, Stephanie A.
Womack Jr., Aaron
Worman, Christopher M.
Wright, Tina M.
Yanke, Jeffrey J.
Zembrosky, Diane B.
Zuehlke, Paul K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Barton, Matthew F.
Becker, Rebecca L.
Benkowski, Jeffrey J.
Carlton, Judy L.
Carter, Jennifer J.
Cervera, Marjorie R.
Childs, Thresessa D.
Curtis, Anne E.
Davis, Holly A.
Domagalski, Amy J.
Duvall, Dawn M.
Ebben, Maureen R.
Evans, Ramon E.
Fetherston, Amy L.
Filardo, Joan S.
Fitch, Rebecca L.
Foley, Nelson
Franks, Elizabeth C.
Freiberg, Matthew E.
Frontier, Anthony C.
Gamblin, Akira W.
Gardiner, Glen L.
Gardner, Dawn M.
Gerdes, Patricia, J.
Gogolewski, Joan S.
Grimm, Stephen B.
Gross, James B.
Johannsen, Mary S.
Kaine, Patricia A.
Kerst, Ronny H.
Kolinski, Robert D.
Koshak, Lisa K.
Lockheart, Lea A.
Luebke, Tammy A.
Lunney, Michael B.
Meyer, Ramona L.
Paul, Douglas E.
Peltier, Kimberly A.
Rossa, Andrew J.
Santiago, Maria L.
Schwichtenberg, Tammy L.
Soiney, Daniel G.
Starzyk, Michelle A.
Staten, Mary E.
Stephens, Patricia C.
Strickland, Duane E.
Talma, Lu Ann J.
Taylor, Kimberly F.
Toninato, Terri L.
Ulschmid, Nancy K.
Vey, Alan L.
Vidal, Nicole R.
Vigorito, Amy J.
Villodas, Maria L.
Walker, Milena G.
Walsh-Doud, Jean Ann
Whitney, Amy E.
Young-Benson, Louise A.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

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 Two Semesters)

Adell Fair
Ramelann Kalagian
Robert R. Meyer
Ronald E. Price
Deborah A. Thompson

PRINCIPALS
(Completing Three Semesters)

Phillip J. Dosmann
Sara Marquez

PRINCIPALS
(Completing Four Semesters)

Willie J. Fuller

PRINCIPALS
(Completing Five Semesters)

Nancy H. Conner
Arleen C. Dansby
Everlena Hyche
Minnie Pulliam-Novy
Margaret A. Rogers
Robert W. Wenner

PRINCIPALS
(Completing Six Semesters)

Susan M. Apps
Olivia S. Cervera
Marguerite J. Guy
Debra J. Jupka
Clara B. Moore
Andrew L. Patterson
Robert G. Plath

ASSISTANT PRINCIPALS
(Completing One Semester)

Clark E. Addison
Lorraine Applewhite
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
Lisa R. Kujawa
Reginald L. Lawrence II
Ruth E. Maegli
Stanley W. McWilliams
David C. Merollo
Carolyn Tate McIntosh
Michele L. Pena
Darrell L. Williams

ASSISTANT PRINCIPALS
(Completing Two Semesters)

Alvin K. Baldwin
Milton L. Collins
Gardenia Farris
Billy R. Fisher

ASSISTANT PRINCIPALS
(Completing ThreeSemesters)

Carolyn A. Armour
Rosana Benishek
Edith M. Bivens
Lavina E. Doberstein
Anna M. Hooker
Sharon D. McDade
Mary B. Pitrof
Keith P. Posley
Annie E. Rheams

ASSISTANT PRINCIPALS (Completing Four Semesters)	ASSISTANT PRINCIPALS (Completing Five Semesters)	ASSISTANT PRINCIPALS (Completing Six Semesters)
Cheryl D. Hunter	James C. Bellehumeur	Jane K. Bogart
Patricia L. Joseph	Bettye L. Bunch	Juan Cardona
Jeri Jayne W. Stillman	Jordan M. Fishman	Cheryl A. Hamberlin
	Mary K. Garcia Velez	Mary H. Maresh
	Florence Harris	Sharon A. Munson
	Augustus Harris	Krisann Pergande
	Ella A. Hayes	
	Sylvester J. Jolley	
	Doris F. Kennedy	
	John E. Kincaid	
	Mary L. Lamping	
	Jonathan D. Leinfelder	
	Kathleen G. Lenz	
	Roseann Lococo	
	Sharon L. McKinney	
	Cynthia Y. Miller	
	Marion L. Reiter	
	Ada I. Rivera	
	John A. Sanchez	
	Harold D. Schmidt	
	Mark E. Tenorio	

SUPPORT STAFF (Completing One Semester)	SUPPORT STAFF (Completing Two Semesters)	SUPPORT STAFF (Completing Three Semesters)
Stacy A. Herbst	Cecelia A. Edmond	Douglas A. Kloss
Pikki Lai	Robert J. Gavronski	Michelle J. Lenski
Chris M. Protz	Monica A. Kaskey	Timothy J. McElhatton
Kevin L. Reed	Sandra K. Procopio	
	Virginia G. Stamper	
	Russell W. Thomas	

SUPPORT STAFF (Completing Four Semesters)	SUPPORT STAFF (Completing Five Semesters)	SUPPORT STAFF (Completing Six Semesters)
Thomas C. McIntosh	(None)	Nancy A. Domoracki
		Darlene D. Liston

* * * * *

(Item 3) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

5(r)	Edward Szopinski	Principal Grand Avenue Middle School	Schedule III, Range 14Z $71,413.00

2(r)	Patsy Parker Safford	Principal Hartford Avenue Elem. School	Schedule III, Range 14Z $68,013.00
2(r)	Murray Jackson	Principal Cooper Elementary School	Schedule III, Range 13Z $68,013.00
5(r)	Jane Bogart	Principal Whittier Elementary School	Schedule III, Range 12Z $57,432.00
4(r)	Ivy Covert	Director Division of Bilingual Multicultural Education	Schedule IIIE, Range 12A $72,403.00
5(r)	Daniel Nerad	Mechanical Projects Supervisor Division of Facilities and Maintenance Services	Schedule III, Range 10A $67,691.00
5(r)	David Zielinski	Budget Analyst Division of Special Services	Schedule III, Range 7A $57,100.00

* * * * *

(ITEM 4) Action on a Recommendation Regarding the Site for the Wisconsin Conservatory of Life Long Learning

Administration's Analysis

1. At its meeting of February 15, 1995, the Board approved the creation of the Wisconsin Conservatory of Lifelong Learning, to be temporarily located at the former Kilmer School (Proc. pp. 381-382). The program, to be relocated to permanent space for the 1996-97 school year, was to be implemented on a phased-in basis, beginning with grades K4-6, with one grade to be added each year thereafter.

2. At its meeting of December 20, 1995, the Board took action relative to changes in programs, focuses, and closings of various schools (Proc. pp. 484-489). As part of this item, the Wisconsin Conservatory was to remain at Kilmer for another year. On January 31, 1996, the Board subsequently approved the purchase and installation of four (4) portable classrooms to house the additional students which were to be added for FY97 (Proc. pp. 564-565, 599).

3. Subsequent to the Board's authorization to purchase the portable classrooms, the Administration developed a target area with the school, in which to conduct the search for a facility of at least 150,000 sq. ft. to house the program. During the ensuing months, the Administration worked with the Polacheck Company to create a list of 31 possible sites.

In order to reduce the number of potential sites to be visited, a ranking system was created to evaluate each site. This ranking was determined by looking at factors including size of facility, price, site size, zoning, number of floors, age, and location with regard to the target area. A list of fifteen sites was developed using this ranking, and these sites were visited by the Division of Facilities & Maintenance Services (DFMS), Eppstein Uhen Architects, and the Polacheck Company. As a result of these visits, the list was further reduced to four sites.

4. The final four sites were subsequently referred to the principal and her staff for visiting and review for program adequacy. The school then selected the two (2) best sites for visiting by parents and the Shared Decision-Making Council. The group ultimately selected the former Coca-Cola bottling plant located at North 27th Street and West Silver Spring Drive as the preferred site.

5. On November 21, 1996, the Strategic Planning and Budget Committee authorized the City Real Estate Agent to make an offer to purchase to the Northwestern Mutual Life Corporation for the property. The property was subsequently sold to a private concern.

6. The Administration resumed the search in conjunction with officials from the Department of City Development to ensure that any site selected would have the concurrence of the City and to enable any

concerns that they may have to be resolved prior to a recommendation to the Board. In addition to the 31 former sites considered, other new sites were reviewed for possible use. This new list was subsequently reduced to four sites, which were visited by the school and parents. The unanimous choice for the location of the school was the former Pabst Warehouse facility at 620 E. Vienna. This site was ultimately eliminated after the City objected to its selection in January 1997.

7. The Administration again solicited suggested locations from the City. A total of nine (9) new locations were reviewed for possible use. Several were not adequate for the program and were not pursued further. Concurrently, a number of existing schools were examined as to their suitability. These schools and seven (7) sites were then brought to the Board for its review and to provide the Administration with a direction to proceed. Based on that input and direction, an existing school facility was to be used for the location of this program. The Administration subsequently recommended that Marshall High School be utilized as the location, but later withdrew that recommendation.

8. At its meeting of August 27, 1997, the Board adopted a resolution by Director Sinicki which directed that a permanent site for the Wisconsin Conservatory of Lifelong Learning be brought to the Board for its approval in September 1997.

At the Finance/Personnel Committee meeting of September 18, 1997, the Administration presented two options which were considered by the Committee in executive session. Information regarding these options was not totally developed at the time of the committee meeting, and the Administration indicated that it would continue to develop both with a recommendation to be brought back to the Board. At its meeting of September 24, 1997, the committee reported it had reviewed the plans and that satisfactory progress on a new site was being made.

9. Since September, additional information relative to both options has been developed as part of a cost-benefit analysis completed by an outside consultant. Based upon this cost-benefit analysis, it appears that retaining the program at the Kilmer site and expanding that building is the best course of action. This would permit the expansion of the school to continue on schedule and still meet the program needs. Appropriate staff will be available to answer questions Board members may have relative to this analysis.

Strategic Plan Compatibility Statement

10. The recommendation is consistent with the Board's goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for district programs, functions, and operations including finding ways to address the school district's infrastructure needs.

Statute, Board Policy Or Rule Statement

11. Recommendations related to capital planning, facilities closings, and use of buildings are required by Board Policy 5.01 on Facilities.

Fiscal Impact Statement

12. On May 28, 1997, the Board approved the 1998-2002 multi-year capital plan to be used to permit negotiations for funding from the City of Milwaukee. Included in this plan were funds for Wisconsin Conservatory of Lifelong Learning in the amount of $4,298,453. This amount was later reduced by $1 million during discussions with the City and was reported to the Board in September 1997. These funds will still be required to complete the project; however, it is projected that additional revenue will be available in future years of the multi-year capital plan and the remaining needed funds will be financed from these revenues.

Implementation and Assessment Plan

13. Upon approval by the Board, design activities will commence immediately, with contracts for construction of the first phase of the addition to commence in the spring of 1998 to ensure space is available by the start of the 1998-99 school year for the new ninth-grade classes. Contract documents and construction of the remaining portion of the addition would be completed concurrently to permit occupancy of the total addition by August 1999. It should be also noted that the portable classroom units will remain

as part of the new facility, since funds do not permit them to be replaced as part of the new permanent construction.

Committee Recommendations

Your Committee recommends that:

1. The former Kilmer School be designated as the permanent site for the Wisconsin Conservatory of Lifelong Learning.

2. Authorization be given to proceed with planning and design of an addition to the former Kilmer School to accommodate its K-12 program design and the estimated total enrollment of 900 students (including the current enrollment of 540), at an estimated cost of $4,000,000.

3. The Administration include the needed additional funds to fully fund the project in Fiscal Year 1999 as part of the 1998-2002 multi-year capital plan requests and discussions with the City of Milwaukee.

* * * * *

(ITEM 5) Action on Communication 9798C-016 from the Highland Community School Requesting that it Become a Formal Feeder School to MPS Montessori Schools

At its regular monthly meeting on November 25, 1997, the Board referred a communication from the Highland Community School to the Finance/Personnel Committee. The communication requests that Highland Community School become a formal feeder school to the MPS Montessori schools.

Committee Recommendation

Your Committee recommends that Highland community School become a formal feeder school/sibling school of the MPS Montessori system and that the Administration bring back a plan to implement the process at the next meeting.

* * * * *

(ITEM 6) Action on Recommendations Regarding Resolution 9798R-046 by Director Hardin to Provide Centrally Located Funding for the Newspapers in the Schools Program

Background

At its meeting held on November 25, 1997, the Board approved the following resolution and directed the Administration to report back in December 1997.

WHEREAS, The Milwaukee Public Schools' (MPS) 104,000 students are of diverse ethnic, racial, cultural and social backgrounds; and

WHEREAS, MPS has a Newspapers in Education program which provides all schools with access to newspapers to use as a learning tool in educating the children; and

WHEREAS, A goal of the program is to expose the students to current events in the community that are reflective of the aspirations, hopes, dreams, and cultures of the MPS student population; and

WHEREAS, The Board and the Administration recently made efforts to ensure MPS schools have access to all newspapers which do reflect the diversity of the MPS student population; and

WHEREAS, MPS schools currently are expected to use funds from their individual existing budgets, which in some cases are being stretched to capacity, resulting in school administrators' choosing to pay for other services versus paying for the newspaper subscriptions; now, therefore, be it

RESOLVED, That the Administration set up a centrally located account so that all MPS schools will have funds to purchase an average of three newspaper subscriptions as part of the Newspaper in Education program; and be it

FURTHER RESOLVED, That the Administration determine where the funds shall come from and report back to the Board at the December 1997 meeting with a plan to accomplish this, including a plan for notifying the schools.

Administration's Analysis

1. The Administration surveyed schools to see which newspapers they currently subscribe to during the school year and how many classroom sets of newspapers they purchase. Many schools currently subscribe to the Milwaukee Journal Sentinel and USA Today. A small number of schools also subscribe to the New York Times and the Chicago Tribune.

2. Representatives from the various ethnic community newspapers were contacted to determine what their distribution costs would be to the district's schools. The Administration received responses from the following :

Milwaukee Community Journal	Milwaukee Courier
The Milwaukee Times	News from Indian Country
The Spanish Journal	Wisconsin Hmong Life

3. Workshops on the effective use of newspapers in the classroom are offered to teachers using the Milwaukee Journal Sentinel and other newspapers. Similar workshops would be designed for classroom use of ethnic newspapers . The Administration would work closely with representatives from each of the newspapers to develop and present these workshops.

4. At the end of the school year, the newspaper program will be evaluated.

Strategic Plan Compatibility Statement

5. This resolution is consistent with the K-12 Teaching and Learning Process, Community Support and Involvement, School to Work Transition, and Student Involvement/Empowerment objectives of the strategic plan for the Milwaukee Public Schools.

Statutes, MPS Policy or Board Rule Implication Statement

6. This resolution is consistent with Teaching and Learning Goals (Policy 7.01) and School District Goals (Policy 1.02) of the Board of School Directors:

Fiscal Impact Statement

7. The chart below provides the costs for a classroom set of thirty newspapers at each school:

Paper	**Price***	**Cost**
Milwaukee Community Journal	$.75 x 30 x 211 x 39	$185,152.50
Milwaukee Courier	$.75 x 30 x 211 x 39	$185,152.50
The Milwaukee Times	$.75 x 30 x 211 x 39	$185,152.50
News From Indian Country	$1.00 x 30 x 211 x 18	$113,940.00
The Spanish Journal	$1.00 x 30 x 211 x 39	$246,870.00
Wisconsin Hmong Life	$.75 x 30 x 211 x 9	$42,727.50

Paper currently used in class sets	**Price***	**Cost**
Milwaukee Journal Sentinel	$.25 x 30 x 211 x 180	$284,850.00
USA Today	$.30 x 30 x 211 x 180	$341,820.00

*Formula= single-issue price x 30 (a class set) x 211 sites x number of issues (e.g., 39 weeks, 18 biweekly, 9 monthly)

8. It is the current practice of schools to use the decentralized Common Schools Fund to pay for the cost of classroom sets of newspapers. These funds could be centralized to cover the cost of newspapers. Currently, the Common School Fund is $1,767,016.

Implementation and Assessment Plan

9. The following is the proposed timeline for implementation and assessment:

January 1998 —	Inform schools of the various newspapers that will be available in classroom sets of thirty copies.
February - March 1998 —	Provide workshops for use of newspapers in the classroom.
March 1998 - April 1998 —	Order newspapers for classroom use.
September 1998 - June 1999 —	Classroom sets of newspapers sent to the schools.
October 1998 —	Provide workshops for use of newspapers in the classroom.
March 1999 - April 1999 —	Order newspapers for classroom use.
May - June 1999 —	Evaluate the program.
July 1999 —	Provide report to the Board on the number and names of newspapers ordered by schools.

10. An assessment plan would be needed to determine the educational impact of making the newspapers available for use in the classroom. At the end of each school year, schools would be asked to evaluate the newspaper program. Responses to the evaluation would be shared with each newspaper and the Board.

11. School governance councils and parents will be informed of the newspapers that are available for use in the classroom by school staff and/or administrators.

12. Staff in the Department of Curriculum and Instruction will work closely with representatives from each of the newspapers and classroom teachers to implement this program.

Committee Recommendation

Your Committee recommends that the Common Schools Fund located in the schools be used to pay for the cost of newspapers selected by schools.

* * * * *

(Item 7) Action on Recommended Articles of Incorporation for the Milwaukee Public Schools Foundation, Inc., and on Recommended Nominations to the Board of Directors of the Milwaukee Public Schools Foundation, Inc.

Administration's Analysis

1. At its meeting on November 25, 1997, the Board authorized the Superintendent to take all necessary steps to establish a Milwaukee Public Schools Foundation as a non-profit corporation for educational and charitable purposes.

2. Under the provisions of Chapter 181, the Wisconsin Nonstock Corporation Law, Articles of Incorporation must be filed with the Wisconsin Department of Financial Institutions to apply for status as a non-profit corporation. The City Attorney's Office drafted the attached Articles of Incorporation for the Milwaukee Public Schools Foundation. The City Attorney's Office will also apply to the Internal Revenue Service for tax-exempt status for the Foundation in accordance with Section 501(c)(3) of the Internal Revenue Code.

3. In accordance with state statutes, a board of directors must be established to manage the Milwaukee Public Schools Foundation, Inc. The members of the foundation's board of directors, two of whom will be

members of the Milwaukee Board of School Directors, are to be nominated by the Superintendent of Schools and confirmed by the Milwaukee Board of School Directors.

4. Chapter 181.20 of the Wisconsin Nonstock Corporation Law states that the number of directors of a corporation shall not be less than three. It is anticipated that the foundation board will consist of 21 members. At this time, the Superintendent is initially nominating the following individuals to serve on the Board of Directors of the Milwaukee Public Schools Foundation, Inc. Additional names will be nominated for Board confirmation in the future. In fact, additional names may be ready at the time of the Board meeting on December 17, 1997. The nominees thus far are:

Christine Sinicki, Milwaukee Board of School Directors
Sandra Small, Milwaukee Board of School Directors
James Hall, Attorney, Hall, Patterson & Charne

Ex-Officio Members:
Alan S. Brown, Superintendent of Schools
Erbert Johnson, MPS Director of Finance, Treasurer of the Milwaukee Public Schools Foundation, Inc.
Kathleen Kirchhoff, Acting Executive Director of the Milwaukee Public Schools Foundation, Inc.

Strategic Plan Compatibility Statement

5. The recommendations are compatible with the Board's goals of increasing student achievement and equity.

Statute, MPS Policy, or Board Rule Implication Statement

6. The Milwaukee Public Schools Foundation, Inc. follows the provisions of Chapter 181, The Wisconsin Nonstock Corporation Law, and Section 501(c)(3) of the Internal Revenue Code, covering non-profit corporations.

Fiscal Impact Statement

7. The initial start-up of the foundation will be funded through the existing budget.

Implementation and Assessment Plan

8. The initial preliminary timeline for the establishment of the Milwaukee Public Schools Foundation is as follows:

November 1997	The Milwaukee Board of School Directors approved the establishment of a Milwaukee Public Schools Foundation, Inc.
December 1997	Action by the Milwaukee Board of School Directors on the Superintendent's initial nominations to the Board of Directors of the Milwaukee Public Schools Foundation, Inc. and approval of the Articles of Incorporation for the foundation.
	Submit the Articles of Incorporation to the State of Wisconsin.
	Develop the Bylaws for the Milwaukee Public Schools Foundation, Inc.
January 1998	Submit to the MPS School Board additional nominees to serve on the Foundation Board.
	Announce the establishment of the foundation.
January-February 1998	Hold first meeting of the foundation board.
	— Elect officers
	— Adopt Bylaws
Feb.-March 1998	Develop plans for major fund-raising and publicity events.
Spring 1998	Conduct initial fund-raising event.

The Milwaukee Public Schools Foundation will issue an annual report.

Committee Recommendations

Your Committee recommends that:

1. The Board approve the Articles of Incorporation for the Milwaukee Public Schools Foundation.

2. The Board approve the Superintendent's initial nominations to the Board of Directors of the Milwaukee Public Schools Foundation.

* * * * *

(Item 8) Quarterly Report on the Activities of the Compensation Administration Committee

Your Committee reports having received the following report from the Administration:

This report reflects the actions taken by the Compensation Administration Committee (CAC) for October through December 1997.

TITLE OF POSITION	OLD RANGE	OLD SALARY	NEW RANGE	NEW SALARY	DATE
Head Start Program Coordinator			No Change		

At its meeting of July 25, 1997, the CAC reallocated the classification of the position of Head Start Program Coordinator from Schedule 03, Range 8A, to Schedule 03, Range 9A. The Head Start Program Coordinator filed an appeal to present her case for further upward reclassification of her position. The CAC denied the Head Start Program Coordinator's appeal.

* * * * *

Separate consideration having been requested of Items 3, 5, 7 and 9, on the motion of Director Braun the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—None.

With respect to Item 5, feeder status for Highland Community School, Director Braun moved to approve the report with the words "sibling school of" replaced with the words "with guaranteed access to" and "upon graduation from Highland Community School" added after the word "system."

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—7.

Noes—Directors Sinicki and Todd—2.

With respect to Item 7, the MPS Foundation, the Superintendent submitted five additional nominations to the Board of Directors of the Foundation for Board consideration:

Mr. Harry Franke, Cooke & Franke, S.C.;

Dr. Nancy Noeske, The Overton Group;

Mr. Gerard Randall, Community Relations Counsel to the Milwaukee County Executive;

Mr. Michael Sonnenberg, President, Administrators' and Supervisors' Council; and an

MTEA representative to be identified.

Director Thompson moved to approve the recommendations of the Finance/Personnel Committee only. The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—6.

Noes—Directors Hardin and Todd—2.

Temporarily absent—Director Braun—1.

With respect to Item 6, a resolution on newspapers in the schools, Director Sinicki moved to refer the report to the Finance/Personnel Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—7.

Noes—Director Hardin—1.

Temporarily absent—Director Braun—1.

With respect to Item 3, administrative appointments, Director Thompson moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c).

The motion prevailed with the vote being as follows:

Ayes—Directors Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Braun—1.

The Board retired to executive session at 10:11 PM.

The Board reconvened in open session at 10:27 PM.

With respect to Item 3, Director Thompson moved approval.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—Director Todd—1.

REPORTS OF SPECIAL COMMITTEES

The Interim Board Clerk presented 29 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Todd moved to accept the reports of the Independent Hearing Panel of November 20, 1997, at 2:30 PM; November 21, 1997, at 10:30 AM; November 24, 1997, at 10:30 AM and 2:00 PM; November 25, 1997, at 9:00 AM; November 26, 1997, at 2:00 PM; December 1, 1997, at 10:30 AM and 1:30 PM; December 2, 1997, at 10:30 AM, 12:00 noon, and 2:00 PM (2); December 3, 1997, at 12:00 noon and 2:00 PM; December 4, 1997, at 9:15 AM, 10:30 AM, 12:00 noon, and 2:00 PM; December 5, 1997, at 10:30 AM and 12:00 noon; December 8, 1997, at 10:30 AM; December 9, 1997, at 10:30 AM, 11:00 AM, and 2:00 PM; December 10, 1997, at 10:30 AM (2); and December 11, 1997, at 9:00 AM, 11:30 AM, and 2:00 PM

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

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—Director Hardin—1.

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COMMUNICATIONS AND PETITIONS

The Interim Board Clerk, presented the following communications:

Communication 9798C-017 from Mayor John O. Norquist Proclaiming Wednesday, December 10, 1997, to Saturday, January 10, 1998, as Peace Month

Received and ordered placed on file.

Communication 9798C-018 from Sebastian Riccobono Regarding the Residency of Citizens Serving as Committee or Task Force Members

Referred to the Legislation, Rules and Policies Committee.

Communication 9798C-019 from Sebastian Riccobono Regarding the Residency and Qualifications of Outside Consultants

Referred to the Legislation, Rules and Policies Committee.

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RESOLUTIONS

RESOLUTION 9798R-054

By Director O'Neil:

WHEREAS, The costs of transporting students have continually risen over the past years; and

WHEREAS, Neighborhood schools promote better involvement of parents in their children's education; and

WHEREAS, The courts look favorably upon school boards who implement quality instructional programs in these neighborhood schools; and

WHEREAS, The Supreme Court is giving relief to some neighborhood school districts by not holding them responsible for a city's demographics or requiring desegregation plans which entail extremely high cost of cross-town busing; now therefore, be it

RESOLVED, That the Administration be directed to study whether MPS could be declared a unitary system and what the benefits of becoming a unitary system would be.

Held at the Board level for consideration at a special Board meeting.

* * * * *

RESOLUTION 9798R-055

By Director Todd:

WHEREAS, Since 1994, the District's external auditors, Deloitte & Touche LLP, have in their annual management letter identified deficiencies in the accounting for District fixed assets; and

WHEREAS, The District's Fixed Asset Inventory threshold has recently been raised from $500 to $5,000; and

WHEREAS, This new $5,000 threshold now requires the schools, rather than Central Services, to maintain adequate records for fixed assets valued under $5,000; and

WHEREAS, Electronic equipment such as computers, VCRs, and other audiovisuals — the value of which is usually under $5,000 — is an essential part of a quality educational process; and

WHEREAS, Theft of electronic equipment has been on the rise within MPS; and

WHEREAS, The equipment is usually not insured by an outside insurance provider; and

WHEREAS, In a decentralized budget and control environment, tracing and tracking the dollars associated with theft of computers and like equipment is problematic and non-existent for the District in too many instances; and

WHEREAS, MPS needs to implement an up-to-date asset management system which will track the purchases, transfers, deletions, and lending of all fixed assets; and

WHEREAS, The lack of controls represents poor stewardship of the District's resources; now, therefore, be it

RESOLVED, That MPS cease the acquisition of all computers and other electronic equipment until a comprehensive asset management system and security environment is put into place; and be it

FURTHER RESOLVED, That, prior to reinstituting the acquisition of any electronic equipment, the Administration report back to the Board on the asset management system it has selected, the security environment that will be put into place, and the time lines for implementation.

Referred to the Accountability / Audit Committee.

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RESOLUTION 9798R-056

By Director Todd:

WHEREAS, The Board of School Directors has encouraged the Expanded Budget Committee to recommend weighted formulas to assist in developing budgets; and

WHEREAS, The Expanded School Budget Committee did an exemplary job in developing a recommendation for weighted formulas including:

— School Level Differential;

— Bilingual Adjustment;

— School Size Adjustment;

— English as a Second Language; and

WHEREAS, In the subject of Exceptional Education, the committee refused to propose a weighted formula, but instead scolded the Board; and

WHEREAS, The Board during its budget considerations needs policy options for Exceptional Education funding that include weighted formulas in the policy options; now, therefore, be it

RESOLVED, That the Board thank the Expanded Budget Committee for its work; and be it

FURTHER RESOLVED, That the Board ask the Administration to provide policy options as part of the budget process that include weighted formulas for Exceptional Education; and be it

FURTHER RESOLVED, That the Board ask the Task Force on Exceptional Education and Supportive Services to suggest policy options both to the Administration and to this Board for weighted formulas; and be it

FURTHER RESOLVED, That the Strategic Planning and Budget Committee hold public hearings on weighted formulas for Exceptional Educational and Supportive Services several times before the budget is adopted.

Referred to the Strategic Planning and Budget Committee

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RESOLUTION 9798R-057

By Director Todd:

WHEREAS, The Arthur Young report for evaluating positions and determining salary ranges has been utilized since its adoption in 1983; and

WHEREAS, The dimensions for evaluating positions have not been updated since 1983; and

WHEREAS, There have been numerous applications for reclassification, some of which have been granted, and some of which have not; and

WHEREAS, Decisions concerning reclassifications have not always followed the criteria set forth in Arthur Young; and

WHEREAS, Job descriptions have been changed; and

WHEREAS, The organizational structure of MPS has undergone modifications under the six superintendents since the adoption of the Arthur Young Report in 1983; and,

WHEREAS, Many positions have been restructured, redefined, combined, eliminated, or created; and

WHEREAS, Organizational structures, such as K-12 schools, that did not exist before, now exist; and

WHEREAS, MPS has come to use and rely more extensively on part-time and consultant services; and

WHEREAS, The MPS Administration has used inappropriate staff gradings as a cover for working around the residency requirement of the Board; and

WHEREAS, The Board has as its objectives to increase student achievement and provide appropriate resources "to reach the achievement goal;" and

WHEREAS, Appropriate staffing levels and assignment of staff are critical to the attainment of the Board's goals; now, therefore, be it

RESOLVED, That the Administration provide the Board with an analysis of the number of employees, vacancies, underfilled positions, part-time positions, and consultant services currently in MPS; and be it

FURTHER RESOLVED, That the analysis include a comparison to the conditions that existed when the Board approved the Arthur Young study in 1983.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTION 9798R-058

By Director Todd:

WHEREAS, The Administrators' and Supervisors' Council (ASC) is and has been the exclusive bargaining agent for its members for more than 25 years; and

WHEREAS, ASC was determined by a vote of the membership to be the bargaining agent for its members; and

WHEREAS, The vote was conducted under the auspices of the WERC; and

WHEREAS, Upon certification of the vote, ASC was voluntarily recognized by the Board of School Directors by a unanimous vote on September 7, 1971; and

WHEREAS, ASC, since 1986, in consideration of continuing recognition, has voluntarily agreed to refrain from, and has refrained from, seeking statutory inclusion under §11.70; and

WHEREAS, Since 1971, ASC and the Milwaukee Board of School Directors have successfully bargained and negotiated continuous successive contracts; and

WHEREAS, The current contract extended with ASC expired on August 31, 1997; and

WHEREAS, Recently the MPS Board's negotiators have issued an unauthorized ultimatum to ASC to break up the ASC bargaining unit for the purpose of causing fragmentation of the ASC bargaining unit; and

WHEREAS, The Board's negotiators have misrepresented the will of the MPS Board of School Directors with the ultimatum to break up the bargaining unit as a decision resulting from a Board vote; and

WHEREAS, The Board has never taken any action, either formally or informally, to refuse to bargain with ASC or not to recognize ASC as a bargaining agent; and

WHEREAS, The unilateral actions of the Board's negotiators could involve the MPS Board in protracted and problematic litigation; and

WHEREAS, If carried out, the unilateral and unauthorized threats of the Board's negotiators would leave the MPS leadership team without a local group to represent them and without a single local professional group or association with which they can join; and

WHEREAS, The unprofessional and antagonistic threats of the Board's negotiators serve to embarrass the Board and are counterproductive to a harmonious working relationship and disrupt the vital process of educating the District's children; and

WHEREAS, Any threats or other unprofessional actions of the Board's negotiators undermine the professional status of MPS leadership teams; and

WHEREAS, The existence of a bargaining unit for MPS leadership serves as an inducement for candidates both within MPS and outside MPS to seek advanced leadership positions in MPS; now, therefore, be it

RESOLVED, That the MPS Board of School Directors go on record that it has never voted to fragment the ASC nor has the Board ever voted to refuse to bargain with the ASC under any conditions; and be it

FURTHER RESOLVED, That it is not the intention of the Board either to fragment ASC or not bargain with ASC; and be it

FURTHER RESOLVED, That the MPS Board of School Directors direct the negotiating team to go to the bargaining table and negotiate a contract that represents the will of the Board of School Directors with all deliberate speed; and be it

FURTHER RESOLVED, That the Board by January 30, 1998, receive confirmation that bargaining with ASC is proceeding in a professional manner and that progress toward a settlement that benefits both employees and children is being attained.

Held at the Board level for consideration at a special Board meeting.

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RESOLUTION 9798R-059

By Director Todd

WHEREAS, The Old South Division High School Dome is a piece of community history and will be one hundred years old in 1998; and

WHEREAS, The Milwaukee Preservation Commission has, in principal, endorsed the return of the Old South Division High School Dome to South Division High School; and

WHEREAS, The Old South Division High School Dome was regarded as a positive landmark of the near southside for years and was lighted as a 'lighted school house' to show the community that once again South Division was the center of the community and victorious; and

WHEREAS, The South Division community is in a positive resurgence both academically and athletically, and a renewal of the "Shoulder-to-Shoulder" Spirit has returned not only to the school, but to the community as well; and

WHEREAS, The South Division Alumni Association has made a commitment to bring the Old South Division High School Dome back and to maintain it with no fiscal impact on the MPS District; now, therefore, be it

RESOLVED, That the Board of School Directors endorses the South Division Association's vision of returning the Old South Division High School Dome to South Division High School; and be it

FURTHER RESOLVED, That the Board of School Directors encourage the current owner of the Old South Division Dome to help continue the renewed "Shoulder-to-Shoulder" Spirit that has returned to the South community and to help the alumni and current students of South Division realize their "Shoulder-to-Shoulder" community vision inherent in the return of the Old South Division Dome.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTION 9798R-060

By Director Small:

WHEREAS, A significant number of students drop out of MPS before they graduate; and

WHEREAS, The various dropout reports issued by MPS and other agencies, such as the Department of Public Instruction, do not always agree; and

WHEREAS, This disagreement is caused by the use of different methods of counting dropouts; and

WHEREAS, It is difficult for MPS to assess the dropout problem without accurate and consistent data; and

WHEREAS, The current method of reporting dropouts does not address the cause of dropping out nor provide any information as to what happened to the students who dropped out; and

WHEREAS, This information is needed to develop strategies for reducing the dropout rate; now, therefore, be it

RESOLVED, That the Administration review the reporting of dropouts in order to provide more accurate and consistent information; and be it

FURTHER RESOLVED, That the Administration develop information regarding the reasons students have for dropping out and their activities subsequent to dropping out.

Referred to the Accountability / Audit Committee.

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The Board adjourned at 10:34 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1998

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

Present—Directors Braun, Hardin, Small, Todd and President Fisher—5.

Absent and excused—Directors Gardner, O'Neil, Sinicki, Thompson—4.

The Board Policy Analyst read the following call of the meeting:

January 8, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:20 PM on Tuesday, January 13, 1998, 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.

ROBERT J. LAWRENCE
Interim Board Clerk

The Board Policy Analyst presented seven 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 December 15, 1997, at 11:30 AM; December 16, 1997, at 10:00 AM, 12:00 Noon, and 2:00 PM; December 17, 1997 at 2:00 PM; December 18, 1997, at 10:00 AM; and December 19, 1997, at 9:30 AM.

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

Ayes—Directors Braun, Small, Todd and President Fisher—4.

Noes—Director Hardin—1.

The Board adjourned at 6:38 PM.

DAYNEL L. HOOKER

Board Policy Analyst

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 27, 1998

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

Present—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Absent and excused—Director Gardner—1.

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

January 22, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held on Tuesday, January 27, 1998, at 6:00 PM in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the terms of employment and compensation for an individual who may be considered for the position of 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 retire to executive session to consider the terms of employment and compensation for an individual who may be considered for the position of Director, Office of Board Governance/Board Clerk.

ROBERT J. LAWRENCE
Interim Board Clerk

Director Sinicki moved that the Board retire to executive session to consider the terms of employment and compensation for an individual who may be considered for the position of Director, Office of Board Governance/Board Clerk.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Thompson, Todd, and President Fisher—8.

Noes—None

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

The Board adjourned at 6:40 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 28, 1998

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

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence to commemorate the deaths of Joseph Staudt, a freshman at Madison High School; Frankie Evans, a seventh grader at Muir Middle School; and Rashan Stamper, a June graduate of the Milwaukee School of Entrepreneurship.

AWARDS AND RECOGNITIONS

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:

Conni Blomberg,
Teacher
Ronald McNair Academy of Science, Space, and Aviation

Ms. Conni Blomberg is being recognized as one of the school district's outstanding educators. Working with other staff at the school, she was instrumental in developing an aviation-oriented curriculum at McNair which is helping students strengthen their math, science, and technological skills.

Ms. Blomberg was at the center of developing the school's aviation center, which uses computers and a wide variety of resources. The center has specialized equipment such as a flight simulator built by Milwaukee Trade and Technical High School students, a wind tunnel, and a miniture planetarium. To further encourage students' interest in the aviation field, she started a young astronauts and aviation club.

A number of partnerships between the school and community to support the school's aviation and aerospace curriculum were established under her leadership. For example, members of the National Guard's 128th Air Refueling Wing serve as mentors to the students and participate in special programs at the school.

In 1995, Ms. Blomberg was named the Aerospace Teacher of the Year for Elementary Schools by the Wisconsin Department of Public Instruction and the Wisconsin Department of Transportation. She is also noted statewide for making presentations at various conferences and workshops on science education. Her focus on professional development of teachers emphasizes how teachers can implement what they learn to improve student learning in the classroom.

Ms. Blomberg was one of a team of four teachers who wrote a K-12 math series textbook entitled Mission Mathematics, published by NASA and the National Council of Teachers of Mathematics. She

also serves as the interim program coordinator for ACE, Aviation Careers Education. ACE is a summer intern jobs program with various airlines at Mitchell International Airport for 20 students at North Division High School and Milwaukee Trade and Technical High School who are interested in aerospace careers. In addition, Ms. Blomberg is a musician and songwriter who finds creative ways to use music in her science instruction.

The Milwaukee Board of School Directors and the entire school community recognize Conni Blomberg 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

Franklin Pierce Elementary School's Title 1 program was selected for consideration in the final stage of the 1997-98 National Distinguished Title 1 Schools process. The school's proposal was forwarded to the United States Department of Education for consideration in the national award competition.

Milwaukee School of Entrepreneurship, Marshall High School, Bay View High School, Riverside University School, and Milwaukee Trade & Technical High School were named the top five MPS winners in the Stock Market Game, which is operated by the Wisconsin Council on Economic Education and sponsored by the Wisconsin Association of Securities Dealers, the Milwaukee Journal Sentinel, and Midwest Express.

The Department of Communications and Public Affairs received three Awards of Excellence from the Wisconsin School Public Relations Association's 1997 Spectrum Awards Competition. The awards commended MPS for its 1995-96 Annual Report, for the three High Standards Videos describing the new proficiency requirements, and for the year-round educational campaign focusing on the "High Standards Start Here" reform efforts in the district. The Award of Excellence is the top honor given by WSPRA.

Dr. Milly Hoffmann, Curriculum Specialist for the Division of Curriculum and Instruction, was named a Children's Champion Award winner by Start Smart Milwaukee. Dr. Hoffmann was recognized for her advocacy and leadership in the area of quality early childhood education within MPS and throughout the community.

Milwaukee Public Schools was named a Children's Champion Award winner by Start Smart Milwaukee for increasing its focus on improving quality early childhood education within MPS and throughout the community.

North Division and Riverside University High Schools were the only MPS schools to send representatives to the fifth National Honor Society Conference held in Houston, Texas. Jocelyn Carlos, a senior at North Division High School, was interviewed by Leadership magazine, the national publication of the National Honor Society, regarding the role student leaders can play in the prevention of substance abuse by their peers.

Mr. Larry Lampkins, a teacher at Milwaukee High School of the Arts, will be honored at the 13th Annual Black Excellence Awards sponsored by the Milwaukee Times weekly newspaper on February 27, 1998, for his accomplishments in education.

Harold Gray, a senior at Rufus King High School, and Jessica Kern, a senior at Washington High School, will be honored at the 13th Annual Black Excellence Awards sponsored by the Milwaukee Times weekly newspaper on February 27, 1998.

John Swan, Jr., a seventh-grade student at Lincoln Center of the Arts, appeared in the Milwaukee Repertory Theater's production of "A Christmas Carol." This is his second year in the role of a school boy in this production. He has also performed with First Stage Theater and has studied with the Milwaukee Youth Theater.

Sarah Scott Middle School was awarded a $2,000 Bank One Educational Support Grant, which was set up to enhance the overall value of education. The grant will be used for a program designed to address interpersonal competence, emotional competence, communication, decision making, and social responsibility.

Kimberly Abler, Curriculum Specialist for the Division of Curriculum & Instruction, and Jane Borden, Mary Jakubiak, and Mary Widen, teachers at Tippecanoe School for the Humanities, were recognized in the November, 1997 edition of Cable In the Classroom, a national magazine for teachers. They were recognized for their unit on science and art of automobile design, for which they won a Time Warner National Teacher Award.

Keisha White, a senior at Marshall High school, and Katrina L. Tate, a senior at Milwaukee High School of the Arts, were awarded the Bright Futures award from the YWCA. This award is given to two teens each year in recognition of their contributions to the community.

1997-98 Dr. Martin Luther King, Jr. Scholarship Recipients

These scholarships are presented to high school seniors and post-secondary students who have demonstrated outstanding academic achievement as well as leadership, peacemaking abilities, and/or humanitarian efforts:

Laura Merkle, Bay View High School
Tuyen Ngo, Washington High School
Joandy Polanco, Vincent High School
Erika Syut, Pulaski High School
Marlina Wiggins, Milwaukee Trade & Technical High School
Kristopher Franzen, Juneau Business High School
Bryan Jackson, Pulaski High School
Jessica Kern, Washington High School
Jazmeka Gladney, Juneau Business High School
Adam Goldstein, Rufus King High School
Whitney Gulbronson, Riverside University High School
LaRonda Hicks, Vincent High School
Omar Rodriguez, Washington High School
Senait Tesfai, Riverside University High School
Supatida Lurrojnpiyakul, South Division High School
Tara Mahan, Marshall High School
Melanie McEwen, Washington High School
LaToya Perry, Vincent High School
Beckie Welsh, Hamilton High School
Kimberly Walton, Riverside University High School
LaQuisha Wesley, Madison University High School

Dr. Martin Luther King, Jr. Youth Achievement Leadership Award Winners:

Brittany Parker, Gr. 6, Wisconsin Conservatory of Lifelong Learning
Dominique Thompson, Gr. 8, Wisconsin Conservatory of Lifelong Learning
Corey Foster, Gr. 12, Rufus King High School
Jessica Kern, Gr. 12, Washington High School
Tara Mahan, Gr. 12, Marshall High School
Melanie McEwen, Gr. 12, Washington High School

Dr. Martin Luther King, Jr. Youth Achievement Peacemaker Award Winners:

Jeremy Muslim, Gr. 5, Elm Creative Arts
Nina Ortiz, Gr. 4, Trowbridge Elementary
Brian Simmons, Gr. 6, Greenfield Elementary
Olivia Velez, Gr. 8, Wisconsin Conservatory of Lifelong Learning
Ellis Simmons, Gr. 12, Juneau High School

Dr. Martin Luther King, Jr. Youth Achievement Humanitarian Award Winners:

Michael Servant, Gr. 4, Trowbridge Elementary
Jomyka Burks, Gr. 6, Greenfield Montessori
Jeanette DeJesus, Gr. 8, Wisconsin Conservatory of Lifelong Learning
Danaa Bowie, Gr. 12, Riverside University High School

Dr. Martin Luther King, Jr. Youth Achievement Scholastic Award Winners:

Andy Lutzka, Gr. 4, Trowbridge Elementary
Glenn Stachowiak, Gr. 7, Wisconsin Conservatory of Lifelong Learning
Dana M. Bond, Gr. 11, Hamilton High School
Deanna Finner, Gr. 11, Marshall High School
Amina Harvey, Gr. 10, Riverside University High School

Dr. Martin Luther King, Jr. Art Contest

First-Place Winners:

Eric Wheeler, Gr. 12, Rufus King High School
Brenda L. Jackson, Gr. 8, Wisconsin Conservatory of Lifelong Learning
Derrick Walker, Gr. 4, Stuart Elementary School
Stephonn Whitt, Gr. 4, Stuart Elementary School
Sonny Daniels, Gr. 5, Stuart Elementary School
Maquis Arms, Gr. 2, Stuart Elementary School
Jonas Graves, Gr. 4, Stuart Elementary School
Pierre Porter, Gr. 6, Stuart Elementary School
Colin McKinney, Gr. 5, Stuart Elementary School
Mariah Brown, Gr. 1, Clarke Street School

Second-Place Winners:

Toni Vermiglio, Gr. 11, Rufus King High School
Khoua Lee, Gr. 8, Bell Middle School
Micaela Jovan Erickson, Gr. 4, Wisconsin Conservatory of Lifelong Learning
Aaron Taylor, Gr. 2, 38th Street School

Third-Place Winners:

Virile A. Douglas, Gr. 10, Milwaukee Trade & Technical High School
Johnny Pacheco, Gr. 8, Steuben Middle school
Robert Lard, Gr. 5, LaFollette Elementary
Jerome T. Campbell, Gr. 2, Wisconsin Conservatory of Lifelong Learning

Best of Show:

Jennifer Thelen, Gr. 12, Rufus King High School

Dr. Martin Luther King, Jr. Writing Contest

First-Place Winners:

Mary M. Johnson, Gr. 3, Elm Creative Arts
Zachary A. Nobel, Gr. 4, Lancaster Elementary
Spencer C. Agee-Sage, Gr. 6, Roosevelt School of the Arts
Felicia S. Peterson, Gr. 8, Andrew Douglas Academy

Writing Contest Group Project:

Elm Creative Arts, Gr. 1, Ms. J. Gross

Second-Place Winners:

Myra A. Lam, Gr. 3, Golda Meir
Caroline F. Walker, Gr. 4, Golda Meir
Latia M. Mcafee, Gr. 6, Webster Middle School

Third-Place Winners:

Elizabeth M. McGinnity, Gr. 3, Elm Creative Arts
Jacob J. Bagha, Gr. 5, Wisconsin Conservatory of Lifelong Learning
Tyus Safford, Gr. 8, Story
Jason Rush, Gr. 12, Riverside University High School
Khaulah Nuruddin, Gr. 11, Washington High School

Dr. Martin Luther King, Jr. Speech Contest

First-Place Winners:

Joe Louis Gordon, Gr. 2, Dr. Martin Luther King, Jr. Elementary
Ashley Jamerson, Gr. 5, Garfield Elementary
Jermaine D. House, Gr. 8, Sarah Scott Middle School
Keziah Robinson, Gr. 10, Milwaukee High School of the Arts
Ellis Simmons, Gr. 12, Juneau High School

Second-Place Winners:

Jonathan Paul Prostinak, Gr. 2, Milwaukee German Immersion School
Matthew J. Tolbert, Gr. 5, American Sign Language School
April Walker, Gr. 6, Milwaukee School of Languages
Corey Foster, Gr. 12, Rufus King High School

Third-Place Winners:

Jime Kue, Gr. 2, Lancaster Elementary School
Julia Chow, Gr. 4, Lloyd Street Global Education School
Gregory L. Chambers, Gr. 7, Wisconsin Conservatory of Lifelong Learning
Joandy Polanco, Gr. 12, Vincent High School

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of December 16 and 17, 1997, were approved as printed

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COMMUNICATION FROM THE SUPERINTENDENT

(Item A) Appointment of a Representative to Serve on the Reconstituted Board of the Social Development Commission

January 28, 1998

TO THE BOARD OF SCHOOL DIRECTORS:

The Social Development Commission board and operations have recently undergone a complete reorganization. The Milwaukee Public Schools has been asked to name a delegate to serve on the reconstituted board of the Social Development Commission.

I am recommending that the Board confirm Ms. Janie R. Hatton, Deputy Superintendent, as the Milwaukee Public Schools' representative to serve on the board of the Social Development Commission for 1998.

Respectfully submitted,

Alan S. Brown, Ed.D.
Superintendent of Schools

Director Small moved that the Board confirm Ms. Janie R. Hatton as the Milwaukee Public Schools' representative on the board of the Social Development Commission for 1998.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9

Noes—None.

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COMMUNICATION FROM THE INTERIM BOARD CLERK

(Item A) Appointment of an Individual to the Position of Director, Office of Board Governance, Designation of that Individual as Board Clerk, and Approval of and Authorization to Execute an Employment Contract for that Individual

January 28, 1998

TO THE BOARD OF SCHOOL DIRECTORS:

At the request of President Fisher, the matter of the appointment of an individual to the position of Director, Office of Board Governance/Board Clerk has been scheduled for consideration at this evening's meeting.

Board members have previously received information regarding proposed terms for an employment agreement for an individual who may be appointed Director, Office of Board Governance/Board Clerk.

The appropriate motion for the appointment would be as follows:

1) That the Board appoint _____ Director, Office of Board Governance, effective February 1, 1998.

2) That the Board designate _____ Board Clerk for the remainder of the 1997-98 Board year, effective February 1, 1998.

3) That the Board approve the terms of the employment agreement with _____.

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

ROBERT J. LAWRENCE
Interim Board Clerk

Director Sinicki moved that the Board appoint Dr. Suzanne M. Lundin Director, Office of Board Governance, effective February 1, 1998; that the Board designate Dr. Suzanne M. Lundin Board Clerk for the remainder of the 1997-98 Board year, effective February 1, 1998; that the Board approve the terms of the employment agreement with Dr. Suzanne M. Lundin; and that the Board authorize the Board President to execute the employment agreement on behalf of the Board.

The motion prevailed, the vote being a follows:

Ayes—Directors Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Noes—Directors Braun, Gardner and Thompson—3.

* * * * *

The Board recessed from 6:51 PM to 6:58 PM.

REPORTS OF STANDING COMMITTEES

Director Small moved to suspend Board Rule 1.08 (2) in order to consider the report of the Legislation, Rules and Policies Committee, formulated at a meeting held less than 48 hours prior to the Board meeting.

The motion to suspend prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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) Progress Report on the Revitalization Task Force for North Division High School

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. The Board approved the following resolution by Director Charlene Hardin at its June 18, 1997, meeting:

WHEREAS, A high level of retention over a four-year span is of the utmost importance to North Division High School as any other school in the Milwaukee Public School system; and

WHEREAS, North Division has been marginal in its student rates of attendance over the past decade; and

WHEREAS, The community and parental involvement are strongly needed and necessary to strengthen North Division; and

WHEREAS, Student, parent and community input is of vital importance in the selection process in the formation of a task force to revitalize North Division High School; and

WHEREAS, North Division's curriculum's thrust leads to student career development, and the opportunity for positive assignments and re-assignments of students through student services and by counselors from middle and high schools; now, therefore, be it

RESOLVED, That the Board direct the Superintendent to work with the community, administration, parents, students, the principal and staff involved in the educational aspects of North Division High School and to create a revitalization task force for North Division High School; and be it

FURTHER RESOLVED, That this task force be charged with the development of a plan to implement programs necessary to completely revitalize North Division High School; and be it

FURTHER RESOLVED, That the task force submit its plan to the Board no later than December 1997, for Board approval in order to initiate the renewal of the school for the fall of 1998.

2. Purpose of the Task Force

"This task force will be charged with the development of a plan to implement programs necessary to completely revitalize North Division High School."

3. Membership of the Task Force

Task force participation was actively sought through the extension of invitations to community leaders, activists, and businessmen. The parents selected representatives from the parent organization, student volunteers were selected from members of the student council, and the North Division staff and administrative team were polled for representatives. The original task force comprised seven parents, six staff members, two students, one administrator, and ten community and business leaders, for a total of 25 members.

4. Task Force Meetings and Levels of Participation

The task force has met five times to date:

- Tuesday, October 28, 1997 6:30-9:00 p.m. 24 Members Present
- Tuesday, November 4, 1997 6:30-9:00 p.m. 21 Members Present
- Thursday, November 20, 1997 7:30-10:30 p.m. 21 Members Present
- Tuesday, December 2, 1997 6:30-10:00 p.m. 22 Members Present
- Tuesday, December 9, 1997 7:00-10:00 p.m. 19 Members Present

In addition, the task force participated in the two town hall meetings held on November 11, 1997:

- 12:00-2:00 p.m. meeting: Ten task force members and Central Service staff sat on the panel, which was chaired by Richard King Miller. Additional members also attended and sat in the audience. Fifteen students and 70 parents and community representatives attended to air concerns and voice opinions.

- 7:00-9:00 p.m. meeting: The evening meeting comprised 11 task force members, with another eight in the audience, for a total of 20 in attendance. This panel was chaired by Director Charlene Hardin. Ten students and 70 parents and neighborhood representatives gave input.

5. Agendas

October 28, 1997

1. Director Charlene Hardin, Milwaukee Board of School Directors; Dr. Alan S. Brown, Superintendent of Schools; Ms. Janie Hatton, Deputy Superintendent; Dr. Willie Little, Department of Leadership Services; Mr. Derek Brewer, Leadership Academy; and Mrs. Calena Roberts, Task Force Chairperson, made opening remarks and charged the task force with its mission to work as a team to attract parents and to improve the image of North Division with cultural, advanced, and technological programs to achieve MPS's mandate to have all students achieve higher standards.

2. Mr. Willie Jude shared student profile and academic data, district data, and demographics emphasizing the challenge presented by North's unique student population. Many of the 14 factors that place students "at-risk," as established by the Wisconsin Department of Public Instruction, are present in North Division's population, including being one or more years behind grade level in reading or math, or three or more credits behind age/grade level in credits earned toward graduation; being chronically truant; being a school-age parent; being economically, culturally, or educationally disadvantaged; poor test scores; low self-concept and social maturity; feelings of alienation; and certain types of handicaps and limiting conditions.

3. A timeline was established for future meeting dates, Board deadlines, consultant reports, and the town hall meetings. Multi-media channels would be used to disseminate the public-hearing information.

November 4, 1997

1. Mr. Jude gave delineated town hall meeting tasks and made panel assignments for both the noon and evening sessions.

2. Members of the task force were given "The Proposal for a New North Division," referenced by Mr. Gilbert at the last meeting for perusal.

3. "The Task Force Timeline" was refined by the formation of stages.

4. 1993-1996 Report Card Data was examined.

5. Subcommittee assignments were made.

November 20, 1997

1. Mr. Kurt Beerline, consultant from the Center for Performance Assessment, rendered a preliminary report from information gathered through individual student, staff, administrative (inclusive of secretaries and support staff), and parent focus groups. In addition to achievement data and demographic information, the groups were polled on:

- What they liked best about North Division
- What they perceived as the strengths of North Division
- What they thought were the strengths of the student population
- What makes an effective teacher
- How teachers could improve

- How North has changed in the past five years
- Barriers that inhibit student/teacher/administrator success
- Suggestions to reduce barriers
- What is the biggest problem at North
- What are the strengths of the trimester system
- Areas for improvement in the trimester system
- Suggestions for improving attendance
- The physical facility strengths and concerns
- What would make students more excited about coming to school
- What improvement would make the biggest difference

Task force members asked several clarification questions and speculated on the ramifications of the findings.

2. Information on the Riemer/Todd Military School Idea was distributed for members to look over before the next meeting.

3. Committee assignments were made for members absent at the last meeting.

Between this meeting and the next, the verbatim transcripts from the town hall meetings were given to task force members.

December 2, 1997

1. Mr. Dave Riemer read a report enumerating his reasons and justifications for withdrawing his military academy proposal for North Division. The committee as a body took exception to the slanted preconceptions Mr. Riemer had of the area, the school, and the students who attend.

2. Mrs. Hatton, Deputy Superintendent, supplied the task force with a suggested working outline to facilitate the construction of its reports to the Board.

3. The town hall meetings were discussed.

December 9, 1997

1. Consultant Beerline proffered a survey for 9th grade students, the purpose of which was to determine why they did or did not choose North Division as the school they would attend. Two additional meetings (Dec. 15 and Jan. 13) were set up to evaluate its merits.

2. Dr. Willie Little set regular meeting dates for the second Tuesday (at 7:00 p.m.) and the fourth Tuesday (at 6:30 p.m.) of each month and a retreat date on Saturday, February 7, 1998, to expedite work on the task force's report. An additional meeting was scheduled for Wednesday, December 10, 1997, to prepare the preliminary report due December 17, 1997.

3. Completed subcommittee initial report findings were submitted to Mr. Jude.

6. Possible Restructuring Initiatives

The task force will submit restructuring recommendations from each of its subcommittees on the following components:

Climate/Safety (Student Behavior Expectations)

Curriculum/Focus and Types of Programs

Instruction/Teacher

Leadership/Administration

Needed Support

Public Relations

Facilities (Building Operations)

Publicity/Public Relations/Marketing

Stability

7. Success/Issues

Progress is evident — the inhibiting factor is time.

8. Next Steps:

Phase I: Town hall meetings; examination of school, district, community, and consultant data; summation and analysis of findings; and preparation of preliminary report to the Board on December 17, 1997.

Phase II: Door-to-door canvassing, formulation of recommendations during working retreat, report presentation to the Board in March

Phase III: Implementation, assessment, and fine tuning of recommendations

* * * * *

(Item 2) Action on Resolution 9798R-044 by Director Hardin Regarding a Parent Center at MPS Central Services

Background

The following resolution (9798R-044) was introduced by Director Hardin at the September 27, 1997, meeting of the Board of School Directors. The resolution was held in committee at the October 7, 1997, meeting of the Innovation and School Reform Committee for analysis by the Administration, due back in January 1998.

WHEREAS, MPS is committed to First Choice within MPS; and

WHEREAS, The Board of School Directors, through its Parent Empowerment and other policies, has stated its intention to make parents full partners in the education of their children and in the life of the community; and

WHEREAS, Milwaukee parents frequently feel confused, intimidated, and frustrated by their attempts to secure services or to address problems which they encounter with schools, school selection, transportation, options for the future, and other matters of vital interest to themselves and their children; and

WHEREAS, Central Services should be a place where all Milwaukee parents feel welcome, secure, and well served; therefore be it

RESOLVED, That a Parent Center, modeled on successful parent centers now operating within some MPS schools, be established within the Central Services building at 5225 West Vliet Street; and be it

FURTHER RESOLVED, That the Parent Center be equipped with furniture, computer equipment and programs, staff, and other resources to afford parents the information, counseling, welcome, and support to assist them in resolving problems, identifying best options for their children, and becoming full participants in MPS.

Administration's Analysis

1. The Administration conducted an analysis of the facilities required to establish a Parent Center at Central Services. The following assumptions were used in the analysis:

• The Parent Center would be a common reception/waiting area for parents and visitors where their problems/requests can be assessed. Parents would then be directed either to the person who could best assist them, or to a Parent Assistant who would be available to provide services.

• The space would have to be large enough to accommodate the large number of parents visiting Central Services each day. On average, 120 parents visit Central Services daily. The current waiting area in the Division of Parent and Student Services is small.

• The room would be highly visible so that visitors could easily find it. The room, which would need comfortable furniture and a play area for children, should also include an area for a general receptionist.

2. The School Board has directed the Expanded School Budget Committee (ESBC) to conduct a review of Central Services and develop recommendations concerning the services to be provided by Central Services. The ESBC is scheduled to complete the review by December 1998. The recommendations of the ESBC could have a significant impact on the cost and location of the proposed Parent Center.

3. The Administration estimates the cost of a Parent Center at Central Services at $80,000 for construction and materials.

Strategic Plan Compatibility Statement

4. The proposed Parent Center at Central Services would enhance the services provide to parents and students. Increased parent involvement is crucial to improved Student Achievement.

Statute, Board Policy or Rule Statement

5. No policy or rule is affected.

Fiscal Impact Statement

6. Projected cost of the Parent Center at Central Services is $80,000. The funds would be requested in the FY99 Operations Budget.

Implementation and Assessment Plan

7. The Department of Parent and Student Services will collaborate with the ESBC to include the establishment of a Parent Center at Central Services in its report on restructuring of Central Services.

Committee Recommendation

Your Committee recommends that funding for a Parent Center be included in the FY99 budget. Construction will begin after the recommendations of the Expanded School Budget Committee are accepted and approved by the School Board.

* * * * *

(Item 3) Action on Resolution 9798R-049 by Director Sinicki Regarding Automation of the School Library Media Centers in the District and Resolution 9798R-041 by Director Todd to Provide a Computer for Every High School Student At Home insofar as it relates to School Library Media Centers

Background

At its regular monthly meeting on October 29, 1997, the Board referred the following resolution by Director Sinicki to the Innovation/School Reform Committee.

At its meeting on November 11, 1997, the Innovation/School Reform Committee held the resolution in committee, pending an analysis by the Administration in January 1998. The Administration was also asked to include the media center portion of Director Todd's resolution 9798R-041, regarding providing a computer for every high school student at home.

WHEREAS, The MPS Division of Curriculum and Instruction brought forward an accepted Compliance Plan in 1993 in response to the DPI audit of 1992; and

WHEREAS, The Division of Curriculum and Instruction has energetically worked for the past four-and-a-half years to mesh the goals of the Compliance Plan with the long-range plan for libraries to meet the needs of students; and

WHEREAS, While there were only 25 certified library media specialists at the elementary level in 1993, the district has been able to staff 98 elementary schools for the 1997-98 school year with either fully certified library media specialists or individuals in the process of gaining this special certification in addition to their teaching licenses; and

WHEREAS, Local school communities have recognized the value of library media centers across the district in meeting the goals of the district; and

WHEREAS, Every major initiative in the district speaks to the vital link between students and their access to the library media center and its program as woven through every discipline offered-multilingual, multicultural, real-world knowledge-in opening opportunities to explore an array of ideas that promote deep thinking and the pleasure of life-long learning; and

WHEREAS, The assessment instruments developed by both MPS and DPI emphasize integrated use of information and point to the value of the library media center in preparing students to achieve in a globally connected environment; and

WHEREAS, This year, the district received an Educational Technology Board Grant to establish the first on-line union catalog of public school resources in the Milwaukee area for the purpose of reducing clerical costs by sharing records and offering a larger base from which to glean bibliographies and make purchasing choices, thereby putting the emphasis on the library media specialists' teaching role; and

WHEREAS, All of this has been set in motion under the direction of one specialist at Central Services, who also has the responsibility for overseeing all aspects of education media support; now therefore be it

RESOLVED, That priority be given to the automation of the remaining school library media centers in the district and to the staffing of all elementary library media centers with certified library media specialists who can carry out the full instructional program for information literacy; and be it further

RESOLVED, That every effort be made to ensure that all schools make these library media centers accessible throughout the school day to students, staff, and the school community; and be it further

RESOLVED, That priority be given to individual school plans that extend library media access beyond the school day, the school week, and the school year; and be it further

RESOLVED, that the FY99 budget include a library media center technology support position to work in conjunction with the district library media specialist to provide technical troubleshooting as well as training and staff development for all library media staff and other interested groups in the district to make optimum use of the investment and in recognition of the important contribution the library media center plays in educating children to be "discerning information consumers and thereby perpetuate the goal of lifelong learning for every student..."

Administration's Analysis

Support for libraries, as with all areas representing an increased use of technology, must be formally developed as part of the Strategic Plan for Technology in the district. To be most effective, the identified need must be considered in terms of the support structure already in place or being developed.

In order to develop the fiscal implications for the resolution, the following steps are advocated:

• Establish a Strategic Plan for Libraries by utilizing the most recent documents regarding libraries in the district, including "Standards for School Libraries," "The Long Range Plan for School Libraries, 1990-1995," and the results of a focus group convened in 1995 to establish the vision for library media centers in MPS. Convene a broadly based task force of key individuals in MPS, including administrators,

teachers, library media specialists, parents, representatives from the Department of Technology and Department of Educational Services, representatives from the Milwaukee Public Library, UWM, and other community members to consider information resources in the community and how their accessibility can be maximized.

• While the automation of library media centers has been promoted by the Department of Technology as an important technological step and has contributed to the current number of school library media centers already automated, the determination of when to take this step is entirely up to each individual school.

Statutes, MPS Policy or Board Rule Implication Statement

In April 1990, the Board of School Directors approved the Standards for School Libraries, which addressed both the educational and technological roles of this local information center. This document, while not policy per se, was established as a measure. The resolution addresses specifics incorporated in the document. Testimony on November 11, 1997, indicated a need relative to what the Standards call for from the district. The Administration's proposal to develop a strategic plan would address this need in context.

Fiscal Impact Statement

Based on the analysis proposed to be conducted on two fronts — the Strategic Plan for Libraries and the interface with existing district resources, including the Department of Technology — the cost of recommendations will have to be determined as the plan is developed.

As the resolution stands, the cost of a Library Technology Support Person would be approximately $43,357-62,688. There are no funds available in the FY98 budget. The Administration is going to be considering this position for FY99.

Implementation and Assessment Plan

January-February 1998:

Establish the members of the Strategic Planning team.

March-June 1998:

Strategic Planning team to meet.

August 1998:

Presentation of the Strategic Plan for MPS Library Media Centers to the Board of School Directors.

• The Board of School Directors will receive reports concerning all facets of Technology Support as part of the ongoing communications from the Department of Technology. Additionally, if the Administration's response is accepted, regular updates on the strategic planning process would be provided to the Board as requested.

• Public Input would occur in the strategic planning process proposed by the Administration and at the point of offering the finalized plan for Board review.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's response to the resolution, with a report to come back from the Superintendent in August 1998 on the work of the school library/media centers strategic planning team.

* * * * *

(Item 4) Report on Resolution 9798R-033 by President Fisher Regarding the Reinstatement of a Full Summer School Program

Your Committee reports having received the following informational report from the Administration:

Administration's Report

The following is the Administration's analysis relative to the fiscal implications of the reinstatement of a full summer school program for 1998. The Administration has also included the fiscal implications of all schools having year-round programs.

Fiscal Implications

Historical Background

The last full summer school program was offered by MPS in 1991. The total number of students enrolled in summer programs that year was 29,000. Seventy sites located geographically throughout the city were used to provide regular and exceptional education programs to students in grades one through twelve.

1998 Summer School Projected Costs

Listed below are the estimated costs for the implementation of a full summer school program in 1998. Cost estimates are provided for several program options. (Food service costs are not included because they are considered self-funding.)

	6 weeks 29,000 students	4 weeks 29,000 students	6 weeks 15,000 students	4 weeks 15,000 students
Assorted Program Cost	$ 11,800,000	$ 7,860,000	$ 6,125,000	$ 4,115,000
Transportation	$ 1,100,000	$ 740,000	$ 575,000	$ 385,000
TOTAL	$ 12,900,000	$ 8,600,000	$ 6,700,000	$ 4,500,000

Funding for the full reinstatement of summer school will have to come from a variety of sources, including district and local school funds. The state budget bill recently approved by the state legislature and signed into law by the governor allows a school district’s revenue limit to increase by 20% of the summer school full-time equivalent (FTE) enrollment. However, this provision does not allow MPS to raise sufficient revenue to implement a comprehensive summer program. Thus, the Administration is continuing to seek full funding for a full summer school program.

The possibility exists that the Title I district budget will yield approximately $1 million in carryover funds that could be used for summer school. Several schools are funding, through their local Title I budgets, extended year programs for a selected number of students. To date, four schools have developed a Memorandum of Understanding (MOU) for their programs. Additionally, other schools have been asked to review their budgets to determine if they have funds in their current school budgets to support summer school. It is anticipated that some schools will be added after this review process.

Summer School Administration

In order to ensure the successful coordination, management, and implementation of summer school programs, the Administration is considering recommending in March that a summer programs director and secretary be hired. Funding for these 12-month positions would come from the Division of Special Services FY98 budget. The salary for a summer programs director would range from $52,688 to $76,193, based on schedule 11A. The salary for a school secretary I would range from $19,964 to $25,340.

Year-Round Programs

Other options for providing additional classroom time for students are being explored. Congress Elementary School currently offers a year-round program. If all schools in the district provided year-round programs, based on the Congress model, the additional cost to the district would be $49,678,229. This cost includes 16 additional days of school operations and pupil transportation, but does not include any building improvement expenses such as air conditioning.

The Administration will survey schools in January, 1998, to identify schools that are interested in creating year-round programs or other extended-year programs, such as operating schools on a trimester/quarter basis. This information will be shared with the Board in March, 1998.

Steps That Need to be Taken

The Summer School Planning Committee consisting of staff from Educational Services, Special Services, Curriculum and Instruction, Human Resources, Parent and Student Services, Technology, Small Community Schools, School and Community Services, Finance, Labor Relations, Leadership and Support Services, and principals from the elementary, middle, and high school levels are continuing to meet regarding planning for summer programs. As stated earlier, steps are being taken to pursue full funding for summer school. These steps include pursuing state aid as part of the FY99 legislative package, Title I carryover funds, and local school funds.

The Administration will present a report and recommendations to the Board in March, 1998, regarding the various summer programs that will be available for regular and exceptional education students in grades one through twelve.

* * *

(Item 5) Action on Recommendations Regarding Funding Sources for the Milwaukee Transitional Academy: A School for Students Making the Transition to Life Skills

Background

1. On October 30, 1996, the Board of School Directors adopted a resolution introduced by President Fisher in support of developing alternate classroom models to meet the needs of disruptive students.

2. The original proposal regarding the Milwaukee Transitional Academy was presented at the October 7, 1997, meeting of the Innovation/School Reform Committee. The item was held in Committee pending further analysis by the Administration, particularly in terms of alternative sites, including small community schools.

3. At its December 17, 1997, meeting the Board of School Directors approved the establishment of the Milwaukee Transitional Academy and directed the Administration to identify a source of funding other than the $96,000 recommended from the budget of the Division of Small Community Schools to help fund the program.

4. The Milwaukee Transitional Academy proposal was developed by five high schools: Custer, Marshall, Milwaukee Trade and Technical, Vincent, and Washington High Schools. The program will serve at-risk students from those schools who have exhibited disruptive behavior. Highlights of the Milwaukee Transitional Academy proposal are:

a. During the 1997-98 school year, the Academy will be housed at Custer High School.

b. The Academy will be in session from 4:15-7:30 p.m.

c. The Academy will begin during the second semester of the 1997-98 school year. Classes will be held Mondays through Thursdays.

d. Staff members will include, on a part-time basis, an assistant principal, nine teachers selected in accordance with a negotiated agreement, a secretary, three school safety assistants, and a paraprofessional educational assistant.

e. 150 students will be voluntarily assigned to the Academy (30 from each of the five coalition high schools) and will retain their home high school assignment.

Fiscal Impact Statement

5. The cost of FY98 implementation of the Milwaukee Transitional Academy for the second semester is approximately $250,000. Each of the five high schools (Custer, Marshall, Milwaukee Trade and Technical, Vincent, and Washington) will contribute approximately $30,800 towards the operating costs,

for a total of $154,000. The five high schools will also contribute supplies, instructional materials, staff development, facility maintenance, etc.

6. It is being recommended that the remaining $96,000 for the Academy be allocated through a contingent fund transfer. An item will be prepared for the Finance and Personnel Committee for action on the contingent fund transfer request. The program costs for future years will be funded through local school budgets.

7. There may be additional transportation costs due to the Academy time schedule. Transportation service for eligible students is being discussed with Milwaukee County Transit Company and MPS Pupil Transportation Services.

Committee Recommendation

Your Committee recommends that $96,000 be allocated through a contingent fund transfer for implementation of the Milwaukee Transitional Academy, beginning the second semester of the 1997-98 school year.

* * * * *

(Item 6) Interim Report on the Development of a Comprehensive Discipline Plan for Disruptive Youth

Your Committee reports having received the following informational report from the Administration:

Background

At the August 27, 1997, meeting of the MPS Board of School Directors, the Board approved the following resolution submitted by Director Thompson (9798R-004):

Whereas, Students, parents, and teachers identify disruptive students as interfering with the education of other students and driving out serious students from MPS, and

Whereas, Disruption is often a sign that the student is not benefiting from his or her school, with many of these students having been programmed to fail by not receiving the support and structure they need, and

Whereas, Too often the response to disruptive students meets neither the needs of the other students or their own needs, now therefore, be it

Resolved, That the Administration develop a comprehensive plan to handle students who would otherwise disrupt classes, including:

- A tabulation of the numbers and types of students with a history of disruption, including (but not limited to) students who are promoted socially, but are academically unprepared, and those reentering MPS from institutions such as Wales;
- An assessment of present and potential programs to meet the needs of these students, including summer school, various support services, charter schools, evening programs, contracts, alternative programs, etc.

Administration's Report

To develop the plan, the Administration formed a broadly based design team composed of 28 members inclusive of parents, principals, assistant principals, teachers, and central services personnel. Staff from the Division of Small Community Schools facilitated the design team meetings.

Design team members have met several times to discuss:

- The development of a definition identifying students eligible for participation in programs for chronic disrupters.

- The legal issues associated with the creation and implementation of special programs for students who frequently engage in inappropriate behavior.

- Longitudinal data associated with the discipline climate in our schools such as information on the frequency of suspension, the nature of offenses resulting in suspensions, the number of students receiving discipline referrals, the types of offenses associated with discipline referrals, and the frequency of students receiving multiple discipline referrals.

- Reference materials associated with programs for chronic disrupters in MPS and other school districts.

- Preliminary recommendations for inclusion in a comprehensive plan to address concerns associated with students that frequently disrupt the learning process.

An interim report has been prepared for the Board describing the work of the design team and providing information on the nature of the recommendations to be prepared designed to alleviate the problems caused by unruly students. A copy of the design team's interim report is attached.

On January 15, 1998, the design team will be meeting to seek agreement on recommendations for action. Some of the team's recommendations will likely have a financial impact.

The team's final report will be brought to the Board by the Administration in February, 1998.

* * * * *

(Item 7) Report on Resolution 9798R-037 by Directors Gardner, O'Neil, Sinicki, Thompson, and Todd Regarding Collaboration with the Archdiocese of Milwaukee to Ensure Continued Educational Services to Families of Schools that may be Threatened with Closure

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. On September 24, 1997, the Board adopted Resolution 9798R-037 and directed the Administration to communicate to the Archdiocese of Milwaukee MPS' willingness to collaborate to ensure continued educational services to the families of schools that may be threatened with closure because of financial pressures.

2. A letter was written to the Archdiocese on September 29, 1997, conveying this message. A copy of that letter was sent to all Board members and is also attached.

3. Since that time, several telephone conversations and meetings have taken place with the Administration and representatives of the Archdiocese of Milwaukee.

4. The mutual goal of these ongoing meetings and/or the collaboration with the Archdiocese has been to work together on behalf of all children of the City of Milwaukee. In order to accomplish this goal, the Archdiocese and the Administration have identified several methods that might help meet the intent of the collaboration:

- As part of MPS legislative package, the Administration will continue to pursue an increase in, or clarification of, contracting language that would allow MPS to contract with nonsectarian agencies. This would then allow the continued operation of any Archdiocese school threatened with closure and ensure continued educational services to children in schools that may be closed because of pending mergers within the Archdiocese.

- MPS and the Archdiocese will continue discussions on how collaborations can begin for Before School/After School Care, Pre-Birth to Three Programs, W-2 Programs, and rebuilding Summer School Programs.

- MPS resources, such as technology, will be reviewed to see how our expertise and programs might be shared with the Archdiocese. This could be similar to a format used years ago whereby MPS provided services such as trade and technical education and consumer education to parochial schools.

• Exploration of collaborations similar to Hi Mount, Starms, and Congress Schools with parishes in their neighborhoods will continue. MPS and the Archdiocese are looking at ways in which a community can work together and connect public school children with the neighborhood congregations during non-school hours. Through these type of collaborations, the entire community could "own the children."

• Sharing methods of teaching and professional development will be explored. Also, the possibility of a teacher exchange program is being considered.

• Learning space that might become available because of closures will be reviewed on an ongoing basis.

6. Finally, it was suggested that MPS and various pastoral leadership representatives meet on a regular basis to discuss ways in which everyone can work together for the benefit of children. In addition to this group, a bi-annual meeting of MPS Administration and non-public school administration would assist in keeping communications open within the city as to what each entity is doing.

7. The next meeting is scheduled to take place in January. As future meetings occur, the Administration will continue to keep the Board informed of the progress.

* * * * *

Separate consideration having been requested of Items 3 and 4, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 3, a resolution regarding media centers, Director Sinicki moved to adopt the report of the Committee.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 4, an informational report on summer school, without objection from the Board, the administration modified its report to include the words "subject to appointment and approval by the Board" in the portion of the report dealing with the summer school director.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Consideration of Items Relating to Dropouts: Action on Resolution 9798R-060 by Director Small Regarding a Study of the Reporting of Dropouts; Report on the Development of a Design Team to Address the Dropout Rate in MPS; And Action on Communication 9798C-006 from Dennis Redovich Regarding the Design of a Longitudinal Study of MPS Dropouts

Background

1. At its regular monthly meeting on December 17, 1997, the Board referred the following resolution (9798R-060) by Director Small to the Accountability / Audit Committee:

WHEREAS, A significant number of students dropout of MPS before they graduate; and

WHEREAS, The various dropout reports issued by MPS and other agencies, such as the Department of Public Instruction, do not always agree; and

WHEREAS, This disagreement is caused by the use of different methods of counting dropouts; and

WHEREAS, It is difficult for MPS to assess the dropout problem without accurate and consistent data; and

WHEREAS, The current method of reporting does not address the cause of dropping out nor provide any information as to what happened to the students who drop out; and

WHEREAS, This information is needed to develop strategies for reducing the dropout rate; and now therefore be it

RESOLVED, That the Administration review the reporting of dropouts in order to provide more accurate data and consistent information ; and be it

FURTHER RESOLVED, That the Administration develop information regarding the reasons students for dropping out and their activities subsequent to dropping out.

2. At its regular monthly meeting on May 28, 1997, the Board referred to the Accountability/Audit Committee a communication (9798C-006) from Mr. Dennis Redovich regarding conducting a study of dropout data. The communication is attached.

Administration's Analysis

3. In December 1997, the Wisconsin Department of Public Instruction released its annual summary of dropout rates across Wisconsin. For the 1996-97 school year, Milwaukee's high school dropout rate was reported as 13.5%. The statewide high school dropout rate was 2.7%

4. The reported dropout rate for Milwaukee in 1996-97 reversed a four-year steady decline. The percentage of students dropping out of the Milwaukee Public Schools decreased from 17.4% in 1992-93 to 15.4% in 1993-94. The rates also continued to fall to 12.8% in 1994-95 and 9.9% in 1995-96. The 1995-96 dropout rate was the lowest in more than a decade.

5. In light of the increase in the dropout rate and the continued high rate over the last several years, the Administration has created a broadly based Design Team to review the issues affecting the district's dropout rate and to develop recommendations aimed at increasing the number of student who graduate.

6. The work of the Design Team is focusing on:

- Identifying and reporting the suspected reasons responsible for students' dropping out of MPS High Schools.

- Reporting the findings resulting from a review the reporting system currently employed to measure and determine the high school dropout rate for MPS.

- Investigating and reporting on the activities of former MPS students subsequent to dropping out from school.

- Verifying the accuracy of the reported dropout rate for the Milwaukee Public Schools.

- Providing recommendations designed to increase the number and percentage of students that remain enrolled in school.

- Developing an operational definition for a "dropout."

- Developing recommendations for tracking students to determine if the student is a dropout based on the operational definition.

7. The Design Team is expected to complete its deliberations and provide a report to the Board in March.

8. The Design Team will be assisted by a consultant who will also work with a staff coordinator, high school principals, and assistant principals to:

- Develop revised procedures to ensure consistency in the reporting of data and to streamline reporting processes

- Develop specific strategies aimed at dropout prevention and intervention.

9. The Administration is also discussing with Mr. Dennis Redovich the possibility of his conducting a study of how other large urban school districts are addressing the dropout problem.

Strategic Plan Compatibility Statement

10. The response supports the goals of the MPS Board of School Directors associated with academic achievement, increasing the graduation rate, and reducing the dropout rate.

Statute, Board Policy or Rule Statement

11. The contracts for professional service will adhere to the provisions established by the Board for contracted services.

Fiscal Impact Statement

12. Funds for consultant services are included in the FY98 budget.

Committee Recommendation

Your Committee recommends that the Board accept the Administration's response to Resolution 9798R-060 and Communication 9798C-006.

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(Item 2) Report on MPS Assessments of Student Achievement

Your Committee reports having received the following informational report from the Administration:

Administration's Report

District-wide plan for Student Assessment

The district-wide plan for student assessment includes both standardized tests and performance assessments. There are two key purposes for the plan for student assessments:

- improvement of teaching and learning in the classroom and

- accountability to the Board of School Directors, parents, and community.

I. Assessments for Teaching and Learning

In our district reform efforts, we have learned the importance of clearly articulating what we expect students to know and to be able to do. The district standards delineate at elementary, middle, and high school the concepts and skills we expect students to master. An examination of the newly released state standards indicates a close correlation between the MPS and state standards.

MPS Performance Assessments

Performance assessments are administered and scored district-wide in the following areas:

- Writing Performance Assessment (Grades 4, 5, 7, and 11-12)

Students write an expository, persuasive, or narrative writing sample in response to a prompt. The writing sample is given a score of one through four for such things as organization of ideas, word choice and usage, and sentence structure. Two readers score each paper for a maximum total of eight points. A student must have six or more points to be proficient.

- Mathematics Performance Assessment (Middle school and Grades 11-12)

Students do two kinds of problems to demonstrate achievement in mathematics: the "knowledge and skills" problems, which are based on our math standards; and problem-solving, in which students are asked to solve a complex, multi-step problem based on a real-life situation.

- Science Performance Assessment (Grade 5, Middle School, High School)

The skills of science are emphasized. Students are assessed for their ability to understand a hypothesis, design an experiment, use instruments to collect data, organize to solve real-world science problems, graph information, draw conclusions, and communicate their reasoning processes.

The involvement of literally hundreds of teachers in the development, field-testing, calibration, and scoring of the performance assessments provides hands-on staff development opportunities for learning how to use performance assessments in the classroom to make teaching and learning more effective.

Wisconsin State Assessment System (WSAS)

The WSAS Terra Nova, by CTB McGraw Hill, is a standardized test administered at grades 4, 8 and 10. It includes both multiple-choice responses and "constructed" responses, where students must write or construct the response to a problem or question. DPI is working with the test publishers to ensure that the Terra Nova questions are aligned with the state standards. Milwaukee uses a comparable test from CTB/McGraw Hill, Supara, for Spanish-speaking students. DPI, however, does not recognize this test as part of the Wisconsin Student Assessment System.

Wisconsin Reading Comprehension Test

This test, usually identified as the "Third Grade Reading Test," is created by the Wisconsin Department of Public Instruction and is used to measure comprehension and reading strategies of third graders.

II. Assessments for Accountability

The second purpose of assessment of student learning is accountability to the Board, parents, and the community. The district is accountable for providing opportunities for all students to accomplish our standards.

The MPS School Accountability Plan in its present form began with the 1996-97 school year. System-wide measures include various subtests of the WSAS and various performance assessments which are aligned with the standards. It also currently includes several measures which are not closely aligned with the standards, such as the elementary attendance measure and the Iowa Test of Basic Skills (ITBS) - Grade 5 mathematics subtest.

The Accountability Task Force is developing recommendations for modifications to the Accountability Plan which will bring it into closer alignment with the standards. These recommendations will be brought to the Board in February 1998.

III. Ongoing Improvements to the MPS Student Assessment Plan

In order to further improve and refine our student assessments so that they have a very clear, direct relationship to classroom teaching and learning, the following are in process:

- The MPS Standards publication is being updated to include changes in wording that will reflect the correlation between our district standards and the state standards.

- MPS Benchmarks developed last year are being reviewed and revised to include input gathered last spring and to show their alignment with the standards.

- Performance assessments continue to be implemented as scheduled in communication, mathematics, science, and the arts. Practice assessments and problems are being made available to schools.

- Assessments for the Middle School Proficiencies are being clearly delineated, and a new student progress report is being developed for middle school. The new progress report, which will be piloted in 1998-99, will indicate if the student is on track to meet the middle school proficiencies.

- Assessments are being clarified and developed to assess accomplishment of the middle school proficiencies. This will be done beginning with the current 6th-grade class.

- Several modifications to the MPS School Accountability Plan will be brought to the Board for consideration in February 1998. The modifications will provide better alignment of the accountability plan with the standards and benchmarks.

- Schools will continue to refine their School Educational Plans, using data from performance assessments and state tests to make decisions about where to focus their time, energies, and resources in order to provide all students with opportunities to meet the standards.

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(Item 3) Follow-Up Report on Correction Plan to Address the Problems Noted in the Legislative Audit Bureau Report on the Children At Risk Program

Your Committee reports having received the following informational report from the Administration:

Administration Analysis

1. On July 1, the Wisconsin Legislative Audit Bureau (WLAB) released its fifth and latest report on the implementation of the Children At Risk Program throughout the state. The WLAB is charged under Wisconsin Statute 118.153 with reviewing the conduct of Wisconsin's Children At Risk programs biannually. The WLAB report identified a number of findings, some of which were very positive of the Milwaukee Public Schools implementation of the Children At Risk Program. While the vast majority of the audit report findings were factual and accurate and did not require a response from the Milwaukee Public Schools, some of the generalizations expressed in the findings pointed to problem areas which needed to be addressed.

2. On July 18, the WLAB report was provided to members of the Board of School Directors by Acting Superintendent Barbara Horton. In the communication accompanying the report, the Acting Superintendent indicated her intention to bring to the Board at the August 1997 meeting a plan to address the issues raised in the audit report.

3. On August 14, the Administration presented to the Accountability/Audit Committee a correction plan that spoke to the problems noted in the WLAB Report on the Children At Risk Program. At the meeting, the Committee members approved a motion submitted by Director Gardner directing the Administration to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools.

4. On August 27, the full Board accepted the Administration's plan for responding to the issues identified in the WLAB report and approved the Accountability/Audit Committee directive for the Administration to establish a mechanism which tied payments to partnership schools with a minimum attendance threshold.

5. On September 11, the Administration presented to the Accountability/Audit Committee procedures for reducing payments to partnership schools that did not achieve a minimum attendance threshold of 70% annual attendance rate.

6. On September 24, the full Board approved the Administration's response to the Board's charge to establish a minimal threshold of attendance as a condition for continued funding of partnership school contracts.

7. On October 9, 1997, the Administration presented a report to the Audit/Accountability Committee that identified what actions had been undertaken in fulfillment of the plan to correct the problems noted in the WLAB Report. The Administration's report included notice that the policy linking attendance and payment for services in a partnership school had been promulgated and negotiations had begun to include provisions associated with the new policy in the 1997-98 Partnership School Contract.

8. At the November 13, 1997, meeting of the Accountability and Audit Committee, the Administration was asked to provide the Board with information regarding the implementation of the Board Policy approved on August 27, 1997, linking contract payments to partnership schools with a 70% threshold of attendance. Board members added requests for a tabulation of waiting lists at each school and a breakdown of the types of categories of At Risk programs.

9. On November 24, 1997, the Superintendent issued a communication to the members of the Board of School Directors which included a table providing:

- Number of students on waiting lists to enter a partnership school for last year and the current year.
- An estimate of the impact of implementation of the policy based on a five year attendance average.
- A set of tables and graphs illustrating the number and percentage of seats devoted to serve various student populations.

A copy of the table is provided as an attachment.

10. Waiting List: According to the table, partnership schools reported 1,328 students on the waiting lists for the period ending June 30, 1997. For the current academic year, the schools reported a total of 780 students awaiting access to seats in partnership schools' alternative programs.

11. Impact of implementation: To determine the impact of implementation of the new policy linking school attendance to contract payments, the Administration has analyzed historical attitude data for each partnership school. The likelihood that the contracted agency would be unable to meet the 70% annual attendance threshold set by the Board, and as a result experience a loss in funding the next year, has been calculated on the basis of average attendance over a five-year period. Applying this formula, it would appear that all but four of the current contracted partnership schools serving at-risk students would be able to meet or exceed the Board's attendance standard.

On the basis of this analysis, the following partnership schools could be candidates for a loss in funding as a result of not achieving the Board's 70% attendance standard:

Partnership School	Variance from the 70% Attendance Standard
Assata	11.96%
Learning Enterprise	5.52%
Milwaukee Spectrum	0.57%
Silver Spring;	1.58%

Under the terms of our partnership school contract, neither party can unilaterally make changes in the contract after it has been signed. Consequently, MPS needed to petition each partnership school for its agreement to the new provisions setting the attendance threshold. Of the schools listed above, only Milwaukee Spectrum has agreed to the new provisions.

12. Categories of Programs: The Division of Small Community Schools will provide services to a total 4,417.5 full-time-equivalent students, in FY98 under the following categories:

Type of Program	**Service Seats 1997-98**
Early Childhood	840
Charter School	57.5
Behavioral Reassignment	375
At Risk	2,301
Adjudicated Youth	330
MATC	77
Exceptional Education	287
Chronic Disruptors	150
TOTAL	4,417.5

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(Item 4) Response to Committee Requests for Information Regarding Transportation

Your Committee reports having received the following informational report from the Administration:

Background

At the November 13, 1997, meeting of the Audit/Accountability meeting, the Board requested the Administration to provide responses to a series of questions. Below is either the information requested or a status report on when the information will be available. The name of the Board member requesting the information is indicated.

1. Provide a report on the number of Community Schools in the district and the amount of money transferred to those sites. (Gardner)

There are currently ten (10) Community schools: Allen Field, Congress, Fifty-third, Hampton, Hi-Mount, Kagel, Mitchell, Sixty-fifth, Sherman and Walker MS. Two schools, Walker MS and Hampton, were not able to meet their enrollments from within their attendance area. For FY99, Westside Academy, Garden Homes and Twenty-seventh Street schools will become Community Schools.

Community Schools receive $400 per student removed from transportation service. For FY98, $78,000 was transferred to schools. The Administration has informed schools of the Community Schools option. Many schools are unsure of their ability to meet their enrollment projections, thus decline to pursue becoming a Community School. It should be noted that successful Community Schools effectively restrict school choices for parents outside their attendance area.

2. Reconfigure attendance areas to provide more students the option of attending their neighborhood schools. (Gardner)

Resolutions 9798R-029 and 9798R-032 requested the Administration to bring back reconfigured attendance areas in December 1997. A plan modifying attendance areas was submitted the Strategic Planning and Budget Committee on December 9, 1997. A copy of the plan is attached.

3. Provide an analysis of the impact on attendance areas by moving some city-wide programs to other school sites. (Gardner)

That analysis is included in the Administration’s plan on reconfigured attendance areas presented on December 9, 1997.

4. Provide activities and options the district will employ to encourage parents to attend their neighborhood schools. (Hardin)

Current School Board policy grants neighborhood students a preference during the School Selection Process if they select their neighborhood schools as their first choice. Based on previous results, any student selecting his/her neighborhood school is guaranteed placement in that school.

The Administration is developing a pilot project with the Amani Clergy Coalition to promote schools within the Coalition’s neighborhoods. Funds to support these outreach efforts will be reallocated from

transportation and student assignment accounts. Schools in the Amani area will be encouraged to collaborate in this effort.

The Administration will review various avenues to inform parents of the educational opportunities available at their neighborhood schools. Community newspapers and the new MPS newsletter are but two options.

5. Provide a fiscal note on a revision to Board policy to require middle school students to use the Milwaukee County Transit System (MCTS). (Todd)

There is an estimated 9,200 middle school students who could ride MCTS buses. The cost differential between "yellow bus" and MCTS is $80 per student less for MCTS service. Therefore, the estimated cost reduction is $736,000.

The Administration has not reviewed this analysis with MCTS officials. MCTS may not be able to accommodate the change. Considerable discussion with parents, students and schools is warranted prior to enactment of this change. In February 1997, the Board rejected the Administration's plan to move 300 high school students from yellow bus service to MCTS buses.

6. Provide the analysis on "double busing." (Todd)

At the October 29, 1997, School Board meeting, the Administration provided an analysis of "double busing," which is defined as transporting African-American students to schools with an African-American population greater than 70%, or transporting non-African-American students to schools that have an African-American population less than 30%. Over 48% of African-American students, or 16,194 students, are transported to schools in which 70% or more students are African-American, and 18% of non-African-American students, or 3,382 students, are transported to schools where the African-American population is less than 30%.

The idea behind limiting the amount of double busing is that, since integration is not enhanced, transportation should not be provided. However, since most students are transported to accommodate school choices, relieve overcrowded neighborhoods, accommodate students who move, or provide special services for students with exceptional needs, the issue of double busing is no longer pertinent. Many parents are choosing schools without taking racial balance into consideration.

7. Review boundaries for high schools, so that attendance areas are not greater than two (2) miles. (Todd)

The Administration's report on reconfigured attendance areas was submitted to the Board at the December 9, 1997, meeting of the Strategic Planning and Budget Committee. A copy of that analysis is attached to the minutes of your Committee's meeting. The Board approved the Administration's recommendation at the December 17, 1997, meeting.

8. Review methods used by the district for advertising schools. (Todd)

See response to Request #4.

9. Provide a demographic analysis of oversubscribed schools, with the intent of opening a campus in areas of high interest. (Todd)

The plan presented on reconfigured attendance boundaries indicated that 30 elementary attendance areas remain overcrowded. The thirty (30) schools are listed in the plan.

10. Plan a City of Milwaukee & Milwaukee Public Schools summit around the issue of child safety. (Todd)

The Administration can work with the Office of Board Governance in the preparation of a summit.

11. Provide a report on the type of incidents that occurred in FY97, and the actions taken by the district.

Attached to the minutes of your Committee's meeting is a copy of the Incident Log for FY97. Pupil Transportation Services does not keep a record of the actions taken by schools.

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(Item 5) Action on Resolution 9798R-055 by Director Todd to Cease the Acquisition of All Computers and Other Electronic Equipment Until a Comprehensive Asset Management System and Security Environment has been Put into Place

Resolution

At its regular monthly meeting on December 17, 1997, the Board referred the following resolution by Director Todd to the Accountability/Audit Committee:

WHEREAS, Since 1994, the District's external auditors, Deloitte & Touche LLP, have in their annual management letter identified deficiencies in the accounting for District fixed assets; and

WHEREAS, The District's Fixed Asset Inventory threshold has recently been raised from $500 to $5,000; and

WHEREAS, This new $5,000 threshold now requires the schools, rather than Central Services, to maintain adequate records for fixed assets valued under $5,000; and

WHEREAS, Electronic equipment such as computers, VCRs, and other audiovisuals — the value of which is usually under $5,000 — is an essential part of a quality educational process; and

WHEREAS, Theft of electronic equipment has been on the rise within MPS; and

WHEREAS, The equipment is usually not insured by an outside insurance provider; and

WHEREAS, In a decentralized budget and control environment, tracing and tracking the dollars associated with theft of computers and like equipment is problematic and non-existent for the District in too many instances; and

WHEREAS, MPS needs to implement an up-to-date asset management system which will track the purchases, transfers, deletions, and lending of all fixed assets; and

WHEREAS, The lack of controls represents poor stewardship of the District's resources; now, therefore, be it

RESOLVED, That MPS cease the acquisition of all computers and other electronic equipment until a comprehensive asset management system and security environment is put into place; and be it

FURTHER RESOLVED, That, prior to reinstituting the acquisition of any electronic equipment, the Administration report back to the Board on the asset management system it has selected, the security environment that will be put into place, and the time lines for implementation.

Committee Recommendation

Your Committee recommends that the Administration bring back to the February committee meeting an asset management system plan with solutions and an appropriate Board policy to implement this management system.

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Separate consideration having been requested of Items 1 and 2, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 1, regarding dropouts, Director Gardner moved to strike paragraph #9 of the Committee's report.

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

Ayes—Directors Gardner, Hardin and Sinicki—3.

Noes—Directors Braun, O'Neil, Small, Thompson, Todd and President Fisher—6.

Director Small moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—Director Hardin—1.

Item 2 was an informational report on assessments of student achievement and no action was required.

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director O'Neil 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 Communication 9798C-007 from John Szymborski Regarding a Proposed Amendment to Administrative Policy 6.24: Residency: Staff

Communication

At its regular monthly meeting on May 28, 1997, the Board referred the communication to the Legislation, Rules and Policies Committee. An opinion from the City Attorney regarding the communication is attached to the minutes of your Committees' meeting.

Committee Recommendation

In view of the City Attorney's opinion, your Committee recommends that the communication be placed on file.

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(Item 2) Action on Communication 9798C-018 from Sebastian Riccobono Regarding the Residency of Citizens Serving as Committee or Task Force Members

Communication

At its regular monthly meeting on December 17, 1997, the Board referred this communication, a proposed resolution regarding the residency of committee or task force members, to the Legislation, Rules and Policies Committee:

Committee Recommendation

Your Committee recommends that:

1. A majority of the members of committees and task forces that involve citizens, whether or not employed by MPS, comprise individuals that legally reside within the City of Milwaukee;

2. The Director of Board Governance shall be responsible for authentication of residency of each individual;

3. Exceptions to Numbers 1 and 2 be made only by a majority vote of the full Board of School Directors;

4. A list of the members of committees and task forces be brought back to the Board as an informational report.

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(Item 3) Action on Communication 9798C-019 from Sebastian Riccobono Regarding the Residency and Qualifications of Outside Consultants

Communication

At its regular monthly meeting on December 17, 1997, the Board referred this communication, a proposed resolution regarding the residency and qualifications of outside consultants, to the Legislation, Rules and Policies Committee:

Committee Recommendation

Your Committee recommends that:

1. All contracted consultants be individuals who legally reside within the City of Milwaukee;

2. The Director of Board Governance be responsible for authentication of residency for each individual and of qualifications as to:

   a) educational degrees claimed

   b) licenses required

   c) references

3. Exceptions to Numbers 1 and 2 be made only by a majority vote of the full Board of Directors.

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(Item 4) Action on a Motion by Director Gardner at the December 17, 1997, Board Meeting to Change the Timing of Board Elections

Background

At the December 17, 1997, Board meeting, Director Gardner moved to amend the legislative package (Item 4 of the Report of the Committee on Legislation, Rules and Policies) by adding a Section X to change the time of MPS Board elections to coincide with local and county nonpartisan elections, to be effective in the year 2000.

Director Gardner accepted a friendly amendment by Director Thompson to substitute “a high turnout election” for the local and county nonpartisan elections.

Director Todd moved that the Board direct the President to set up a committee to look at the election process of the Board.

Director Todd accepted a friendly amendment by Director Sinicki to refer the matter to the Legislation, Rules and Policies Committee.

The Chair stated the motion as follows: "The motion in front of us is to refer this to the Legislation, Rules and Policies Committee. Roll call, please — This item only. It's an amendment by Director Gardner."

The motion to refer to LRP passed on the following vote:

Ayes—Directors Hardin, O'Neil, Small, Todd and President Fisher—5.

Noes—Directors Braun, Gardner, Sinicki and Thompson—4.

Analysis

The Office of Board Governance has reviewed the election turnouts for the years 1992-1997 and the schedule of future elections for the years 1998-2004. The information on election turnouts has been taken from the Biennial Reports of the Board of Election Commissioners of the City of Milwaukee. A complete tabulation of the election results has been attached to the minutes of your Committee's meeting.

Table I — Past Elections 1992-1997

	Spr 92	Fall 92	Spr 93	Fall 93	Spr 94	Fall 94	Spr 95	Fall 95	Spr 96	Fall 96	Spr 97	Fall 97
President	X	X							X	X		
Congress		X				X				X		
Governor						X						
State Legislature		X				X				X		
State Superin.			X								X	
County Executive	X								X			
County Superv.	X								X			
Mayor	X								X			
Aldermen	X								X			
School Board			X		SP		X				X	
Voter Turnout %	51	76	22		8	46	22		41	56	14	

Table II — Future Elections 1998-2004

	Spr 98	Fall 98	Spr 99	Fall 99	Spr 00	Fall 00	Spr 01	Fall 01	Spr 02	Fall 02	Spr 03	Fall 03	Spr 04	Fall 04
President					X	X							X	X
Congress		X				X				X				X
Governor		X								X				
State Legislature		X				X				X				X
State Superin.							X							
County Executive					X								X	
County Superv.					X								X	
Mayor					X								X	
Aldermen					X								X	
School Board			X				X				X			
Anticip. Turnout		+	-		+	++	-			+	-		+	++

Options

The following options for rescheduling the Board elections to higher-turnout elections are possible:

1. *If four-year staggered terms are to be retained,* the elections can be moved from the spring of odd-numbered years to the fall of even-numbered years to coincide with the Congressional and state assembly elections. This would involve shortening the terms of current incumbents by six months.

2. *If four-year staggered terms are not to be retained,* with all seats up for election at the same time, the elections can be moved:

a. To coincide with the presidential election every four years; or

b. To coincide with the mayoral election/presidential preference primary in the spring of the presidential election year.

Either of these options would have varying effects on the length of terms of the incumbents.

Committee Recommendation

Your Committee recommends that:

1. The Milwaukee Board of School Directors consider changing the date of elections for the Milwaukee Board of School Directors to a regularly scheduled public election with historically high voter participation; and

2. The Board of School Directors request the Office of Board Governance to bring back to the Board information regarding the advantages and disadvantages of particular elections with regard to general voter participation, voter participation in low-income and minority communities, coincidence with partisan and non-partisan elections, and staggering of terms.

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Separate consideration having been requested of Items 2, 3 and 4, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 2, a communication regarding the residency of citizens serving on committees or task forces, Director Small moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Noes—Directors Gardner and Thompson—2.

Voting "present"—Director Hardin—1.

With respect to Item 3, a communication regarding the residency and qualifications of outside consultants, Director Thompson moved to refer the item back to Committee, with the administration to supply by June, 1998, a list of consultants over the past year, résumé information, amount of dollars spent and the location of the consultants offices.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 4, changing the timing of Board elections, Director Gardner moved that the Board move the elections no later than April 1 to a higher turnout election.

After discussion and without objection, the motion was withdrawn.

Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—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; Acceptance of Donations; and Report on Administrative and School Fund Transfers

Award of Contracts

ADA REMODELING — PHASE V — BID PACKAGE 3

Westside Academy I

Reichl Construction, Inc.
11141 W. Forest Home Ave.
Hales Corners, WI 53130
Low bidder: Base bid of $1,238,900, plus $5,900 for Mandatory Alternate Bid 2 to provide and install concealed flush valves at water closets, for a total contract of.....$1,244,800.00

ALTERATIONS — A/V PRESENTATION SYSTEM

Technology Center (Division of Special Services Center)

Ameritech
17950 W. Corporate Dr.
Brookfield, WI 53045
Low bidder: Base bid of.....$173,493.40

WINDOW REPLACEMENT

Division 1 — Vieau School

J.F. Cook Co., Inc.
11777 W. Northbranch Dr.
Oak Creek, WI 53154
Low bidder: Base bid of $242,545, plus $30,800 for Mandatory Alternate Bid 1 to replace all exterior doors and frames, for a total contract of.....$273,345.00

Division 2 — Dr. Martin Luther King, Jr. School

Simmons Building Products, Inc.
12100 W. Dearbourn Ave.
Wauwatosa, WI 53226
Low bidder: Base bid of $288,918, plus $43,022 for Mandatory Alternate Bid 1 to replace all exterior doors and frames, for a total contract of $331,940.00

Authorization to Make Purchases

SS-386 71 Macintosh & 9 IBM Computers (Steuben)

Purchase orders have been issued for standard MPS Enterprise models of Macintosh and IBM computers totaling $117,293. The school saved $75 per computer by Title 1 funds were used.

SS-387 35 Pentium Computers and Software Site Licenses (38th Street)

Recommend authorization to purchase 35 of the standard MPS Enterprise model of IBM Pentium computers, 1 file server, 8 printers and 30 Computer Curriculum Corporation software site licenses, totaling an estimated $117,000. Title 1 funds will be used.

SS-388 30 Mac G3's and 1 File Server (Rufus King)

Recommend authorization to purchase 30 Macintosh G3 computers, 1 file server and related peripherals and cabling, totaling an estimated $138,000. Construction funds will be used.

SS-391 25 Macintosh, 25 Compaq and 7 Presario Computers (Madison)

Purchase orders totaling $38,976 have been issued for 24 of the Macintosh computers, which are the standard MPS Enterprise model. The school saved $75 per computer by meeting Apple's December 19th deadline for purchase orders.

Recommend authorization to purchase 1 Macintosh G3 computer, 25 Compaq computers, 7 Presario notebook computers, 6 printers and related peripherals, totaling an estimated $68,000.

Title 1 funds will be used for the above two sections, totaling an estimated $107,000.

SS-392 31 Pentium Computers and Networking Services (Garland)

Recommend authorization to purchase 31 of the standard MPS Enterprise model of IBM Pentium computers, 7 printers, software, and 40 hours of network support, totaling an estimated $66,000. Title 1 funds will be used.

SS-393 40 Computers, 5 File Servers, Software (Title 1 Various)

Recommend authorization to purchase 40 computers (28 Mac and 12 Dell), 5 file servers, Computer Curriculum software and related services, totaling an estimated $276,000 for nine non-public schools.

Recommend authorization to purchase Logal biology and mathematics software totaling an estimated $84,000 from Computer Curriculum Corporation for nine small community schools.

Title 1 funds totaling an estimated $360,000 will be used for both of the above parts of this project.

SS-397 208 eMate Laptop Computers (Various)

Recommend authorization to purchase a minimum of 208 Apple eMate laptop computers with locking recharging carts, teacher training, teacher guides, one year of free technical phone support, and one additional year of warranty, totaling a minimum of $167,726.

This purchase is contingent upon schools allocating money for at least half of the total quantity, with the MPS Technology Division's budget paying for a maximum of 104 computers. Savings are estimated at $45 per computer, if a minimum of 208 machines are bought prior to the February 1 price increase.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of December 31, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School	$709,711,816	$3,400,000	$713,111,816	$201,068,534	$512,043,282	28.2%
Categorically	75,906,479	16,974,542	92,881,021	27,489,018	65,392,003	29.6%
School Nutrition	25,382,268	0	25,382,268	10,534,959	14,847,309	41.5%
Construction	14,200,000	11,121,991	25,321,991	6,555,481	18,766,510	25.9%
Extension	6,889,122	0	6,889,122	598,451	6,290,671	8.7%

B. Statement of Expenses as of December 31, 1997:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School	$709,711,816	$18,347,014	$728,058,830	$313,134,281	$414,924,549	43.0%
Categorically	75,906,479	20,041,724	95,948,203	38,579,604	57,368,599	40.2%
School Nutrition	25,382,268	21,833	25,404,101	11,408,845	13,995,256	44.9%
Construction	14,200,000	21,510,107	35,710,107	23,893,714	11,816,393	66.9%
Extension	6,889,122	46,306	6,935,428	3,003,491	3,931,937	43.3%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.
(2) Encumbrances and expenditures included through December 31, 1997, and payrolls through December 26, 1997.

The monthly report on expenditures has been attached to the minutes of your committee's meeting of January 20, 1997.

Acceptance of Donations

The following donations have been received:

SCHOOL	GIFT OR PURPOSE	VALUE	DONOR
Allen-Field	RIF books	$50	Proact Inc.

Barton	Classroom Incentives	$50	Guaranty Bank
Bell	Volunteerism Award	$1,000	Ameritech

Browning	Mac Applequicktake Camera	$591	P.T.O.
Curtin	RIF books	$1,070	Ameritech
Garden Homes	Donation for Toys	$50	Service Team Corp.
Garden Homes	Holiday Luncheon	$150	NHMBC
Garden Homes	Student of the Month Lunch	$10	Kohl's Food Stores
Grantosa	Transport Ex. Ed. Students —Swim	$855	Maria Walwork
Hamilton	Technology hardware	$665	Nicholas Hartman
Hampton	Cheerleaders' skirts, basketball uniforms	$1,600	PTO
LaFollette	Parent/Student Thanksgiving Feast	$300	Flora Odom-Flagg
Lincoln Avenue	Field trips, supplies for technology	$7,251	P.T.O.
Manitoba	Children's clothing	$150	Martha Lumovich
Manitoba	Field trips	$150	William Gebhardt
Maryland Avenue	RIF books	$500	PTA
Maryland Avenue	Field trips	$500	PTA
MHSA	Theatre Festival	$15	Evelyn Volmar
MHSA	Theatre Festival	$3,850	Russell Fanning
Mil. French Immer.	Incentive Program	$500	Edward Crockett
North Division	National Honor Society	$1,000	Wisconsin Energy
NorthDivision	National Honor Society	$1,000	Northwestern Mutual
Riverside	Computer and software	$3,000	Lisette Rodriguez
Thirty-fifth Street	Incentives - Bucks Tickets	$418	Milwaukee Bucks
Thurston Woods	27 PlayStation V1.1, 1 K-2 Curr. License, 17 K-2 Additional Curr. License	$20,938	Pieper Electric , Inc.
Washington	Scholarship Funds	$1,000	Class of '47
Washington	Service Master	$1,000	Service Master

Administrative and School Fund Transfers

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

Committee recommendations

1. That the Board award the contracts as listed above.

2. That the Board authorize the purchases, as listed above

3. That the Board accept the report of revenues and expenses above.

4. That the Board accept the donations, 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

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the

following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers and school psychologists, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

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

5. Affirmative Action Report

The affirmative action report for December, 1996 is attached. No action is required.

Committee recommendations

That the Board approve the classified personnel transactions, teacher appointments, and leaves of absence as listed below:

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
James Bugnacki Westside Academy II	School Secretary I $18,609.78/yr.	01-12-98
Rebecca Ciurro Special Serv. Center	Handicapped Children's Asst $12,301.67/yr.	12-08-97
Edward Fricke Lincoln Middle	Boiler Attendant Trainee $22,936.42/yr.	12-29-97
Mark Hein Bldg. Op.	School Engineer I $27,845.48/yr.	01-12-98
Kelvin Johnson Fairview	Handicapped Children's Asst $12,301.67/yr.	01-05-98
Vissia Johnson Starms	Clerk Typist I $14,480.00/yr.	12-01-97
Kristi Lemmer School Nutrition	Clerk Typist I $17,464.20/yr.	12-08-97
Angela Pickens McNair	Clerk Typist I $14,480.00/yr.	12-03-97
Therese Roethle Parent/Student Services	Clerk Typist I $17,464.20/yr.	01-12-98

Penny Schmidtke Fairview	Handicapped Children's Assistant $12,301.67/yr.	12-01-97
Jill Schroeter Fairview	Handicapped Children's Assistant $12,301.67/yr.	11-25-97
Cynthia Schweitzer Bay View	Clerk Typist I $17,464.20/yr.	01-12-98
John Snyder Bldg. Op.	School Engineer I $27,845.48/yr.	12-16-97
John Stoller Fac. & Main. Services	Electrician $22.90/hr.($45,800.00/yr.)	01-05-98
Sherri Torrence Audubon	Clerk Typist I $14,480.00/yr.	12-10-97
Samantha Vassel-Shields Parent/Student Services	Clerk Typist I $17,464.20/yr.	01-05-98
Arvis Williams 78th	Clerk Typist I $14,480.00/yr.	12-08-97
Trolando Wright Muir	Boiler Attendant Trainee $22,936.42/yr.	12-29-97

PROMOTIONS

Evelyn Bivins Custer	Food Service Manager III $16,247.52/yr.	11-25-97
David Frank South	Boiler Attendant Trainee $22,936.42/yr.	12-29-97
Harold Jenkins Madison	Boiler Attendant Trainee $22,936.42/yr.	12-29-97
Curtis Jensen Gaenslen	Boiler Attendant Trainee $22,936.42/yr.	12-29-97
Mary Morgan Malcolm X	Food Service Manager II $17,029.77/yr.	12-02-97
Henry Pullom Bldg. Op.	School Engineer I $31,653.44/yr.	12-29-97
James Scharpf Auer	Food Service Manager IV $17,821.79/yr.	12-01-97
Linda Schleifer Bldg. Op.	School Engineer I $27,845.48/yr.	12-29-97

Linda Sherifi Marshall	Boiler Attendant Trainee $22,936.42/yr.	12-29-97
Michelle Smart Lee	Food Service Manager I $14,292.74/yr.	12-02-97
Lanita Tate Custer	Boiler Attendant Trainee $22,936.42/yr.	12-29-97
Jeffrey Thomas Bldg. Op.	School Engineer I $27,845.48/yr.	12-29-97
Michael Wilson Garfield	Food Service Manager II $15,125.71/yr.	12-01-97

RETURN FROM LEAVES

Esmeralda Ortiz Mitchell	School Secretary I $21,043.11/yr.	12-08-97

CHANGES IN STATUS

Davion Briant Clemens	Handicapped Children's Asst $12,301.67/yr.	12-08-97
Romonia Hall Madison	Clerk Typist I $14,480.00/yr.	01-12-98
Lydia Toney II Pleasant View	Handicapped Children's Asst $12,301.67/yr.	12-12-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

Ethnic Code	Teachers — Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	Phillip D. Abramoff Mathematics	B	$24,684	0	12/01/97
(nr)	Kendra Y. Ash Cognitive Disabilities	B	$24,684	0	09/26/97
(r)	Kristi S. Giese Gr. 4	B	$24,684	0	10/10/97
(nr)	Aleta M. Gretenhardt Technology Education/Graphics	B	$30,855	5	08/26/97
(r)	Peter Gull Science/Math	B	$24,684	0	12/04/97

(r)	Ashanti T. Hamilton English	B	$24,684	0	08/27/97
(nr)	Erin C. Hart SAGE	B	$24,684	0	11/03/97
(r)	Dana C. Hubbard Learning Disabilities	B	$24,684	0	11/18/97
(r)	Debra A. Jones-Zimmermann Art	B	$24,684	0	01/26/98
(nr)	Daniel A. Jorvig ROTC	B	$33,324	7	01/05/98
(r)	Raquel A. Kittredge Pre-K	B	$24,684	0	09/29/97
(nr)	James M. Klug SAGE	B	$24,684	0	11/11/97
(r)(a)	Julie Koelsch SAGE	B	$35,792	10	10/09/97
(r)	Jeffrey W. Kuula Learning Disabilities	B	$24,684	0	11/12/97
(r)	Bryan M. Lyday Spanish	B	$24,684	0	11/03/97
(r)	Todd J. Mallegni Emotional Disturbance	B	$28,387	3	11/10/97
(r)	Diane J. Michalak Learning Disabilities	B	$24,684	0	11/10/97
(nr)	Alma C. Millan Spanish/Middle School	B	$24,684	0	12/03/97
(r)	Kristan L. Nastulski English/Reading	B	$24,684	0	08/26/97
(nr)(b)	Jean A. Parulski Cognitive Disabilities	B	$29,621	4	11/03/97
(r)	Susan P. Plewa Library Media Specialist	C	$27,893	0	08/26/97
(r)	Charles H. Robinson Graphic Arts	B	$33,324	7	11/14/97
(r)	Lisette Rodriguez-Reed SAGE Gr. 2 Bilingual	B	$24,684	0	11/14/97

(r)(b)	Stephanie R. Roland Grade 2/3	BB	$29,806	3	08/26/97
(nr)	Julie A. Saccomando EC:EEN	B	$24,684	0	12/01/97
(nr)	Andrea M. Sheridan Reading Resource	B	$28,387	3.5	10/22/97
(nr)	Maura M. Sullivan Gr. 2	B	$24,684	0	11/03/97
(r)	Hanako M. Tani Japanese Language	B	$25,919	1.5	08/26/97
(r)	Larry J. Vernor English	B	$30,855	5	08/26/97
(r)(a)	Evelyn M. Williams Gr. 1	B	$33,324	7.5	09/26/97
(nr)	Debra M. Wolfmeyer Kindergarten	B	$24,684	0	10/06/97
(r)	Tammy M. Woznick SAGE	B	$24,684	0	11/24/97
(nr)	Deborah J. Zinke Reading/Math	B	$24,684	0	10/27/97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to January 23, 1998:		
Cynthia Lorenz	Clemens	August 26, 1997
Illness Leave, to June 15, 1998:		
Betty Russ Banks	35th Street	August 26, 1997
Maternity Leave, to June 15, 1998:		
Kimberly Riegg	Lincoln MS	May 18, 1998
Elizabeth Sande	Franklin	December 16, 1997
Paternity Leave, to June 15, 1998:		
Pedro Lopez	Hamilton	January 5, 1998

Personal Leave, to June 15, 1998:

Annie Arnold	Riley	January 26, 1998
Peter Gebhardt	Urban Waldorf	January 5, 1998
Bonnie Withers	Leave	January 26, 1998

Extension of Illness Leave, June 15, 1998:

David Restivo	Leave	January 26, 1998
Thomas Taylor, Jr.	Leave	January 26, 1998

Extension of Maternity Leave, to January 22, 1999:

Nochelle Davis	Leave	January 26, 1998
Laura Fischer	Leave	January 26, 1998
Jacalyn Oliva	Leave	January 26, 1998
Victoria Sanchez	Leave	January 26, 1998
Lauren Vey	Leave	January 26, 1998

Extension of Personal Leave, to June 15, 1998:

Michelle Hucke	Leave	January 26, 1998
Naseer Nasir	Leave	January 26, 1998

Extension of Study Leave, to June 15, 1998

Jerome Holzbauer	Leave	January 26, 1998

CURTAILMENT OF LEAVE:

Jeri Agee — Rescinded her sabbatical leave that was granted from August 26, 1997, through June 15, 1998.

Edward Croke — Rescinded his sabbatical leave that was granted from August 26, 1997, through June 15, 1998.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Pauline E. Basurto	Teacher	12-12-97
Linda R. Crews	Teacher	12-19-97
Glenn D. Diedrich	Teacher	01-03-98
Marlene J. Gorecki	Teacher	12-19-97
Elinor E. Graefe	Social Worker	01-23-98
Sue A. Greco-Powers	Teacher	11-21-97
Crisoforo Guajardo	Teacher	06-15-98
Griselda Macedo-Garcia	Teacher	06-13-97
Kristin Guse	Teacher	12-24-97
William Haury	Teacher	11-21-97
Timothy E. Herring	Teacher	03-06-98
Maria T. Lopez	Teacher	11-19-97
Richard E. Piotrowski	Teacher	12-03-97
Nydia Rios	Teacher	11-28-97
Allison L. Sherman	Teacher	12-19-97

Donna L. Strasser	Teacher	12-19-97
Thomas M. Sullivan	Teacher	11-14-97
Carol E. Weiss	Teacher	12-05-97
Pamela Whitnall/Koehler	Teacher	06-15-98
Priscilla R. Wicks	Teacher	11-20-97
Lane J. Braun	Teacher	06-13-97
Diane Grunwaldt	Teacher	12-19-97

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(Item 3) Action on Resolution 9798R-046 by Director Hardin to Provide Centrally Located Funding for the Newspapers in the Schools Program

Background

At its regular monthly meeting held on November 25, 1997, the Board approved Resolution 9798R-046 by Director Hardin regarding providing centrally located funding for newspapers in the schools and directed the Administration to report back in December 1997.

At its regularly meeting on December 18, 1997, the Board requested the following information from the Administration in January 1998.

- Correct prices of newspapers;
- Review of the use of the Common School Fund;
- The amount of money currently spent on the *Journal Sentinel* and *USA Today*;
- The possibility of receiving the *Journal Sentinel* free of charge;
- A City Attorney's opinion, a copy of which is attached.

Administration's Response

1. The chart provides the costs for one classroom set of thirty newspapers at all schools:

Paper	Price	Cost	Class price
Milwaukee Community Journal	$.75 x 30 x 211 x 39	$185,152.50	$877.50
Milwaukee Courier	$.50 x 30 x 211 x 39	$123,435.00	$585.00
The Milwaukee Times	$.25 x 30 x 211 x 39	$61,717.50	$292.50
News From Indian Country	$1.00 x 30 x 211 x 18	$113,940.00	$540.00
The Spanish Journal	$1.00 x 30 x 211 x 39	$246,870.00	$1,170.00
Wisconsin Hmong Life	$.75 x 30 x 211 x 9	$42,727.50	$202.50

Paper currently used in class sets	Price	Cost	Class price
Milwaukee Journal Sentinel	$.25 x 30 x 211 x 180	$284,850.00	$1,350.00
Milwaukee Journal Sentinel	$.25 x 30 x 211 x 39* 1 day/week	$61,717.50	$292.50
USA Today	$.30 x 30 x 211 x 180	$341,820.00	$1,620.00
USA Today	$.30 x 30 x 211 x 39* 1 day/week	$74,061.00	$351.00

* Based on purchase one at $.50, get one free

2. Regarding the use of the Common School Fund to purchase newspapers, schools are able to use the fund to pay for a subscription of up to five (5) copies of a newspaper. These newspapers are to be housed in the library media center. Schools are not able to pay for a set of newspapers for classroom use. Listed below are the costs per year for single subscriptions of the following newspapers:

Paper	Single Annual Cost (Per school)
Milwaukee Community Journal	$35.00
Milwaukee Courier	$25.00
Milwaukee Journal Sentinel	$175.00
The Milwaukee Times	$45.00
News From Indian Country	$44.00
The Spanish Journal	$45.00
USA Today	$156.00
Wisconsin Hmong Life	$20.00

3. It is estimated that the district is currently spending approximately $67,000 on newspapers, including single subscriptions and classroom sets.

4. The Administration has sent a letter to the *Milwaukee Journal Sentinel* requesting free newspapers for use by schools that make such a request. (Currently the district receives one free copy of the *Journal Sentinel* for every copy purchased.)

Committee Recommendation

Your Committee recommends that schools use the Common School Fund to pay for library subscriptions of newspapers selected by the schools. The Administration will provide workshops on using various community newspapers to enrich classroom instruction. These workshops will be offered beginning in March 1998. Schools desiring to purchase additional newspapers or class sets will be able to do so through their local school funds.

* * * * *

(Item 4) Report on the Implementation Plan for Communication 9798C-016 from Highland Community School Requesting that it Become a Formal Feeder School to the MPS Montessori Schools

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. On December 17, 1997, the Milwaukee Board of School Directors authorized Highland Community School to be a formal feeder school of the MPS Montessori system. At this meeting, the Board directed the Administration to bring back an implementation plan to the Finance/Personnel Committee at its January 1998 meeting.

2. The Montessori principals of MacDowell, Greenfield, and Craig Schools met with staff members from the Department of Leadership Services to discuss the establishment of an implementation plan.

3. The principals and the Administration believe that a feeder status for Highland Community School is possible under the following guidelines:

- Highland Community School would be authorized as a formal feeder school of the MPS Montessori system as long as Highland maintains its status as an MPS charter school.

- The feeder privilege would apply only to students completing the third grade at Highland and entering the fourth grade in MPS.

- A maximum of 8 fourth grade students would be accepted into the MPS Montessori schools. The specific assignments for these 8 students would depend on openings at the individual schools.

- Highland parents whose children would be fourth grade students the following school year would have to complete an application during the school selection process indicating their first, second (and when Craig has grade 4 students) third choices.

• If, in the future, K3/K4 entry-level seats or middle school entry-level seats have to be reduced because of this agreement, the Administration will present a revised proposal to the Milwaukee Board of School Directors.

4. Mr. Thomas Williams, the Executive Director of Highland Community School, was contacted on January 5, 1998, and the above guidelines were discussed. Mr. Williams concurred with these guidelines.

* * * * *

(Item 5) Action on Resolution 9798R-59 by Director Todd Regarding Board Endorsement of the South Division Association's Vision of Returning the Old South Division High School Dome to South Division High School

Resolution

At its regular monthly meeting on December 17, 1997, the Board referred the following resolution by Director Todd to the Finance/Personnel Committee:

WHEREAS, The Old South Division High School Dome is a piece of community history and will be one hundred years old in 1998; and

WHEREAS, The Milwaukee Preservation Commission has, in principal, endorsed the return of the Old South Division High School Dome to South Division High School; and

WHEREAS, The Old South Division High School Dome was regarded as a positive landmark of the near south side for years and was lighted as a 'lighted school house' to show the community that once again South Division was the center of the community and victorious; and

WHEREAS, The South Division community is in a positive resurgence both academically and athletically, and a renewal of the "Shoulder-to-Shoulder" Spirit has returned not only to the school, but to the community as well; and

WHEREAS, The South Division Alumni Association has made a commitment to bring the Old South Division High School Dome back and to maintain it with no fiscal impact on the MPS District; now, therefore, be it

RESOLVED, That the Board of School Directors endorses the South Division Association's vision of returning the Old South Division High School Dome to South Division High School; and be it

FURTHER RESOLVED, That the Board of School Directors encourage the current owner of the Old South Division Dome to help continue the renewed "Shoulder-to-Shoulder" Spirit that has returned to the South community and to help the alumni and current students of South Division realize their "Shoulder-to-Shoulder" community vision inherent in the return of the Old South Division Dome.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 6) Action on a Recommendation to Modify the Name of Washington Irving Elementary School to the Milwaukee Sign Language School

Administration's analysis

1. In January 1997, the Milwaukee Board of School Directors approved Washington Irving Elementary School as the site for the American Sign Language School.

2. On November 12, 1997, the Washington Irving School Shared Decision-Making Committee, composed of parents, staff, and community members, expressed its desire for a name change from Washington Irving Elementary School to Milwaukee Sign Language School.

3. In a vote of the Irving staff in November 1997, the vast majority of the staff gave an advisory vote to the principal in support of this name change.

Strategic Plan Compatibility Statement

4. The recommended name change is compatible with the Board's support of the innovative schools procedures and the involvement of parents, staff, and community in the planning and implementation of these proposals. The recommended name change is appropriate to the program's focus.

Statute, Board Policy or Rule Statement

5. 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; and 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.

Fiscal Impact Statement

6. Letters used on the school's sign will cost approximately $1,800.00, which will be taken from the local school budget.

Implementation and Assessment Plan

7. Upon Board approval, a requisition will be completed to have the letters changed on the building to reflect the new school name.

Committee Recommendation

Your Committee recommends that the name Washington Irving Elementary School be changed to Milwaukee Sign Language School.

* * * * *

(Item 7) Receipt of the Fiscal Year-end 1997 Audit Reports (General Purpose Financial Statements Audit Report, Early Retirement Supplement and Benefit Improvement Plan, and Supplemental Early Retirement Plan for Teachers)

Background

1. State Statute 120.14 requires school boards to provide for the audit of school district accounts and certification of the audit. In addition, under s. 115.28 (18), the state superintendent of public instruction requires that the audit include an audit of the number of pupils reported for membership under s. 121.004 (5).

2. On March 26, 1997, the Milwaukee Board of School Directors authorized the Administration to retain the services of Deloitte & Touche to perform audit services for the years ending June 30, 1997, 1998, and 1999.

3. The objectives of the audit are: (1) 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; (2) reporting on the internal controls relevant to an audit of the financial statements; (3) reporting on MPS' compliance with laws and regulations, which could have a material effect on the financial statements; (4) the determination of whether the schedules of federal and state financial assistance are presented fairly in relation to the financial statements taken as a whole; (5) 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 (6) the expression of an opinion on whether the organization complied with the specific terms and conditions of its major federal and state award programs.

4. The contractor has completed its audit of the following records for the year ending June 30, 1997:

General-purpose financial statements

Financial statements of the defined benefit pension plan

5. The Deloitte & Touche audit reports have been transmitted to the Board under separate cover.

6. Representatives of Deloitte & Touche are present to answer any questions from Board members and/or to provide the Committee with an overview.

Committee Recommendation

Your Committee recommends that the Board receive the following Deloitte & Touche year-end audit reports: General Purpose Financial Statements Audit Report, Early Retirement Supplement and Benefit Improvement Plan, and Supplemental Early Retirement Plan for Teachers.

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(Item 8) Action on Proposed Fiscal Policies Relative to the Enterprise Functions

Administration's Analysis

At its meeting on August 27, 1997, the Board received the Administration's report on the Proposed Fiscal Policies Relative to the Enterprise Functions. Since this meeting, the Administration has incorporated the comments received from all interested and affected parties.

The Administration submitted recommendations to the Finance/Personnel Committee on these fiscal policies at its November 18, 1997, meeting. The committee held the item in committee until its January 1998 meeting.

The Administration, being aware there may be a future need or desire to create enterprise units within the district for the purpose of providing administrative services to schools and/or departments. has developed the following proposed Milwaukee Public Schools Fiscal Policies for Enterprise Funds:

a) District Intent for Enterprise Activities: Authorization of enterprise activities is based on the general concept that profits generated by the enterprise activities will be redirected to general district operations to promote the Board goals of student achievement and equity. Enterprise activities are restricted to governmental units, including those outside the district. Enterprise activities that do not generate a profit but break even are authorized on the general concept that services provided are those requested by customers (i.e., MPS schools and departments).

b) Enterprise Management Committee: The oversight of enterprise activities will be the responsibility of the Enterprise Management Committee, consisting of the Superintendent, the Director of Finance, the Chief Auditor, and four principals (the School Budget Committee Co-chairs). The primary responsibilities of the Enterprise Management Committee are to maintain the integrity of enterprise activities and to ensure that enterprise activities are consistent with approved business plans and the overall mission of the district.

c) Definition of Enterprise Activities: District operations considered to be enterprise activities are those ***recurring*** operations ***intended*** to be financially self-sustaining with projected annual revenues in excess of $250,000. Expenses incurred by enterprise activities are to be recovered in the current operating period by charging sufficient user fees.

d) Generally Accepted Accounting Principles: The Department of Finance will utilize generally accepted accounting principles (GAAP) for "proprietary funds" as promulgated by the Governmental Accounting Standards Board and employ accounting and financial management practices permitted by the Government Finance Officers Association. The district will utilize the "flow of economic

resources" measurement focus and the "full accrual" basis of accounting. Enterprise activities will be "bundled" into groups of related services and accounted for. The Department of Finance will be responsible for maintaining detailed administrative and accounting procedures for these activities.

e) Multi-year Business Plan and Annual Budget: To ensure proper planning, new enterprise activities will be authorized through the annual budget adoption process. Prior to the start-up of any enterprise activity, a business plan with a three (3) -year financial forecast must be developed and submitted to the Department of Finance. The business plan should include a mission statement, operations and marketing strategy, identification of key personnel, and an in-depth write-up to include business risk assessment, labor issues, detailed break-even and cost/benefits analyses, and three-year revenue and expense forecasts, along with all key assumptions used. The Department of Finance will evaluate the business plan for completeness, accuracy, and viability, and will submit a recommendation to the Superintendent.

f) Nature of Business Expenses: Expenses incurred by enterprise activities are to be reasonable, ordinary, and directly related to enterprise operations. Acquisition of capital goods in excess of $25,000 each must be included in the annual budget and be consistent with the business plan. Acquisition of capital goods will be based on sound investment analysis using discounted cash flows/net present-value methods, and be included in the annual budgeting process. Capital goods will be expensed utilizing an appropriate depreciation methodology. Finance will periodically review these expenses for propriety and suggest corrective action where appropriate.

g) Financing Start-Up Activities: Financing start-up activities is predicated upon an accepted and viable business plan and a projected operating position of no less than break even. For those enterprises demonstrating a break-even in the current fiscal year, the district will provide cash flow assistance, thereby meeting the working capital needs of the enterprise. In some cases, the enterprise may have a need for capital assets. Equipment acquisition during start-up will be financed by the Equipment Acquisition Fund.

h) **Equipment Acquisition Fund:** The intent of the Equipment Acquisition Fund is to be a self-sustaining revolving fund that receives annual repayments of principal and interest for loans issued to enterprise funds. The funding for the equipment acquisition fund will be provided by the district's unreserved fund balance (financial reserves) of the School Operations Fund and will be set at a level of $3,000,000. This fund will be managed by the Enterprise Management Committee, with responsibilities for loan approvals and development of administrative procedures to ensure the financial integrity of the fund. The Committee will be guided by the following objectives: (1) asset safety, 2) internal rate of return and payback period, and (3) consistency with the business plan. Interest earnings of the Equipment Acquisition Fund will be distributed to the School Operations Funds for general operations.

i) Operating Reserve for Enterprise Activities: The intent of an operating reserve is to minimize disruptions in the delivery of enterprise services to customers. Operating reserves are to be funded by the net income generated from the enterprise activity, with operating reserves not to exceed three months of operational expenses. The Department of Finance will determine the appropriate level of the operating reserve.

j) Disposition of Net Income: Distribution of profits will be determined on a case-by-case basis by the Enterprise Management Committee. The distribution of profits will be predicated on a financial analysis of the enterprise activity and its ability to achieve and sustain its business plan. The Enterprise Management Committee will utilize the following distribution formula, in order of priority, as a guideline: a) repayment of loans from the Equipment Acquisition Fund; b) funding of operating reserves; c) reinvestment into the Enterprise activity (not to exceed 50% of the profits); and d) the remainder transferred to School Operations funds for general operations.

Strategic Plan Compatibility Statement

The Fiscal Policies are consistent with the Board's goal of ensuring that appropriate resources are provided to enable students to reach achievement goals.

Statue, Board Policy or Rule Statement

As the Enterprise Management Committee oversees the enterprise activities, any necessary modifications to Board Policy will be brought to the Board.

Fiscal Impact Statement

The district's unreserved fund balance of the School Operations Fund will be used for equipment acquisition and set at a level of $3,000,000.

Implementation and Assessment Plan

The Enterprise Management Committee will use the Fiscal Policies as outlined in the Administration's Analysis.

Committee Recommendation

Your Committee recommends that the Board approve the proposed Fiscal Policies relative to the Enterprise Functions.

* * * * *

(Item 9) Action on Proposed Board Policies at they Relate to Interdistrict Public School Open Enrollment

Administration's analysis

1. The new Board policy is designed to meet the requirement for a Board resolution or policy to be adopted by January 31, 1998, under the Public School Open Enrollment law, 1997, Wisconsin Act 27. Since the law is very specific as to the content of the Board resolutions to be adopted, the policy largely tracks the statutory language.

2. Below is a brief summary of the main tenets of the policy, specifically:

a. As long as the Milwaukee Public Schools are eligible to receive state aid under the Chapter 220 Program:

1) All applications under the Chapter 220 Program shall be acted on before any Full-Time Open Enrollment application is accepted.

2) Any Full-Time Open Enrollment application for transfer into or out of the Milwaukee Public Schools that would increase racial imbalance in the Milwaukee Public Schools shall be rejected.

b. The Board shall apply the following criteria for accepting or rejecting all Full-Time Open Enrollment applications from nonresident students:

1) An application shall be accepted only where space is available in the school, program, class, or grade within the Milwaukee Public Schools.

2) An application shall not be accepted for any student who has been expelled from school by any school district during the current or two preceding school years or where a disciplinary proceeding involving the student is pending.

3) An application shall be accepted only where the special education program or related services described in the student's individualized education program are available in the special education program, taking into account any class size limits or student-teacher ratios, or enrollment projections established by the Administration.

3. The number of resident students from the Milwaukee Public Schools attending public school full time in other school districts under the Public School Open Enrollment law shall be limited for the 1998-99 school year to 3% of the Milwaukee Public Schools membership, and to an additional 1% of membership in each of the seven succeeding school years. Any Full-Time Open Enrollment application for transfer into or out of the Milwaukee Public Schools that would increase racial imbalance in the Milwaukee Public Schools shall be rejected.

Strategic Plan Compatibility Statement

4. The policy is consistent with the Board priorities of First Choice.

Statute, Board Policy or Rule Statement

5. The policy should be added as Policy 8.45, Public School Open Enrollment. The City Attorney's Office has reviewed the proposed policy.

Fiscal Impact Statement

6. The Administration estimates that this policy would have minimal fiscal impact on the district.

Implementation and Assessment Plan

7. The Administration will include, as part of its annual report on School Selection, the number of students transferred into and from the Milwaukee Public Schools under the Public School Open Enrollment law.

Committee Recommendation

Your Committee recommends that the Board approve Policy 8.45, Public School Open Enrollment, as set forth below:

Pursuant to the Wisconsin Public School Open Enrollment law (1997 Wisconsin Act 27) and the Board's policies supporting maintenance of a quality integration program in the Milwaukee Public Schools (Policies 8.03 and 8.04), the Board directs that:

1. Beginning in the 1998-99 school year, and to the extent consistent with state law and Board policy, a Milwaukee Public Schools resident student may apply to attend a public school in another school district, and a student residing in another school district may apply to attend a public school in the Milwaukee Public Schools ("Full-Time Open Enrollment applications").

a. So long as the Milwaukee Public Schools are eligible to receive state aid under the Chapter 220 Program (Chapter 121, subchapter VI, Wisconsin Statutes Annotated):

1) All applications under the Chapter 220 Program shall be acted on before any Full-Time Open Enrollment application is accepted.

2) Any Full-Time Open Enrollment application for transfer into or out of the Milwaukee Public Schools that would increase racial imbalance in the Milwaukee Public Schools shall be rejected, in accordance with administrative guidelines.

b. Full-Time Open Enrollment applications will be received by the Milwaukee Public Schools not earlier than the third Monday in February and not later than the third Friday in February of the school year immediately preceding the school year in which the pupil wishes to attend.

c. The Board shall apply the following criteria for accepting or rejecting all Full-Time Open Enrollment applications from nonresident students:

1) An application shall be accepted only where space is available in the school, program, class, or grade within the Milwaukee Public Schools, taking into account any class size limits or student-teacher ratios, including allowing space for students attending the Milwaukee Public Schools for whom tuition is paid under Section 121.78(1)(a), Wisconsin Statutes Annotated and students admitted through the Chapter 220 Program, and consideration of enrollment projections of resident students established by the administration.

2) An application shall not be accepted for any student who has been expelled from school by any school district during the current or two preceding school years for any of the following reasons, or where a disciplinary proceeding involving the student, based on any of the following reasons, is pending:

A. Conveying or causing to be conveyed any threat or false information concerning an attempt or alleged attempt being made or to be made to destroy any school property by means of explosives.

B. Engaging in conduct while at school or while under supervision of a school authority that endangered the health, safety or property of others.

C. Engaging in conduct while not at school or while not under the supervision of a school authority that endangered the health, safety or property of others at school or under the supervision of a school authority or of any employee of the school district or member of the school board.

D. Possessing a dangerous weapon while at school or while under the supervision of a school authority.

If the Board determines that any of the above criteria in this paragraph 1.c.2) are met at any time prior to the beginning of the school year for which the Full-Time Open Enrollment application is made, the student may not attend school in the Milwaukee Public Schools notwithstanding any initial acceptance by the Board of the application.

3) An application shall be accepted only where the special education program or related services described in the student's individualized education program are available in the special education program, taking into account any class size limits or student-teacher ratios, or enrollment projections established by the Administration.

4) An application shall be accepted only where the student has been screened by his or her resident school board to determine if there is reasonable cause to believe that the student is a child with exceptional educational needs.

5) An application shall not be accepted where the student has been reported to or identified by his or her resident school board for evaluation to determine if the student is a child with exceptional educational needs, but has not yet been evaluated by a multidisciplinary team.

d. In accepting Full-Time Open Enrollment applications from nonresident students, the Board shall give preference to students already attending public school in the Milwaukee Public Schools and to the siblings of such students. The Board may also give preference in attendance at a school, program, class, or grade to residents of the Milwaukee Public Schools, whether or not such students live within the attendance area for that school.

e. A nonresident student may attend a pre-kindergarten, early childhood, or school-operated day care program in a Milwaukee Public School under the Public School Open Enrollment law only if his or her resident school district offers the same type of program and the student is eligible to attend such type of program in his or her resident school district.

f. The Board shall require a nonresident student who has been attending elementary (or middle) school full-time in the Milwaukee Public Schools under the Public School Open Enrollment law to reapply for attendance in the Milwaukee Public Schools when the student enters (middle or high) school.

g. The number of resident students from the Milwaukee Public Schools attending public school full-time in other school districts under the Public School Open Enrollment law shall be limited for the 1998-99 school year to 3% of the Milwaukee Public Schools membership and to an additional 1% of membership in each of the seven succeeding school years. If Full-Time Open Enrollment applications from Milwaukee Public Schools resident students exceed these limits, preference shall be given to students already attending public school in the other school district to which they are applying, and to their siblings, after which applications will be allowed on a random basis.

2. Beginning in the 1998-99 school year, and to the extent consistent with state law and Board policy, a Milwaukee Public Schools resident student enrolled in the high school grades may apply to take up to two courses offered in another school district, and a student enrolled in the high school grades and residing in another school district may apply to take up to two courses offered in the Milwaukee Public Schools ("Part-Time Open Enrollment applications").

a. Part-Time Open Enrollment applications are subject to deadlines announced annually by the Board.

b. The policies and criteria for accepting and rejecting Part-Time Open Enrollment applications from nonresident students shall be the same as for resident students applying for entry into the same course, except that the Board may give preference to residents of the Milwaukee Public Schools.

c. The Board may reject a Part-Time Open Enrollment application of a resident student applying to attend a course in another school district if the cost of the course would impose an undue financial burden on the Milwaukee Public Schools in light of its total economic circumstances.

3. A nonresident student with exceptional educational needs may not attend the Milwaukee Public Schools, and a Milwaukee Public Schools resident student with exceptional educational needs may not attend another school district, under the Public School Open Enrollment law, if any of the following apply:

a. The costs of the special education program or services required in the student's individualized education program, as implemented or proposed to be implemented by the nonresident school district, would impose an undue financial burden on his or her resident school district, within the meaning of the Public School Open Enrollment law, which determination may be made at any time before or after the student begins attending school in the nonresident school district.

b. The special education program identified in the student's individualized education program is unavailable, or there is no space available in such program, taking into account any class size limits or student-teacher ratios or enrollment projections established by the administration or the school board of the other school district, as applicable. The Board may make such determination at any time before or after the student begins attending school for the applicable enrollment period.

c. If the resident school board determines that a course for which a Part-Time Open Enrollment Application is submitted conflicts with the student's individualized education program.

4. The parent of a nonresident student attending school in the Milwaukee Public Schools or of a resident student attending school in another school district under the Public School Open Enrollment law is responsible for transporting the student to and from school. However, if the individualized education program for a nonresident student with exceptional educational needs attending school in the Milwaukee Public Schools requires transportation of the student, the Board shall provide such transportation.

5. A rejected resident or non-resident applicant shall have the right to appeal to the State of Wisconsin Department of Public Instruction set forth in Sections 118.51(9) and 118.52(8) Wis. Stats.

6. The Board shall review annually the number of Full-Time and Part-Time Open Enrollment applications received in the aggregate and by race and ethnicity, the number of such applications that are approved and rejected in the aggregate and by race and ethnicity, and the effect, if any, of transfers under the Public School Open Enrollment law on racial balance in the Milwaukee Public Schools.

* * * * *

(Item 10) Action on a Request to Authorize the Administration to Enter into a Contract for the Student Management System

Administration's Analysis

1. A new School Management System (SMS) is a critical component in the MPS Technology Strategic Plan. The recommended SMS will touch every student, every teacher, every administrator, and every school. It represents a bold step for supporting teaching and learning with technology in ways that will carry us well into the 21st Century.

2. In accordance with the MPS Technology Strategic Plan, the SMS will:

- Reduce teacher time currently being spent on management tasks such as attendance, grading and record keeping;
- Allow individual schools to more effectively communicate with parents regarding student information;
- Reduce the time other school personnel spend on administrative tasks; and
- Provide flexibility in school management.

This school-based, transaction-oriented system will facilitate local school efforts to tailor management tools to match their local organizational structures.

3. The new SMS will change the way the district manages student information in areas such as:

- student attendance
- school calendars
- school set-up and organization
- contact information
- discipline, intervention, and logs of other events
- health and medical information
- parental access to information about their children
- student reading level
- report cards and progress reports
- scheduling.

This new SMS will provide new functionality in areas such as:

- importing and exporting of data between various software products,
- query and reporting, and
- records transfer.

The security of student information is critical. The new SMS will provide additional security features at both the local school and district levels.

4. In July 1997, representatives of elementary, middle, and high schools formulated management system requirements for the use of technology in schools. Central services departments and UWM consultants were concurrently involved in identifying district-wide requirements.

5. In September 1997, school SMS Planning Committee representatives began meeting to plan and coordinate the implementation of the SMS software.

6. In October 1997, an RFP was sent to 84 software vendors. Copies were also sent to the HUB clearinghouses.

7. A committee comprising representatives of elementary, middle, and high schools, the Executive Technology Review Committee (ETRC), the Department of Technology, and UWM consultants evaluated the proposals. A preliminary review of the proposals narrowed the list to the top four vendors: Chancery, Software Ltd., National Computer Systems, Platinum Technology, and Tracor Applied Sciences, Inc.

8. An in-depth evaluation process consisting of the following components was then conducted:

   - Evaluation teams reviewed specific sections of the proposals and scored those sections on set criteria.
   - Members of the Evaluation Committee conducted reference checks with vendor-supplied references.
   - Vendor demonstrations with scripted formats were held on January 8, 12, 15, and 16, 1998. All focus-group participants who had identified the requirement definitions which were used in the RFP, as well as the ETRC members and representatives from Central Services departments, were invited to attend.

9. The Evaluation Committee selected Tracor Applied Sciences, Inc., based upon the following:

   - The software provides schools with a rich set of features and functions that will support school innovation, site-based and district decision making, and district reporting requirements.
   - The software is built upon, and with, leading-edge technology.
   - Tracor (the primary vendor) is a large company with estimated revenues of $1.5 billion.

10. Reviews of the benefits analysis of the new (SMS) are as follows:

   - The new school records system will provide maximum flexibility and control at the local school level, as well as integration with MPS district systems and standards. The software package is consistent with the MPS Technology Strategic Plan, supports educational technology, reduces time spent on non-instructional tasks, and supports flexibility in local school management.
   - MPS is currently investing in school infrastructures (cabling and hardware) that will support the use of technology in delivering educational services to children. This same infrastructure can be used to operate the SMS software.
   - The increased use of technology by staff will support increased use by students.
   - The information managed by the SMS software will provide statistical data to drive local and district decision making. It will free up administrators to provide educational leadership. It can reduce the percentage of time teachers spend on administrative tasks. It will provide improved reporting to parents and timely information to school staff to better serve students, parents, and the community.
   - The SMS will advance decentralization by facilitating decision making at the local school level. It will enable schools to tailor the SMS to match their initiatives and educational models. It will also provide the necessary data to support district accountability functions.

Strategic Plan Compatibility Statement

11. The SMS will give district/school staffs and parents the necessary and immediate access to student data for maximum flexibility and control. The increased availability of student data will support decentralization.

12. This concept is compatible with directions established in the Technology Strategic Plan.

Statute Board Policy Or Rule Statement

13. The process for issuing the RFP adheres to district procedures, which are in compliance with statutes, Board policy and rules.

14. The new School Management System (SMS) will adhere to all policies regarding the management of student information. The implementation process will review current policies. If the review process identifies any policies that need to be updated, they will be brought to the Board for approval.

Fiscal Impact Statement

15. The estimated cost of this project is up to $4 million, to be funded out of the Technology Strategic Plan. This includes software, implementation services, consulting services, training, support and project management services, but does not include hardware costs. The total cost is approximately $40 per student.

16. The cost is projected to be incurred over up to four fiscal year periods.

17. Following successful negotiations with Tracor Applied Sciences, Inc., the Administration will submit to the Board a report on the four-year financial strategy.

Implementation And Assessment Plan

18. The RFP process relative to the SMS has been developed to enable the district to address technology needs in this area in a timely manner. The assessment process was established to include weighted evaluation criteria, the implementation plan, the history of the vendor, reference checks, a cost/benefit analysis, and demonstrations.

Committee Recommendation

Your Committee recommends that the Board authorize the Administration to enter into a contract with Tracor Applied Sciences, Inc. for the Student Management System (SMS), not to exceed $4 million.

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(Item 11) Action on a Request for a Contingent Fund Transfer to Implement the Milwaukee Transitional Academy

At its meeting on January 13, 1998, the Innovation/School Reform Committee approved a request for a Contingent Fund transfer to fund the Milwaukee Transitional Academy. This item is before the Board this evening as Item 5 of the report of the Innovation/School Reform Committee.

Committee Recommendation

Your Committee recommends that the Committee approve the request for a School Operations Contingent Fund transfer in the amount of $96,000 for implementation of the Milwaukee Transitional Academy, beginning the second semester of the 1997-98 school year.

* * * * *

(Item 12) Action on Resolution 9798R-057 by Director Todd Regarding an Analysis of the Number of Employees, Vacancies, Underfilled Positions, Part-Time Positions and Consultant Services Currently in MPS

Resolution

At its December 17, 1997, the Board referred the following resolution by Director Todd to the Finance/Personnel Committee:

WHEREAS, The Arthur Young report for evaluating positions and determining salary ranges has been utilized since its adoption in 1983; and

WHEREAS, The dimensions for evaluating positions have not been updated since 1983; and

WHEREAS, There have been numerous applications for reclassification, some of which have been granted, and some which have not; and

WHEREAS, Decisions concerning reclassifications have not always followed the criteria set forth in Arthur Young; and

WHEREAS, Job descriptions have been changed; and

WHEREAS, The organizational structure of MPS has undergone modifications under the six superintendents since the adoption of the Arthur Young Report in 1983; and,

WHEREAS, Many positions have been restructured, redefined, combined, eliminated, or created; and

WHEREAS, Organizational structures, such as K-12 schools, that did not exist before now exist; and

WHEREAS, MPS has come to use and rely more extensively on part time and consultant services; and

WHEREAS, The MPS administration has used inappropriate staff gradings as a cover for working around the residency requirement of the Board; and

WHEREAS, The Board has as its objectives to increase student achievement and provide appropriate resources "to reach the achievement goal;" and

WHEREAS, Appropriate staffing levels and assignment of staff, are critical to the attainment of the Board's goals; now, therefore, be it

RESOLVED, That the administration provide the Board with an analysis of the number of employees, vacancies, underfilled positions, part time positions, and consultant services currently in MPS; and be it

FURTHER RESOLVED, That the analysis include a comparison to the conditions that existed when the Board approved the Arthur Young study in 1983.

Administration's Preliminary Analysis

Arthur Young Report:

As the resolution indicates, the Arthur Young Administrative Job Evaluation has been utilized since the Board of School Directors adopted the Arthur Young Report on June 29, 1983, and has not been updated since that time. The Arthur Young Administrative Job Evaluation is used to determine the salary range for all positions listed on Schedule IIIE and Schedule III. Salary Schedule IIIE lists job class titles for cabinet-level positions, including the deputy superintendent. Salary Schedule III lists job class titles for positions that are covered by the Administrators and Supervisors Council (ASC), as well as positions that have been exempt because of the confidential nature of their responsibilities. Job class titles on Schedule III include positions such as principals, assistant principals, managers, coordinators, supervisors, auditors, accountant, radio broadcast specialists, analysts, engineers, inspectors, audiologists, and technicians.

Position Studies and Action taken by the Compensation Administration Committee (CAC):

All administrative and supervisory position study requests that are submitted to the Department of Human Resources and approved are processed in accordance with the criteria set forth in the Arthur Young Report. That is, positions are studied using the Arthur Young Administrative Job Evaluation System. The Compensation Administration Committee (CAC) meets to review each position study and then takes action to approve, change, or disapprove the study recommendation.

From July 1983 to December 1997, 213 requests for reclassification studies were approved. The CAC approved an increase in level for 59 positions, a decrease in level for eight (8) positions, and no change in level for 42 positions. There were 106 restructured positions and/or initial allocations.

Changes in the Number of Positions:

From July 1983 to December 1997, 97 Central Services positions have been eliminated (71 positions in 1991-1992, 23 positions in 1993-1994, two [2] positions in 1996-1997, one [1] position in 1997-1998).

During the fall of 1983, when the Arthur Young Report was implemented, there were 555 administrative and supervisory positions. Currently, there are 653 positions, one of which is part time (Part-Time Accountant I). A large percentage of the increase is due to an increase in the number of assistant principals. Since the 1983-1984 school year, there has been a 71 per cent increase in the number of assistant principals (from 119 to 204), as shown below:

	9/83	9/97
Elementary School	36	81
Middle (Junior High) School	31	60
High School	52	63
TOTALS	119	204

Current Vacancies, Unfilled Positions, Part-Time Positions:

Of those positions covered by the Arthur Young Report, currently 16 positions are vacant. Of those, 13 positions are underfilled. In addition, there are eight (8) non-vacant positions that are underfilled. An example of this type of situation occurs in a school where the principal position is vacant and is being underfilled by the assistant principal. Another staff member is then temporarily assigned to underfill in the assistant principal position, even though the position is not officially vacant.

Use of Vendor Services:

For FY98, the District has entered into contracts with 505 different vendors for various services, ranging from catering to administrative consultation. Comparison information for FY83 is not available because this precedes the record-retention requirement period.

Procedural Analysis

1. *What steps need to be taken to proceed with the resolution?*

   If further information is requested, clarification relative to scope of the analysis would be needed.

   A decision would have to be made to determine if staff or outside consultants would continue to review the documents and records. Documents and records would include the following:

   - 1983 Arthur Young Report
   - Individual reclassification studies
   - Compensation Administration Committee minutes
   - Historical personnel records
   - Records of consultant services

   Data would have to be compiled and analyzed.

2. *What are the suggested timelines for implementation of the resolution?*

   January 1998:
   Discussion at the Finance and Personnel Committee Meeting and direction given to the Administration.
   February-April 1998:
   Review of district documents and analysis of data.
   May 1998:
   Presentation of Administration's Response and Recommendations.

3. *What are the implications if the resolution is adopted?*

   A. Policy Questions:

   Board policy 4.10, which governs reclassification of staff, would not be affected by this study; however, any change in the reclassification process would require Board action.

   B. City Attorney's Opinion:

   No City Attorney's opinion is required to proceed with an analysis.

C. Cost:

If the Board of School Directors requests further review of the reclassification studies and analysis of the data, the scope of the project would determine the amount of staff time necessary in Audit Services, the Department of Human Resources, and the Department of Finance. The hourly rate for an outside consultant ranges from $75.00 to $200.00 per hour.

D. Assessment Plan:

The Board of School Directors should receive the analysis of the data and a comparison of the conditions that existed when the Board approved the Arthur Young Report in 1983. The analysis would have to be assessed to determine further action relative to the use of the Arthur Young Report.

E. Public Input

Public input would be obtained through the regular Board committee process.

F. Implementation

Staff time in the Department of Human Resources, Department of Finance, and Audit Services, as well as consultant time if outside services are requested by the Board, would be required to compile the information.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 13) Report on Financing Options Regarding the Human Resource / Payroll System Initiative

Your Committee reports having received the following informational report from the Administration:

Administration's analysis

1. At its November 25, 1997, meeting, the Board authorized the Administration to enter into contracts for a Human Resource/Payroll System. The Board also directed the Administration to report on the financing options which the Administration considered to the Committee in January 1998.

2. The Administration has entered into contracts with PeopleSoft, Inc., for the software, and AE Business Solutions, Inc., and Cambridge Technology Partners for implementation services. The total cost of these contracts is as follows: $4,093,280 for software, hardware and maintenance, and $2,853,500 for implementation services. At the November 25, 1997, meeting, the Board also approved a contract with Stratagem, Inc., for $210,000 for project management services.

3. As the district did not allocate funds in the FY98 budget for this project, it had three options for funding this project:

a) Transfer $5,360,480 from the reserve fund balance and budget $1,796,300 in the FY99 budget.

b) Transfer $5,360,480 from schools and Central Services accounts and budget $1,796,300 in the FY99 budget.

c) Enter into a three-year lease/purchase agreement for the software, hardware and maintenance costs, and fund the implementation and contract management services in the FY98 and FY99 budgets. Financing costs are $367,697.

The Administration selected option C.

4. The district has entered into a lease/purchase agreement with Koch Financial Corporation for the software, hardware and maintenance components. The implementation and project management services will be funded out of FY98 and FY99 budgets. The table below details a four-year payment schedule:

Project	FY98	FY99	FY2000	FY2001
Software/Hardware		$1,486,993	$1,486,992	$1,486,992
Implementation	$1,177,200	$1,676,300		
Project Management	$150,000	$60,000		
TOTALS	$1,327,200	$3,223,293	$1,486,992	$1,486,992

The total cost of the new system over a four-year period is $7,524,477, including financing costs.

Strategic Plan Compatibility Statement

5. The Human Resources/Payroll System will enable district staff to more effectively administer Board personnel policies and procedures.

Statute, Board Policy or Rule Statement

6. The contracts and financing agreements have been reviewed by the City Attorney's Office and are in compliance with all statutes, Board policies and rules.

Fiscal Impact Statement

7. The costs are projected to be incurred over four fiscal year periods FY98-2001:

FY98	FY99	FY2000	FY2001	TOTAL
$1,327,200	$3,223,293	$1,486,992	$1,486,992	$7,524,477

* * * * *

(Item 14) Report on the List of Applicants Forwarded to DPI Requesting Charter School Planning and Implementation Grants

Your Committee reports having received the following informational report from the Administration. Your Committee wishes to make it clear for the record that submission of an application for a grant in no way obligates the Board to consider or to approve any proposal resulting from such a grant.

Administration's report

In the fall of 1996, the Department of Public Instruction received $825,000 in federal charter school program funds for charter school planning and implementation. At that time, the Board endorsed and authorized the superintendent and board clerk to sign grant applications for submission to DPI so that funds could be utilized by Milwaukee schools and/or groups.

In the summer of 1997, DPI received a supplemental allocation in federal charter school program funds in the amount of $500,000 and further indicated that a second annual allocation of $825,000 to $1.3 million was expected for the (federal) fiscal year beginning in October 1997.

An action item was submitted to the Board at its July 30, 1997, meeting regarding the $500,000 supplemental grant allocation to DPI and the expected second annual allocation of $825,000 to $1.3 million in federal charter school program funds. The Board approved a recommendation to endorse and support the applications of Milwaukee schools and groups for charter school planning and implementation grants and authorized this action to accompany said applications to serve as a letter of support.

At the same time, the Board approved a recommendation that the superintendent and board clerk be authorized to sign charter school grant applications for submission to DPI 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 grant application is submitted.

The Board also requested that a report of the applicants for the planning and implementation grants submitted to the Department of Public Instruction be provided to the Finance/Personnel Committee.

A list of applicants for the $500,000 in supplemental grant funds was provided to the Board at the August 21, 1997, Finance/Personnel Committee meeting.

The actual amount DPI was awarded for the second annual allocation of federal charter school program funds is $856,548. Of that amount, DPI will retain 5% ($42,827) for administrative services, technical assistance, and evaluation and reporting purposes. Forty-three percent of the remaining funds ($368,316) will be awarded on a competitive basis to charter schools in operation. Fifty-two percent of the funds ($445,405) will be awarded on a competitive basis in charter school planning grants to local planning groups. The deadline for the grant applications was December 19, 1997.

DPI anticipates that additional funding will become available either in supplemental grants or annual allocations. The Administration will continue to report to the Board any grant applications submitted to the Department of Public Instruction.

Listed below are the applicants for planning grants for the second annual allocation of charter school program funds:

Name of Charter School Proposal	**Description of Charter School Program**	**Contact Person**
Agape Center of Academic Excellence, Inc.	This is a private, non-sectarian grade school serving grades K4 through Grade 5. Its mission is to educate children to live in the NOW and to prepare them for the 21st century. The program emphasizes family involvement. Agape would like to add one grade annually through 8th grade and increase the percentage of students from the immediate neighborhood.	Yvonne Ali
United Community Center and Bruce Guadalupe Community School	The UCC and BGCS provide educational services to approximately 500 low-income students of the near south side Hispanic community. The school's mission is to provide an education in a bilingual, bicultural 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. The planning grant would provide the school the impetus for continued educational training for staff, for training of parents, and for focusing on diverse strategies to improve student achievement.	Walter Sava
The COA Charter Early Elementary School	COA is requesting a planning grant to assess the feasibility of establishing The COA Charter Early Elementary School for a total of 30 children, ages 6 to 9 years old, using the High Scope Learning curriculum. Currently, COA's full-day and year-round program accommodates almost 100 children aged 6 weeks to 5 years old. It provides a continuum of care to these children through various programs based on prevention and early intervention.	Sandy Diekvoss

Hickman's Academy Preparatory School	As a child care provider within the Milwaukee community, Hickman's Academy serves a high population of teen parents, many of whom are academically disadvantaged. Hickman's has received an overwhelming number of requests from its parents to provide extended services that would allow their child to remain within the Academy's learning environment while being properly prepared for entry into elementary school. Its plan is to pursue this request with the assistance of planning grant funds.	Debbie Lewis-Thomas
Home-Based Cyberschool Network	Home-Based Cyberschool Network would like to plan a Wisconsin-based cyberschool, a public school based on the Internet. The school would provide opportunities for students to use multi-media computer technology in a home-based school environment. Its plan is to promote learner-centered curriculum which utilizes a variety of strategies to address the diverse needs of home-based students in grades pre-K through high school.	Denise Wenger
InnerCity Charter School	This school plans to explore and develop a charter school in the inner city area of Milwaukee. The school would specialize in children who are or have been labeled emotionally and learning disabled and are not currently enrolled in MPS. The school will model a dual approach for education. Emphasis will be placed on education and social service needs of children ages 10 to 17.	Mary Brown
Khamit Institute	Khamit Institute, located within the central city of Milwaukee, is designed to meet the needs of parents and students who want smaller academic environments and expansion of or exposure to a culturally competent curriculum, and who are interested in becoming more than job seekers. Its uniqueness is that it adds to traditional education, systemic programs which develop the full potential of all students. Planning grant funds would be used to develop a public relations package showing student performance, research findings, and parent testimonials to promote Khamit Institute in the broader community.	Yakini Shabaka
Marva Collins Preparatory School of Wisconsin	This school would like to expand its program. The school is dedicated to providing academic excellence embracing the curriculum and expectations established by Marva Collins and operates as an officially licensed "Marva Collins School." The school is committed to providing each child enrolled a nurturing environment of high academic and social expectations, grounded in basic skills and values that will allow each child to determine his/her success in life.	Robert Rauh
Spotted Eagle High School	Presently, Spotted Eagle is an MPS partnership school which provides a high school program with a curriculum and support services designed to meet specific educational needs of at-risk students and their families. The program, which is open to students of all ethnic and racial backgrounds, reflects a philosophy that promotes a sense of community, respect, self-esteem, and appreciation for all cultures, with a special emphasis placed on Wisconsin American Indian cultures and heritage. Planning grant funds would be used to fund a comprehensive evaluation of the current program so that the school can transition into and further develop as a non-traditional school serving at-risk youth.	Carol Sample

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(Item 15) Informational Report on the Principal Assessment Center

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. The National Association of Secondary School Principals (NASSP) has updated and streamlined its Principal Assessment Center model. The model, "Selecting and Developing the 21st Century Principal," will be available in January 1998. The assessment center engages participants in simulated principalship activities during an intense one-day assessment. Trained assessors observe, collect data, and analyze participants' performance in the following skill areas:

Educational Leadership

Setting Instructional Direction

Teamwork

Sensitivity

Resolving Complex Problems

Judgment

Results Orientation

Organizational Ability

Communication Skills

Oral Communication

Written Communication

Developing Self and Others

Development of Others

Understanding Own Strengths and Weaknesses

The Assessment Center is designed to identify potential school administrators at all levels who have the necessary skills to be successful in the school principalship. The Assessment Center may also assist in the professional development of assistant principals and administrative candidates by identifying professional strengths as well as areas which need improvement.

2. An Assessment Center Task Force including principals, district administrators, University of Wisconsin-Milwaukee representatives, and administrative collective bargaining representatives has met during the last year to review options for development of candidates for the principalship. The Assessment Center Task Force has recommended the implementation of the Selecting and Developing the 21st Century Principal Assessment Center beginning in January 1998. The timeline for implementation is:

January 1998 ..... Assessor Recruitment

February 1998 ..... Participant Application Process

March 4-6, 1998..... Assessor Training

March 1998 ..... First Milwaukee Assessment Center Held

3. The Program Director, with assistance from staff members in the Department of Leadership Services, will operate the Assessment Center. The Program Director will be Mrs. Anita Pietrykowski, principal of Allen-Field Elementary School. The Assessment Center will be administered by the Offices of the Deputy Superintendents. An Assessment Center Task Force will continue to provide advisement.

4. Current principals and selected retired principals, district administrators, and University of Wisconsin-Milwaukee professors who are knowledgeable about the principalship will be encouraged to

apply for Assessment Center assessor training. The assessor application process will be coordinated by the Program Director, with assistance from staff members in the Department of Leadership Services. A subcommittee of the Assessment Center Task Force designated by the Deputy Superintendent will select the potential assessors based on previous Assessment Center experience, experience in the principalship, and diversity (ethnicity, gender, level experience). Assessors must satisfactorily complete the three-day assessor training.

5. Individuals aspiring to move into the principalship may apply to participate in the Assessment Center. Candidates must be on the Milwaukee Public Schools' principal eligibility list. (Candidates are placed on the principal eligibility list through the Milwaukee Public Schools' Department of Human Resources during the open enrollment period.) Candidates on the Milwaukee Public Schools' principal eligibility list will be informed of the opportunity to apply to participate in the Selecting and Developing the 21st Century Principal Assessment Center. The participant application process will be coordinated by the Program Director, with assistance from staff members in the Department of Leadership Services. A subcommittee of the Assessment Center Task Force designated by the Deputy Superintendent will select the Assessment Center participants based on administrative experience and diversity (ethnicity, gender, level experience), consistent with current and anticipated principal vacancies.

6. Participants will receive a copy of the Assessment Center reports. The original Assessment Center reports will be kept in a confidential Assessment Center file in the Milwaukee Public Schools' Department of Human Resources. Each participant will be the custodian of his/her copy of the Assessment Center reports. The participant may share the results at his/her discretion. The original Assessment Center reports will be available to the Superintendent of Milwaukee Public Schools or his/her designee in a manner consistent with access to other personnel records. The Assessment Center reports will be used by the Superintendent of Milwaukee Public Schools as one source document in determining recommendations to the Board of School Directors relative to administrative appointments.

7. The Assessment Center will be evaluated on an ongoing basis. Participants and assessors will be asked to complete a feedback survey following each Assessment Center session. The Program Director, with assistance from staff members in the Department of Leadership Services, will review the feedback surveys and respond as necessary with implementation adjustments which do not compromise the integrity of the Assessment Center process and product. The Assessment Center Task Force, which includes principals, district administrators, University of Wisconsin-Milwaukee representatives, and administrative collective bargaining representatives, will provide advisement. Over time, the Superintendent of Schools and other district administrators will determine through observation and data analysis the usefulness of the Assessment Center in identifying potential school administrators who have the necessary skills to be successful in the school principalship.

8. Funding for the FY98 Assessment Center is budgeted in the Office of the Superintendent's budget. It is anticipated that Assessment Center expenses will be approximately $50,000 per year, although expenses will be contingent on the number of Assessment Center sessions held.

* * * * *

(Item 16) Report on MPS Affirmative Action Policies in Comparison to the Recent Board of Education of Piscataway, New Jersey, Supreme Court Case

Your Committee reports having received the following informational report from the Administration:

Background

At its December 9, 1997, meeting, the Finance and Personnel Committee directed the Administration to prepare a report reviewing the Piscataway, New Jersey, Supreme Court case in relation to the MPS policy on affirmative action.

Administration's Report

Piscataway Township Board of Education vs. Sharon Taxman is a reverse discrimination case in which the U.S. Third Circuit Court ruled that the Affirmative Action plan of Piscataway School Board of

Education violated Title VII of the Civil Rights Act of 1964. The Board sought to appeal the case to the U.S. Supreme Court. On November 20, 1997, the case was settled by the Piscataway Township Board of Education in the amount of the judgment of $433,500.

In 1989, the Piscataway School Board decided to reduce its staff at a high school business department by one out of ten teachers. The two teachers with the least seniority were Deborah Williams, an African American, and Sharon Taxman, a Caucasian.

The two teachers had the same seniority, and the Piscataway School Board had deemed the two teachers' qualifications to be equal. The African American had an advanced degree, while Ms. Taxman had two more years of experience.

The Piscataway School Board policy for layoff was based on seniority, with qualifications to be used if seniority was equal. In the past situations, if all were equal, the Piscataway School Board tossed a coin or used random selection.

In this case, the Piscataway School Board looked to its Affirmative Action plan for the tie breaker and used a 1975 Affirmative Action policy that called for "black applicants to be selected for appointment, or protected against when candidates credentials were equal." The Piscataway School Board chose to lay off Ms. Taxman and keep the African American teacher in order to maintain a diverse faculty and provide diversity for students, 30% of whom were African American.

The U.S. District Court in Newark, N.J., ruled on behalf of Ms. Taxman. The Third Court of Appeals believed that race could be considered only to remedy past discriminations or as the result of a manifest imbalance in the employment of minorities.

Ms. Taxman was hired back in 1992 and awarded $144,000 back-pay in 1993. However, the Piscataway School Board appealed the case to the U.S. Supreme Court. In November 1997, the case was settled out of court by the Piscataway School Board.

Administrative Review of MPS Policy

The Milwaukee Public Schools' Board Policy on Equal Opportunity Employment (AA Program), Administrative Policy 6.02, does not address layoff. The policy emphasizes non-discrimination and affirmative efforts to recruit and hire protected groups in areas of under-utilization and to monitor all aspects of the personnel process to ensure equal opportunity and non-discrimination in all phases of the employment process.

Layoff procedures are in accordance with the respective contracts with bargaining units. Teacher layoff is governed by the MTEA contract, which is based on seniority, qualifications, and subject area.

In case of a tie, the Department of Human Resources' practice is to consider the date the contract is offered and signed, followed by the date and time it is received by the Department of Human Resources.

Based on the review of the case and our current policies, no changes to the Equal Opportunity Employment (Affirmative Action) policy are recommended.

* * * * *

(Item 17) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

2(r)	Mondell Mayfield	Principal Douglas Community Academy	Schedule III, Range 13Z $67,896

4(r)	Maria Sanchez	Assistant Principal Lincoln Middle School	Schedule III, Range 11Z $50,757

* * * * *

Separate consideration having been requested of Items 3, 11, 14 and 17, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 3, regarding funding for newspapers in the schools, Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small and President Fisher—6.

Noes—Directors Sinicki, Thompson and Todd—3.

With respect to Item 11, a contingent fund transfer for the Milwaukee Transitional Academy, Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Hardin—1.

With respect to Item 14, charter school planning and implementation grants, Director Braun moved to refer the item back to Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—Director Thompson—1.

With respect to Item 17, administrative appointments and promotions, Director Thompson 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 Gardner, Hardin, O'Neil, Sinicki, Small and Thompson—6.

Noes—Directors Braun, Todd and President Fisher—3.

The Board retired to executive session at 8:45 PM.

The Board reconvened in open session at 8:53 PM.

Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

Temporarily absent—Director O'Neil—1.

REPORTS OF SPECIAL COMMITTEES

The Interim Board Clerk presented 21 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Hardin moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (f) to consider disciplinary data of specific persons.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small and Thompson—7.

Noes—Director Todd and President Fisher—2.

The Board retired to executive session at 8:59 PM.

The Board reconvened in open session at 9:14 PM.

Director Small moved to accept the reports of the Independent Hearing Panel of January 5, 1998, at 10:30 AM (2 Hearings); January 6, 1998, at 9:00 AM, 11:00 AM, 2:00 PM; January 7, 1998, at 11:00 AM; January 8, 1998, at 10:30 AM, 2:00 PM; January 12, 1998, at 10:30 AM; January 13, 1998, at 9:30 AM. 2:00 PM; January 14, 1998, at 9:30 AM, 11:00 AM, 2:00 PM; January 15, 1998, at 2:00 PM; January 16, 1998, at 2:00 PM; January 20, 1998, at 2:00 PM (2 hearings); January 21, 1998, at 10:00 AM, 2:00 PM; and January 22, 1998, at 9:30 AM.

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

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Directors Hardin and Todd—2.

RESOLUTIONS

Resolution 9798R-061

By Director Hardin:

WHEREAS, The Board, at its August 27, 1997, meeting, directed the Administration to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools, with the Administration to submit a report back to the September meeting of the Accountability/Audit Committee; and

WHEREAS, The Administration reported at the September Accountability / Audit Committee meeting that it had established a minimal threshold of 70% attendance for continued reimbursement for enrollment for partnership schools; and

WHEREAS, The Administration also reported that it had initiated efforts to obtain the agreement of the partnership schools to amend the current contracts to reflect this requirement; and

WHEREAS, This standard discourages partnership schools from keeping students with poor attendance and, in turn, encourages schools to give up on students too quickly; and

WHEREAS, This standard unfairly singles out partnership schools serving at-risk students by holding them to a higher standard of accountability than MPS schools; and

WHEREAS, By definition, at-risk students are habitual truants with known past problems with attendance; and

WHEREAS, The attendance of students in contracted partnership school programs under the Wisconsin Children At Risk Law is not a mandated requirement for payment; and

WHEREAS, Under the Children At Risk Statute, payment is provided to contracted partnership programs on the basis of the number of full-time-equivalent students enrolled; and

WHEREAS, A standard that threatens to reduce funds provided to support services to children at risk would serve only to decrease the opportunities for success for these students; and

WHEREAS, Partnership schools are an important means used by MPS to decrease the number of dropouts; and

WHEREAS, The reported dropout rate for MPS for 1996 was 13.5%; and

WHEREAS, MPS should be increasing, not decreasing, its support for programs aimed at dropout prevention; now, therefore, be it

RESOLVED, That the Board rescind its action of August 27, 1997, requiring the Administration to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools; and be it

FURTHER RESOLVED, That payment for partnership schools serving students at risk of dropping out of school be based on the number of full-time-equivalent students enrolled in the partnership school on the third Friday in September, as prescribed by law and traditionally practiced by the state in reimbursing MPS for service provided to all students.

Referred to the Accountability/ Audit Committee.

* * * * *

Resolution 9798R-062

By Director Hardin:

WHEREAS, The Milwaukee Public Schools has recognized the need for, and outlined the structure of, an Education Foundation and has filed articles of incorporation for this foundation, to be known as the Milwaukee Public Schools Foundation, Incorporated; and

WHEREAS, The articles of incorporation of the Milwaukee Public Schools Foundation provide that the bylaws of the Foundation shall specify the number and qualifications of the Foundation's Board of Directors; and

WHEREAS, The Milwaukee Public Schools has adopted a policy of parental involvement (in most cases, 51%) in all aspects of the District; and

WHEREAS, The Milwaukee Board of School Directors wishes to ensure that this policy of parental involvement applies to the Board of the Milwaukee Public Schools Foundation; now, therefore, be it

RESOLVED, That the following provisions be included in the bylaws of the Milwaukee Public Schools Foundation, Incorporated:

1. All newly formulated bylaws, changes to existing bylaws, or any revisions of the bylaws of the Foundation must be presented to, and approved by, the Board of School Directors;

2. The bylaws of the Foundation shall include a provision for nine (9) parents to be appointed to the Board of Directors of the Milwaukee Public Schools Foundation. Said parents shall have children currently enrolled in the Milwaukee Public Schools at the time of appointment;

3. The formula used to determine the parent nominees shall be as follows:

   One parent will be nominated by each member of the Milwaukee Board of School Directors for that director's District, for a total of eight (8), and the at-large director shall nominate one (1) City-Wide parent.

Referred to the Finance/ Personnel Committee.

* * * * *

Resolution 9798R-063

By Directors Small, Fisher, Hardin and Todd:

WHEREAS, Only 68% of MPS third-graders met state standards on the 3rd-grade reading test during the 1996-97 school year, down from 77% in the 1995-96 school year; and

WHEREAS, Reading is critical in order to function in society; and

WHEREAS, Teaching reading, writing and language strategies are essential to student achievement and high standards; and

WHEREAS, Curriculum is the body of information and knowledge that is taught within subject areas and grade levels; and

WHEREAS, Prior to 1990, a framework for a district-wide, coordinated curriculum existed, and curriculum guides, as well as a suggested scope and sequence curriculum, were in place and used by new teachers as a starting point, and assessment of student learning was aligned with the curriculum that was taught in the classroom; and

WHEREAS, There is no longer an MPS standardized, coordinated reading curriculum in each grade level and/or curriculum scope and sequence guides; and

WHEREAS, An effective standardized coordinated reading curriculum with curriculum guides and a suggested scope and sequence curriculum will provide:

1. A starting point for new teachers;
2. A consistent method of classroom instruction;
2. A framework for teaching at each grade level;
4. A uniform coordinated method of instruction for mobile students; and
5. A focus on basic skills as the foundation of future learning; now therefore, be it

RESOLVED, That the MPS Administration design and implement a comprehensive reading, writing and language arts curriculum that includes curriculum guides, and a suggested scope and sequence curriculum with assessments aligned with instruction strategies, with specific grade-level expectations for students included; and be it

FURTHER RESOLVED, That the Administration provide effective staff development prior to implementation; and be it

FURTHER RESOLVED, That six (6) reading specialists be assigned to work with the three (3) leadership specialists in educational services to support classroom teachers with curriculum questions and to bring innovations and new methodologies in curriculum to the classroom teacher; and be it

FURTHER RESOLVED, That the Administration hold schools accountable for each student's meeting district-wide grade-level expectations.

Referred to the Innovation/School Reform Committee.

* * * * *

Resolution 9798R-064

By Directors Thompson, Todd and Gardner:

WHEREAS, Recent press reports have underlined the continuing loss of middle-class children from MPS, as reflected in a decline of mainly white children from 66% in Fall 1972 to 19.5% in Fall 1997 and an increase in students qualifying for free and reduced lunches from 61.6% in 1989 to 71.6% in 1997; and

WHEREAS, This middle-class decline helped drive a decline in MPS minority teachers from 24% in 1975 to 16% in 1997, with a projected decline to below 10% by 2005; and

WHEREAS, This decline in middle-class families and children from middle-class homes has had a number of adverse consequences, including:

- Increased regional racial disparities, such that while MPS enrollment is 80% minority, suburban enrollment is 20% minority;
- A decline in the number of schools that can claim an integrated, ethnically diverse student body;
- Decreased support among voters for MPS; and
- A negative impact on the Milwaukee economy and property tax base; and

WHEREAS, The decline in middle-class enrollment reflects not only broader demographic trends, but also the acts of commission and omission of MPS and other governmental agencies, in particular giving middle-class parents the impression their children would not be properly challenged educationally in MPS; and

WHEREAS, The MPS Board of School Directors recognizes that parents' primary responsibility is to the welfare of their children and that parents' choice of MPS schools depends on convincing evidence that such a choice maximizes the welfare of their children; now, therefore, be it

RESOLVED, That the MPS Board of School Directors intends to build a school system that serves the diverse needs of all children; and be it

FURTHER RESOLVED, That the Board acknowledges that no single educational model will serve all children's educational needs; and be it

FURTHER RESOLVED, That. as part of its current planning process, the Administration develop strategies aimed at implementing the Board's number-one goal of first choice in public education (which includes neighborhood schools) and strategies at reversing the decline in middle-class enrollment including, but not limited to:

- Replication of over-subscribed specialty programs in middle-class areas, geographically arranged to maximize efficiencies in transportation; and
- Strategies focusing on substantive academic enhancement of the attractiveness of schools to neighborhood residents, particularly where doing so would enhance integration and not give any court future cause for concern with MPS' backtracking policies; and be it

FURTHER RESOLVED, That the Administration provide the Board with recommendations for the collection and interpretation of data on parents' decision making about schools and appropriate elements of customer service to parents in order to increase the effectiveness of this strategy.

Referred to the Strategic Planning and Budget Committee.

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The Board adjourned at 9:20 PM.

ROBERT J. LAWRENCE
Interim Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 10, 1998

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

Present—Directors Braun, Hardin, Sinicki, Small and President Fisher—5.

Absent and excused—Directors Gardner, O'Neil, Thompson and Todd—4.

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

February 5, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:20 PM on Tuesday, February 10, 1998, 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
Director/Board Clerk

The Director, Office of Board Governance/Board Clerk presented two reports of the Independent Hearing Panel of the Board of School Directors.

Director Sinicki moved to accept the reports of the Independent Hearing Panel of the Board of School Directors for January 22 and January 26, 1998.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Sinicki, Small and President Fisher—4.

Noes—Director Hardin—1.

The Board adjourned at 6:41 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 18, 1998

Special meeting of the Board of School Directors called to order by President Fisher at 6:30 PM.

Present—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Absent and excused—Directors Hardin and Todd—2.

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

February 12, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:30 PM On Wednesday, February 18, 1998, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 950, Local 1053 and Local 1616. the Board may also consider a resolution introduced by Director Gardner on August 27, 1997, regarding Board reaffirmation of its bargaining positions with respect to the MTEA and ASC as adopted by the Board and presented to its negotiating team and Resolution 9798R-058 by Director Todd Regarding 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 units mentioned above and for the purpose of considering the resolutions mentioned above in so far as they relate to the formulation of collective bargaining strategy.

SUZANNE M. LUNDIN
Director/Board Clerk

Director Thompson moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85(1)(e) to formulate strategies concerning collective bargaining negotiations matters with respect to the bargaining units specified and to consider the resolutions mentioned above in so far as they relate to the formulation of collective bargaining strategy.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

The Board retired to executive session at 6:33 PM.

The Board adjourned from executive session at 7:35 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 25, 1998

Regular meeting of the Board of School Directors called to order by President Fisher at 6:40 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence for Stephen S. Austin, a kindergartner at Brown Street Academy, who died on February 11, and Ronald T. Williams, a ninth-grader at Custer High School, who was murdered on February 22.

AWARDS AND RECOGNITIONS

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:

Ellis Simmons
Grade 12 Student
Juneau High School

Ellis Simmons is being recognized for winning first place in the community-wide Dr. Martin Luther King, Jr., Speech Contest for four consecutive years and for his outstanding school and community volunteer service. Ellis was the first student invited to present his award-winning speech at the City's Dr. Martin Luther King, Jr., celebration when he was a freshman.

Ellis is very active and involved at school. He is a member of Juneau High School's student council and serves on the Book Buddy committee, which promotes a program wherein high school students read to elementary school students at various schools. He participates in the Human Relations Club, which plans Juneau's Black History Month programs. Ellis is on the track team and has competed on Juneau's award-winning debate and forensics teams.

In addition to his school activities, Ellis does a great deal of community service. He is a volunteer at the Kosciuszko Community Center and is involved with True Souls Production, a volunteer organization through the North Central YMCA that helps with tutoring, homework, art, singing, and communications. Ellis is a member of Kudos, a junior fraternity for high school students.

He is also active in his church, volunteering in its food pantry program and serving as the superintendent of its Sunday school classes and vacation Bible school, where he plans programs and recruits Sunday school teachers and students.

Ellis is an experienced speaker and has made presentations throughout the community and in many of our schools. He is very proud to have had the opportunity to meet and talk with Coretta Scott King when she was in Milwaukee two years ago. He is a hard worker and is currently on the Honor Roll. He plans to attend college and is considering a career in either marketing, education, or political science.

The Milwaukee Board of School Directors and the entire school community recognize Ellis Simmons for his many achievements and community service.

Whereupon, Mr. Simmons presented his award-winning speech:

The time is always right to do right.

Someone once said, "These are the times that try men's souls." Here and now is the time to do right. If not here, where? If not now, when? If not us, who? Who are you? And what do you stand for? When the time for doing right challenges you, will you accept or will you withdraw to the mucks of indecisiveness.

Doing right is not easy. It requires discipline and determination.

In our preparation for the 21st century, we must not let our progress digress. The risk in life is doing nothing. If you are standing still, you are at risk.

I refuse to do nothing. I have chosen the church. It is the best way for me to stay on the path of righteousness. I've never joined gangs, vandalized, or disrespected anyone because I know it isn't the right thing to do.

I believe in order to have possible change, we need leaders, thinkers, doers sharers and creators.

The time is never right for sitting back and accepting things for what they are. When you kill time, remember time has no resurrection. Killing time is not murder; it's suicide.

It is now time for our nation and the world to embrace diversity. Now, more than ever, is the time for all to join hands and willingly work together towards equality.

I submit to you, is it okay to be so selfish when it is so easy to share? Is the okay to lie when truth is the easiest to remember? Is it okay to cheat when honesty is the best policy. Is it okay to steal when it is written, "Thou shall not steal"? Is it okay to consider yourself better than others for we are all created equal? Is it okay to be involved in gangs when there are other positive alternatives? Why can't we love each other more instead of hate?

We must rise above illiteracy, rise above laziness, rise above buying inconsiderate and rise above our petty egos.

We must rise above the acts of violence because what goes around comes around.

Students must rise above being hard headed. Obedience is better than sacrifice.

When will we become good Samaritans and truly believe no matter what the cost, the circumstance, or how others may view it, we will choose to do the right thing.

If I have to stand alone, I will always do right.

We should never waste time trying to figure out what will be the right thing to do and where will be the best time to do it.

The time is always right to be morally correct. The time is always right to have values. The time is always right to have good manners. The time is always right for pride and respect. The time is always right for peace. The time is right to be truthful and to cease lying.

Time is a great healer. Time changes things. Truth changes things. Faith changes things. Right changes things. Hope changes things. Love changes things. Kindness changes things.

And you know something? Lies change things. Action gets things done. Above all, God really changes things.

We must remember that the children are the future and we must direct their path or someone else will. We must inform our children that the garments of righteousness never go out of style. God never alters the robe of righteousness to fit the man, but man to fit the robe.

Righteousness is a friend, a healer, and a restorer of the spirit. The seed of righteousness is in all of us. Even the hypocrite admires righteousness. That is why he imitates it.

The road to righteousness should be crowded, but with so much indecency, vulgarity, and immorality, I see footprints but not a single soul.

It is now the time for our nation to rise above ignorance and racism. Too many Americans are sitting on the dock of the bay wasting time.

Getting an education is always the right thing to do. Putting it to use is even better. When opportunity knocks, meet the challenge, make the choice, take the chance, make the change and enjoy the consequences.

Do not squander time. Once gone, time is lost forever. It is a precious gift. We must give back to our communities and take our communities back. The time is right. Lest our communities have nothing righteous to give to our children. When it is time to do right, we don't need procrastination but domination.

How can we turn things around? In the house of the keeper of time eternal. We must go back to the old landmark, the church. We must seek out goodness and moral value within our own heart. This is what makes life meaningful.

We need to do what Paul wrote to the Galatians: gird our loins about with the truth, put on the helmet of salvation, pick up the shield of faith which will quench the fiery darts of the devil, our feet should be shod with the preparation of gospel of peace, put on the breastplate of righteousness, pick up the sword of the spirit, which is the word of God.

And then, and only then, will we truly understand what is right and that now is the time to do right.

Thank you.

Upon conclusion of Mr. Ellis' remarks, in celebration of Black History Month, musical selections were presented by the North Division High School Gospel Choir, under the direction of Dan Neuman and Steve Johnson.

OTHER AWARDS AND RECOGNITION

Black History Month is celebrated in February throughout the Milwaukee Public Schools. Thousands of students, parents, and staff members are experiencing 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.

In its January 1998, issue, Milwaukee Magazine included four members of the MPS community among its People of the Year, recognizing them for their contributions to our community:

- John Gardner, who was recognized for his work as a member of the Milwaukee Board of School Directors.
- David Valdes, theater department chair at Milwaukee High School of the Arts, who has built one of the state's best theater programs at an inner city public school. His forensics teams took first place in state in 1995 and 1996 and second place last year. His graduates have gone on to become equity actors in New York, Los Angeles, and Chicago; one alumnus is Amy Pietz, of the TV show "Caroline in the City."
- Nancy Ehlinger, Rufus King's Women's Ensemble director, who took a big risk in fronting $37,000 of her own money to take her choir to Carnegie Hall to perform. She was later reimbursed through numerous donations and fundraising efforts.
- Jacqueline L. Patterson, principal of Milwaukee Education, who was recognized for her ability to create and operate "a place where kids really have a shot at a good education."

Dawnsie Ante, a senior at Milwaukee High School of the Arts, has been named a semi-finalist in the Westinghouse Science Talent Search. She is among 300 students nationwide competing for the award. The field will be narrowed to 40 later this month, with final competition to take place in Washington, D.C., in March. Dawnsie put together a project dealing with immune system responses applicable in leukemia research.

Juneau Business High School's debate team captured third place in the 1998 state tournament of the Wisconsin High School Forensic Association, held January 28th through the 30th at the University of Wisconsin–Oshkosh. Debating for Juneau were juniors Megan Konecny, Miranda Moberg, Ken McCants, and sophomore Carl Falk. They are coached by Mr. Terrance Falk, who has coached Juneau's team since 1973.

Curtis Marshall, a sophomore at Rufus King High School, was named a Kodak Young Leader under a national program sponsored by Eastman Kodak. Curtis was chosen because of his outstanding leadership qualities and academic achievement. Curtis is now eligible to apply for a Young Leaders Scholarship worth at least $6,000 annually.

Janie Hatton, Deputy Superintendent, received a Community Service Encouragement Award from the Mount Olive Baptist Church for her leadership in education at the local, state, and national levels.

Daisy Ruiz, an eighth-grade student at Kosciuszko Middle School, won $100 from Milwaukee Magazine for participating in the annual Scholastic Art Awards exhibit in the Journal/Lubar galleries of the Milwaukee Art Museum.

Pulaski High School was chosen as the recipient of the Metropolitan Milwaukee Association of Commerce's Scholar Enrollment Award and Scholar Academic Award. This is the first time in the program's history that the same school has earned both awards. The Scholar Academic Award is given to the target high school whose students have done well academically during their first year of college. Pulaski High School graduates have achieved the highest grade-point averages of all the target high school scholars during the 1996-97 school year.

Marshall High School students are exhibiting African artwork at the Industry Gallery in Milwaukee during the month of February. Upon conclusion of the one-month exhibit, the pieces will travel to Kenya, where they will become part of the Nairobi Museum's permanent collection. Art teacher Amy Correll is

proud of her students, all with special needs, who have spent months researching Africa and African art to create their artwork.

Tom O'Connell, Pulaski High School boys' baseball coach, has been named fourth vice president of the American Baseball Coaches Association (ABCA) and will assume its presidency in four years. O'Connell is making history by being the first high school coach to get this opportunity since the inception of ABCA. O'Connell has been a teacher at Pulaski for nearly 30 years and head baseball coach since 1974. In that span, his teams have won more than 300 games and twice appeared in the state finals. In 1995 he was selected by USA Baseball to coach in the US Olympic Festival, the only Wisconsin coach ever selected to coach the festival.

The Milwaukee Public Schools' radio station, WYMS, was selected as a Merit Award winner in the 1998 Excellence in Broadcasting Awards competition sponsored by the Wisconsin Broadcasters Association. Its winning entry was a promotional announcement, "WYMS Friends: War of the Worlds."

Cheryl Reinke, a first-grade teacher at Trowbridge Elementary School of Discovery and Technology, is the recipient of a $1,000 grant awarded by the Choices Initiative Community Grants for Girls, Wisconsin Department of Health and Social Services, and Today's Girls/Tomorrow's Women. Cheryl will use the grant to develop an after-school program that focuses on the social development of girls in fourth and fifth grades.

Rufus King High School successfully defended its state title in the 1998 state LifeSmarts competition, a competition of the National Coalition for Consumer Education. King now advances to the national competition in Phoenix in April. Team members for King are seniors Sylaja Murikipudi and Eleonore Wesserle, junior Allyson Modra and sophomore Erin Modra. The alternates are junior Christopher Schmitt, sophomores Curtis Marshall and Margaret Pendzich, and freshman Marijean Bobinski. Dr. James Kroll, guidance director, is the team's coach.

Madison University High School captured fourth place in the school's first-ever entry into state LifeSmarts national consumer education competition. Team members are sophomores Ernest Gibson, Twanna Watson, Phavana Sysamouth, and freshman Dionna Austin. They are coached by Clem Magner.

Rufus King High School sophomores David Glisch and Alexis Twito won top honors as the best affirmative team at the Wisconsin High School Forensic Association state tournament held in Oshkosh. David Glisch also won honors as the best affirmative speaker. Also representing King were sophomores Erica De Bruin and Janna Koltz. They are coached by John Derge.

Fratney Elementary School fifth-graders read poems at Woodland Pattern Book Center in a partnership program called, "City Kids — City Voices." Teachers Bob Peterson and Jesus Santos taught a six-week poetry unit in which the students wrote poems in English and Spanish.

Clarke Street Elementary School has been selected as one of the winners of the 1997 Dr. Martin Luther King Jr. Cup for Community Service. In recognition of its outstanding service to the community, Clark Street School received a traveling trophy, which will remain at the school until next year and then will be passed on to the 1998 winners of the competition.

Vieau Elementary School received an Exemplary Model Award in the Future Cities Competition sponsored by Engineers and Scientists of Milwaukee. Vieau's students' work was displayed at the James Lovell Discovery World Museum in Milwaukee during the month of February.

Vincent High School boys' basketball team is now ranked 11th nationally by USA Today. They accomplished this task by traveling to Grand Rapids, Michigan, and by playing and beating some of the best teams in the country.

Himanshu Parikh, a Pension Specialist for Milwaukee Public Schools since March, has recently become a citizen of the United States. He relocated to the United States from India in 1990. We would like to give recognition and congratulations to Himanshu for this accomplishment.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of January 13, 27, and 28, 1998, were approved as printed.

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REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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 Resolution 9798R-063 by Directors Small, Fisher, Hardin and Todd Regarding the Development of a Comprehensive Reading, Writing and Language Arts Curriculum

Resolution

At its regular monthly meeting on January 28, 1998, the Board referred the following resolution by Directors Small, Fisher, Hardin, and Todd to the Innovation/School Reform Committee:

WHEREAS, Only 68% of MPS third-graders met state standards on the 3rd-grade reading test during the 1996-97 school year, down from 77% in the 1995-96 school year; and

WHEREAS, Reading is critical in order to function in society; and

WHEREAS, Teaching reading, writing and language strategies are essential to student achievement and high standards; and

WHEREAS, Curriculum is the body of information and knowledge that is taught within subject areas and grade levels; and

WHEREAS, Prior to 1990, a framework for a district-wide, coordinated curriculum existed, and curriculum guides, as well as a suggested scope and sequence curriculum, were in place and used by new teachers as a starting point, and assessment of student learning was aligned with the curriculum that was taught in the classroom; and

WHEREAS, There is no longer an MPS standardized, coordinated reading curriculum in each grade level and/or curriculum scope and sequence guides; and

WHEREAS, an effective standardized coordinated reading curriculum with curriculum guides and a suggested scope and sequence curriculum will provide:

1. A starting point for new teachers;
2. A consistent method of classroom instruction;
2. A framework for teaching at each grade level;
4. A uniform coordinated method of instruction for mobile students; and
5. A focus on basic skills as the foundation of future learning; now therefore, be it

RESOLVED, That the MPS Administration design and implement a comprehensive reading, writing and language arts curriculum that includes curriculum guides, and a suggested scope and sequence

curriculum with assessments aligned with instruction strategies, with specific grade-level expectations for students included; and be it

FURTHER RESOLVED, That the Administration provide effective staff development prior to implementation; and be it

FURTHER RESOLVED, That six (6) reading specialists be assigned to work with the curriculum specialists in educational services to support classroom teachers with curriculum questions and to bring innovations and new methodologies in curriculum to the classroom teacher; and be it

FURTHER RESOLVED, That the Administration hold schools accountable for each student's meeting district-wide grade-level expectations.

Administration's Analysis

1. The Administration is reviewing the current elementary reading/language arts program in light of the district's accountability measures and the Governor's challenge. An action plan is being developed which targets reading/language arts instruction in K–Grade 3. Upon review of the district and state standards in reading/language arts, benchmarks/grade-level expectations will be developed for Grades 1 and 3. Benchmarks currently exist for kindergarten and Grades 2 and 4; however, more specificity will be added to these levels.

In addition, the Administration is in the process of identifying and implementing research-based models of effective instruction, effective monitoring system, and related staff development. A combination of the current Elementary Reading Curriculum, the expanded benchmarks, including scope and sequence, effective instruction and monitoring, and staff development will help to strengthen the district's reading/language arts program.

2. The Administration is proposing the following timeline:

February – May 1998

Review data, develop or expand benchmarks/grade level expectations, and align standards with various curriculum documents.

February - April 1998

Identify and reassign six reading specialists to assist the current reading curriculum specialist.

May 1998

Present report and possible additional recommendations.

June – August 1998

Conduct teacher training workshops.

August 1998

Implement revised curriculum.

3. The Administration believes that, as a result of this effort, the following will occur:

- A district-wide curriculum will provide continuity for mobile students.
- Teachers and administrators will have a clear focus for instructional planning and implementation.
- Parents and students will have knowledge of what is expected at each grade level.

Committee Recommendation

Your Committee recommends that the Board refer this resolution to the Superintendent for further analysis and recommendations, with a report back to the Committee according to the timeline listed above.

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(Item 2) Action On a Request to Approve an Innovative School Proposal: Global Learning Center

Administration's Analysis

1. Since June 1996, discussions have been held with a broadly based planning team including parents and community people regarding the Global Learning Center (GLC), an innovative school proposal for middle school students, grades 6-8.

2. On October 29, 1997, the Board approved in concept the GLC proposal (see attachment). On December 17, the Board asked for additional information regarding 1) confirmation of location of the six learning sites called for in the proposal, 2) updated budget information, and c) administrative accountability.

3. The Learning Cluster sites now confirmed are (see attached letters):

a) Milwaukee County War Memorial Center

b) Wisconsin Lake Schooner Education Association

c) UWM Center for Continuing Education

d) Family Service of Milwaukee

e) Gleischman Sumner Companies — Federal Plaza

f) Jackie Robinson Middle School

g) Discovery World — James Lovell Museum of Science, Economics and Technology

4. The Jackie Robinson Middle School will serve as the "administrative umbrella" for the GLC. The administrator of the GLC will be an assistant principal with a half-time responsibility to the GLC and a half-time responsibility to Jackie Robinson Middle School. The assistant principal will report to the principal of Jackie Robinson Middle School. The Jackie Robinson school council has expressed support for the GLC program. The GLC will have a school council including parents, students, community members, and staff.

5. Contacts have been made by GLC planners with various MPS departments regarding the student selection process, facilities and maintenance code requirements, transportation, food service, technology support, liability, and contract issues. As is done with all new sites, arrangements will be finalized after Board action.

6. The GLC has special features which include:

- community support as seen in the provision of Learning Clusters
- parental involvement component, including a signed Learning Agreement between student family and GLC to achieve learning goals using MPS benchmarks
- potential for growth and replicability
- appeal to students who will advance their achievement through a non-traditional learning model
- curriculum emphasis on global education
- potential to reach unserved student populations, such as home schoolers

Strategic Plan Compatibility Statement

7. The proposal is compatible with the district's support for the development and implementation of innovative schools.

Statute, Board Policy Or Rule Statement

8. This proposal is consistent with State Statutes, DPI Standards, and Board Policy.

Fiscal Impact Statement

9. A revised fiscal note is attached. The estimated annual operating cost of the 100 pupil program is $446,500, plus standard start-up expenses, including professional development, program development, supplies, and equipment. Per-pupil funds for the Global Learning Center will be requested through the FY99 budget to cover the estimated operating costs, and, as is the practice for new programs, an additional estimated $108,000 will be requested in the FY99 budget for start-up expenses.

10. Costs of food service, transportation, exceptional education, and supportive services are to be covered within departmental target budgets for FY99.

11. A review of the budget indicates that the GLC requires per-pupil funding that falls within the current range of middle school costs for the same categories of expense. (The FY98 middle school per-pupil funding range is $2,971 to $3,495. A GLC comparable per-pupil funding would be $3,295.) GLC planners are seeking additional outside funding to enhance the program through grants.

Implementation and Assessment Plan

12. The proposal is for a program to be implemented for grades six and seven in Fall 1998, to be expanded to grades six through eight in Fall 1999.

13. The MPS accountability measures will apply to the Global Learning Center. The GLC will use the Middle School Proficiency requirements as exit criteria. Portfolios and rubrics will be used to measure progress.

Committee Recommendation

Your Committee recommends that the Board approve the Global Learning Center Proposal to open in the Fall of 1998, pending a Memorandum of Understanding to be secured by the Division of Labor Relations with the Milwaukee Teachers' Education Association.

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(Item 3) Action On Communication 9798C-005 from Ross A. Torsrud Regarding a School-To-Work Program to Make an Operational Shop Available in at Least Three Middle Schools

BACKGROUND

At its meeting on May 28, 1997, the Board referred the following communication from Ross A. Torsrud to the Innovation and School Reform Committee:

WHEREAS, MPS has been reducing classes for shop in elementary and middle schools; and

WHEREAS, Students should be provided with greater opportunity for this excellent means of hands-on education; and

WHEREAS, Most shops in our middle schools sit empty during the summer; now, therefore, be it

RESOLVED, That School to Work provide a program that makes available at least three middle schools where a shop can be operational with such a program; and be it

FURTHER RESOLVED, That a plan to study yearly increasing this endeavor be undertaken.

At its August 12, 1997, meeting, the Innovation and School Reform Committee referred the communication to the Administration.

Administration's Report

Currently there are 21 middle schools in the Milwaukee Public Schools, four of which do not offer trade and technology education to their students. The remaining schools all offer some degree of trade and

technology education in grades 6-8. Time allocation for trade and technology education varies from school to school as well as across grade levels. Of the elementary schools, only Burdick, Gaenslen and Golda Meir offer trade and technology experiences to their students.

The communication asked that consideration be given to providing trade and technology programs during the summer in at least three middle schools. The district's educational program priorities for summer school include reading, mathematics, and science programs, as well as enrichment programs to assist students in achieving the district's middle- and high-school proficiencies.

The Administration will consider the expansion of trade and technology education programs in all of our schools as a part of the long-range strategic planning process.

Committee Recommendation

Your Committee recommends that the Board refer this item to the Superintendent for consideration in the overall strategic planning related to strengthening the district's trade and technology programs.

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(Item 4) Report and Possible Action with Respect to the Implementation of Student Proficiency Standards for the Years 2000 and 2004

Administration's Report

1. On February 28, 1996, the Board of School Directors adopted new, higher graduation requirements in the areas of mathematics, science, communication, and community membership for the class of 2004 and subsequent graduating classes. At the same meeting, the Board directed the Administration to develop eighth-grade proficiencies in mathematics, science and communication for the same cohort of students and to return with the proficiencies to the Board by June 1997.

2. Working with the middle school principals collaborative, the Administration asked principals to identify teachers from middle, K-8, and K-6 schools to develop the middle school proficiencies.

3. The proficiencies were passed by the Board of School Directors on June 18, 1997. the Board item indicated that students who are in the eighth grade class of 2000 (high school class of 2004) and those that come after must meet the middle school proficiency requirements in order to be promoted to ninth grade.

4. The proficiency and graduation requirements fit centrally within the MPS high standards reform strategy. The basic elements of this strategy are: 1) to identify clearly what skills and understandings we expect students to master (the proficiencies and assessments); 2) to make the standards count for all students/schools; 3) mobilize systemically to provide students with the supports they need to meet the standards. (This means curriculum, staff development, assessments, student safety nets, and community supports must all be aligned and directed at the standards.) This strategy has been effective in significantly raising student achievement in such areas as elementary writing and the high school mathematics proficiency examination.

5. The middle school proficiencies constitute a very significant challenge. The proficiencies have become the core academic goals around which efforts to improve student achievement at the middle school level are being focused. Principals and school staff have been playing important leadership roles in this mobilization. This effort is called Proficiency 2000. A mobilization timeline has been developed and is constantly being updated. It addresses such areas as: curriculum, assessment, staff development, monitoring tools, communication, parent and community involvement, student "safety nets" (extra supports), and procedures for students who do not achieve proficiency.

6. While Proficiency 2000 is underway at the middle school level, work is underway at the elementary level to better prepare students to enter middle school, and at the high school level to enable students to build beyond middle school to greater success in high school.

7. In light of the improvement proposals issued by Governor Tommy Thompson and the district's own vision to be the first urban center in the nation to have all students performing at high levels, the district needs to maintain its commitment to the proficiencies and graduation requirements established by the Board. Our focus now is mobilizing all of the necessary tools and supports to ensure our students' success in meeting the standards set by the Board.

8. The following addresses some key areas of the mobilization:

How are parents being informed of the eighth grade proficiencies?

- The proficiencies were included in the calendar sent to all homes at the beginning of the school year.
- Middle school principals wrote a letter in common which schools sent out on their individual school stationery. Many have also held informational meetings, shared information at parent-teacher conferences, and informed parents through newsletters.
- The Superintendent is sending a letter and a parent Question and Answer booklet which was developed with input from parent groups.
- Parent meetings are being organized by staff in the Parent Service Center. The meetings are being planned to include parents from K-6 schools in addition to middle school and K-8 parents. Some meetings have already taken place at the schools' initiative.
- Staff have met with leaders from a number of parent groups and community organizations, such as the PTA, the Parent Network, the Crusade to Save Our Children, the Parent Service Center (school parent organizations), and a committee that includes the YMCA, Journey House, Boys and Girls Clubs, and others.

What is the Status of the Proficiency Report to Parents and Students?

Parents and staff have expressed the view that it is critical for parents and students to have maximum information on how students are doing in achieving the proficiencies.

- At the request of the middle school principals, a committee was convened with representatives from all middle schools and K-8 schools to draft a proficiency-based report card. The committee includes principals, teachers, central services staff, a representative of the PTA, and Mary Diez of Alverno College. This committee began work in October 1998.
- The committee has recommended that the "proficiency report"
    1. include a student performance profile that indicates which proficiencies the student has passed and which he/she has yet to meet.
    2. include a sixth-grade "benchmark skills" checklist that shows how students are doing in developing the knowledge and skills they need to meet proficiency by grade 8.
    3. be piloted this year as a supplemental document, in order to get parent and staff reaction.
    4. be considered for use next year at two mark periods only. During the other four mark periods, students would get their regular report cards.
- No final decisions have been made about the above. The next steps in the process are:
    1. Schools review the draft developed from the committee's input and are asked to share the draft with parents and staff for feedback by February 20, 1998. The emphasis is on how to provide the information parents and students need in the shortest possible user-friendly format.
    2. The committee will modify the format, based on this feedback.
    3. The report will be tried out in spring, possibly to coincide with March parent conferences.

4. Recommendations will be made to the Superintendent about the format and procedures to use in the 1998-99 school year. The Superintendent will bring the recommendations to the Board.

What Assessment Systems are in Place?

- Assessment rubrics (the scoring tools) for each proficiency have been distributed to all middle, K-8, and K-6 schools.
- Some of the assessments are conducted as a part of the regular classroom work and are scored by the classroom teacher. Some proficiencies are scored at the school level, while others are scored at the district level or using national tests (e.g., WSAS, reading tests).
- Schools have been provided with an assessment schedule for each proficiency.
- Additional assessment opportunities are being given to students in the class of 2000/2004 to enable them to have many opportunities to meet the proficiencies, beginning as early as sixth grade.
- Tools have been developed to help teachers and school communities monitor their students' progress and ensure that all students are taught the knowledge and skills they need. These include the Proficiency Class Report for 6th grade teaches and the monthly practice performance assessments.

What Supports are in Place for Teachers and Schools?

In addition to the assessment tools and monitoring and reporting tools identified above, the following supports are in place for teachers and schools:

- The sixth-grade curriculum was rewritten in the subject areas of communication, mathematics, and science. Teachers from all K-8 and middle school were invited to serve as curriculum reviewers at two points in the summer to guide the smaller teacher curriculum writing teams in their work.
- All sixth-grade teachers were offered an inservice in the new curriculum in August. Well over 90% attended.
- Teams from each middle school, K-8 school and K-6 school (called Proficiency 2000 School Leadership Teams) were invited to come together in June 1997 and again in August 1997 to guide the summer mobilization work and gain information about the mobilization.
- Middle school principals met for nine days during summer 1997 to plan for the proficiency implementation process.
- Staff development is being offered through a variety of forums, including the staff development catalogue; school-based courses and workshops; mentoring and professional development by the mathematics/ science resource teachers in the National Science Foundation project (MUSI); MUSI sponsored college courses; Efficacy training; teacher networks; the Dorothy Danforth Compton program; and others. Extensive staff development for sixth- and seventh-grade teachers is being planned for summer 1998.
- The new middle school mathematics textbook adoption process was pursued to ensure that the mathematics textbooks would support the knowledge and skills needed for the proficiencies. Guides and supporting material will be developed over the summer to align the seventh-grade curriculum with the proficiencies.

What "Safety Nets" are Being Developed for Students?

The following supports are being developed for students who may struggle to meet the proficiencies:

- A Proficiency Pals program is being designed to recruit and train community volunteers to mentor or tutor students. The program is being designed to build on successful models already in place, such as the Math Buddies program, in which Central Service staff and community volunteers help students prepare for the high school mathematics proficiency examination, and the Reading Pals program that assists elementary students.
- We are working with community organizations that already have tutoring and mentoring programs in place to help them focus their work on the middle school proficiencies.
- The proposed summer school is being designed around the proficiencies.
- Many schools have already put in place Saturday classes, extended-day opportunities, and in-school tutoring opportunities for students. Other schools are designed such supports.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to develop a simplified assessment to achieve the goals of Proficiency 2000; that the Administration bring this new plan to the Board for approval; and that this new plan include a more concise report card that will meet the needs of parents, students, and staff.

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(Item 5) Progress Report Regarding the Program Improvement Plan at Marshall High School

Your Committee reports having received the following informational report from the Superintendent:

Administration's Report

A. Background

1. At its meeting on June 18, 1997, the Board adopted a resolution by Directors Small and Todd regarding education program options for Marshall High School.

2. At the July 30, 1997, meeting, the Board approved the recommended program improvement plan for Marshall High School and requested periodic reports on the implementation of the plan.

3. A progress report was provided to the Board in November 1997.

B. International Baccalaureate Progress

1. The following planning activities have occurred since November 1997:

Implementor met with prospective teachers of IB subjects to discuss spring training sessions.

Announcements were made in the faculty meeting regarding standards, sequence of courses, and extra-curricular activities. Technology is the primary focus of Marshall and will be the focus in the IB application. Meetings were held to discuss integrating technology and writing across the curriculum into the IB program.

Curriculum guides for IB were received, and staff began to upgrade and refine course sequences and descriptors.

Department chairpersons met to review IB implementation plans, including descriptors, course sequence, unit values, electives, names of teachers, and certification to teach IB classes.

Implementer met with guidance counselors to explain IB and their roles in the program.

Throughout November and December, the implementor was in regular contact with Rufus King High School and the IB New York office for guidance and support in developing the application. Arrangements have been made for approximately 20 staff members, including Ms. Griffiths, to attend the IB spring training sessions.

All materials received by staff members who have attended training sessions or made school visits have been distributed to the staff.

Departments have scheduled after-school sessions on curriculum writing, including curriculum upgrade, throughout the month of February.

All of the materials needed in writing the scope and sequences of class offerings and completing the application have been ordered and received. It is Marshall's goal to have a rough draft of the application done by March 1, 1998.

2. The following recruitment and informational activities have occurred since November 1997:

Course offerings and a flyer to advertise the 8th-grade offering were developed. A flyer was prepared for counselors to recruit students at the middle schools. A flyer was developed for the Milwaukee School Expo indicating that Marshall is applying for the International Baccalaureate Program. Advertisements were mailed to churches in the community, selected schools, and prospective John Marshall students.

Business partners were contacted to inform them of Marshall's plans for IB and to request a meeting to determine their roles in Marshall's educational improvement plan.

A parent meeting with grade 9 and 10 parents was held to give an overview of the prospective IB Program at Marshall.

3. The following visitation activities have occurred since November 1997:

Implementor visited Wooster High School in Reno, Nevada, to meet with the IB coordinator. Materials to be used as a guide in completing the application were collected. The application process, course offerings, IB expectations, and the IB representatives' visit after the application is received were discussed.

Ten department chairpersons went to Miami to attend an introductory workshop for IB.

Five staff members visited Central High School in St. Paul, Minnesota, to look at IB classes and secure materials to assist in refining course sequences, methods, and teaching strategies. The application process was reviewed with the IB coordinator. The team talked extensively with students.

Arrangements were made with Rufus King High School for visitations and staff workshops. Twenty-one staff members have attended Saturday workshops with King IB staff members.

B. Marshall Night School

The Marshall Night School was implemented, beginning with the second semester. Approximately 25 students are enrolled in the program. Classes meet from 3:30-7:00 P.M.

C. 1998-1999 Enrollment

Approximately 50 students chose Marshall High School as their first choice for the Eighth Grade Preparatory Program scheduled for implementation in August 1998. Additional students will be recruited during the Spring Complementary Enrollment Process. A projected enrollment is 100 students.

Approximately 377 students chose Marshall High School as their first choice for ninth grade during the School Selection Period. Another 398 students selected Marshall as their second choice. An extensive marketing campaign including radio announcements was used to recruit students.

* * * * *

(Item 6) Report On Resolution 9798R-037 by Directors Gardner, O'Neil, Sinicki, Thompson, and Todd Regarding Collaboration with the Archdiocese of Milwaukee to Ensure Continued Educational Services to Families of Schools That May Be Threatened with Closure

Your Committee reports having received the following informational report from the Superintendent:

Administration's Report

1. On September 24, 1997, the Board adopted Resolution 9798R-037 and directed the Administration to communicate to the Archdiocese of Milwaukee MPS' willingness to collaborate to ensure continued educational services to the families of Archdiocese schools that may be threatened with closure because of financial pressures.

2. A progress report was presented to the Board in January.

3. Another meeting was held with members from the Archdiocese on January 28, 1998. Following are issues discussed:

- The Archdiocese is a member of Wisconsin Area Non-Public Schools and, as such, expressed interest in being able to access the Youth Serving Agency Coalition. The MPS Administration is assisting the Archdiocese with this process.
- The possibility of the Archdiocese's accessing MPS' summer school was discussed. The Administration is working with them to see how this can be done.
- A meeting is scheduled to discuss staff development and staff development systems.
- Shared staff was discussed on a conceptual basis. The Archdiocese will give more thought to this, and we will discuss it further at our next meeting.
- Finally, facility matters were discussed. The Administration was informed that the Superintendent of the Catholic Archdiocese has sent a letter from the Critical School Choice Task Force, advising pastors not to sell their property. The Administration is attempting to obtain a copy of this communication, which it will provide to the Board when it is received.

4. When facility matters are considered, the Administration believes that the issue of space is not only related to the utilization of Archdiocese facilities, but should take into consideration all available facility options in the City of Milwaukee. Available Archdiocese sites will be considered as a part of the district's five-year Strategic Plan, a portion of which will address facility needs.

5. The Administration will continue to work with the Archdiocese on a long-term basis regarding educational needs and other mutual collaborations.

* * * * *

On the motion of Director Small, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Action on Resolution 9798R-061 by Director Hardin to Rescind the Board's Action of August 27, 1997, Establishing a Minimal Threshold of Attendance for Continued Reimbursement for Enrollment for Partnership Schools

Resolution

At its regular monthly meeting on January 28, 1998, the Board referred the following resolution by Director Hardin to the Accountability/Audit Committee:

WHEREAS, The Board, at its August 27, 1997, meeting directed the Administration to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools, with the Administration to submit a report back to the September meeting of the Accountability/Audit Committee; and

WHEREAS, The Administration reported at the September Accountability / Audit Committee meeting that it had established a minimal threshold of 70% attendance for continued reimbursement for enrollment for partnership schools; and

WHEREAS, The Administration also reported that it had initiated efforts to obtain the agreement of the partnership schools to amend the current contracts to reflect this requirement; and

WHEREAS, This standard discourages partnership schools from keeping students with poor attendance and, in turn, encourages schools to give up on students too quickly; and

WHEREAS, This standard unfairly singles out partnership schools serving at-risk students by holding them to a higher standard of accountability than MPS schools; and

WHEREAS, By definition, at-risk students are habitual truants with known past problems with attendance; and

WHEREAS, The attendance of students in contracted partnership school programs under the Wisconsin Children At Risk Law is not a mandated requirement for payment; and

WHEREAS, Under the Children At Risk Statute, payment is provided to contracted partnership programs on the basis of the number of full-time-equivalent students enrolled; and

WHEREAS, A standard that threatens to reduce funds provided to support services to children at risk would serve only to decrease the opportunities for success for these students; and

WHEREAS, Partnership schools are an important means used by MPS to decrease the number of dropouts; and

WHEREAS, The reported dropout rate for MPS for 1996 was 13.5%; and

WHEREAS, MPS should be increasing, not decreasing, its support for programs aimed at dropout prevention; now, therefore, be it

RESOLVED, That the Board rescind its action of August 27, 1997, requiring the Administration to establish a minimal threshold of attendance for continued reimbursement for enrollment for partnership schools; and be it

FURTHER RESOLVED, That payment for partnership schools serving students at risk of dropping out of school be based on the number of full-time-equivalent students enrolled in the partnership school on the third Friday in September, as prescribed by law and traditionally practiced by the state in reimbursing MPS for service provided to all students.

Background Information

1. At its August 27, 1997, meeting, the Board directed the Administration to establish minimal threshold of attendance for continued enrollment reimbursement for partnership schools.

2. The Administration's proposed plan was distributed to all partnership schools. These schools were given time to review and submit their reactions to the plan. A report describing the responses received was presented at the Accountability/Audit Committee meeting held on September 11, 1997.

3. At the September 24, 1997, Board meeting, the Administration presented the following plan for minimal attendance rates and a corresponding payment schedule for partnership schools:

a. One hundred percent of the contract payment will be conditional on the partnership program's ability to maintain an average 70% attendance rate over the period of one academic year. Seventy-percent attendance is the standard in the Children's At-Risk legislation and the benchmark required under the partnership school contractual agreement.

b. Contract payments will be reduced if the annual attendance rate is less than 70%. For example, an annual attendance rate of 69% would result in a 1% reduction in the contract payment, or an annual attendance rate of 50% would result in a 20% reduction in the total contract payment.

c. Reduction in payments to partnership schools not meeting an average annual attendance rate of 70% would take effect and be applied to the following year's contract.

d. In calculating the attendance rates, special provisions will be made in order not to penalize schools for the attendance of students less susceptible to control by the partnership schools. Examples are the absences of students who are involved with the juvenile justice system and students absent due to maternity leave.

e. Contracted sites serving behavioral-reassignment, adjudicated, and exceptional education students, where students are assigned by MPS, will be waived from the provisions of this policy.

4. In June 1997, the Board authorized the Administration to enter contracts with the partnership schools for the 1997-1998 school year. Because contracts for the 1997-1998 school term have already been entered into with most partnership schools, inclusion of new contract provisions after the fact will require contract re-negotiations. The Administration contacted partnership schools to amend their contract agreements to reflect the attendance provisions effective for the 1997-1998 school year. The Administration provided follow-up reports to the Accountability/Audit Committee on September 24 and October 9, 1997, and January 15, 1998.

5. In accordance with the Board's action of August 27, 1998, contract provisions associated with the attendance requirement will be included as part of the 1998-1999 contract terms for all partnership schools, unless the Board directs the Administration to do otherwise.

Committee Recommendation

Your Committee recommends that the Board adopt Director Hardin's resolution to rescind the actions taken on this issue by the Board at its August 27, 1997, meeting and that payment for partnership schools serving at-risk youth be based on the full-time equivalent reimbursement used by the state.

* * * * *

Separate consideration was requested of the report.

Director Thompson moved that the Board accept the original plan but that it not take place until the next contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Sinicki, Thompson and President Fisher—5.

Noes—Directors Hardin, O'Neil, Small and Todd—4.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Progress Report from the Administration on the Development of the FY99 Proposed Budget

Your Committee reports having received an update from the Administration on the development of the FY99 proposed budget.

* * * * *

(Item 2) Continued Discussion of, and Action with Respect to, the Weighted Formula Proposal from the Expanded School Budget Committee

Background

At the December 10, 1997, meeting of the Strategic Planning and Budget Committee, the Expanded School Budget Committee presented its draft report regarding recommendations for a weighted formula for school budgets. A copy of the report is attached. The report was held in committee for further discussion and consideration.

Committee Recommendation

Your Committee recommends that the Board accept the draft report of the Expanded School Budget Committee and direct the Superintendent to develop final recommendations relative to a weighted formula for school budget allocations for consideration in the FY 99 budget.

* * * * *

(Item 3) Action on Resolution 9798R-056 by Director Todd to Provide Policy Options as Part of the Budget Process that Include Weighted Formulas for Exceptional Education

Resolution

At its regular monthly meeting on December 17, 1997, the Board referred the following resolution by Director Todd to the Strategic Planning and Budget Committee:

WHEREAS, The Board of School Directors has encouraged the Expanded Budget Committee to recommend weighted formulas to assist in developing budgets; and

WHEREAS, The Expanded School Budget Committee did an exemplary job in developing a recommendation for weighted formulas including:

— School Level Differential;

— Bilingual Adjustment;

— School Size Adjustment;

— English as a Second Language; and

WHEREAS, In the subject of Exceptional Education, the committee refused to propose a weighted formula, but instead scolded the Board; and

WHEREAS, The Board during its budget considerations needs policy options for Exceptional Education funding that include weighted formulas in the policy options; now, therefore, be it

RESOLVED, That the Board thank the Expanded Budget Committee for its work; and be it

FURTHER RESOLVED, That the Board ask the Administration to provide policy options as part of the budget process that include weighted formulas for Exceptional Education; and be it

FURTHER RESOLVED, That the Board ask the Task Force on Exceptional Education and Supportive Services to suggest policy options both to the Administration and to this Board for weighted formulas; and be it

FURTHER RESOLVED, That the Strategic Planning and Budget Committee hold public hearings on weighted formulas for Exceptional Educational and Supportive Services several times before the budget is adopted.

Committee Recommendation

Your Committee recommends that:

1) The Board thank the Expanded Budget Committee for its work;

2) The Board ask the Administration to provide policy options as part of the budget process that include weighted and diagnostically related groupings formulas for Exceptional Education;

3) The Board ask the Task Force on Exceptional Education and Supportive Services to suggest policy options both to the Administration and to this Board for weighted and diagnostically related grouping formulas; and

4) The Administration bring back a timeline for implementing an alternative weighted or diagnostically related groupings formula for Exceptional Education.

* * * * *

Separate consideration having been requested of Item 3, on the motion of Director Small the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 3, resolution 9798R-056 be Director Todd, Director Thompson moved to refer the resolution back to the Strategic Planning and Budget Committee.

The motion to refer prevailed on the following vote:

Ayes—Directors Braun, Gardner, Sinicki, Small, Thompson and Todd—6.

Noes—Directors Hardin, O'Neil and President Fisher—3.

COMMITTEE ON FINANCE/PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

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

Award of Contracts

WINDOW REPLACEMENT

Division 1 — Eighth Street Middle School

B & D Contractors, Inc.
1511 North 686th Street
Wauwatosa, WI 53213

Low bidder: Base bid of $222,222, plus $38,500 for Mandatory Alternate Bid 1 to replace all exterior doors and frames, plus $2,800 for Mandatory Alternate Bid 2 to install a new fixed window at ground floor east elevation, for a total contract of $263,522

Division 2 — Jackie Robinson Middle School

Simmons Building Products, Inc.
12100 W. Dearbourn Avenue
Wauwatosa, WI 53226

Low bidder: Base bid of $392,395, plus $25,750 for Mandatory Alternate Bid 1 to replace all exterior doors and frames, for a total contract of $418,145

ELECTRICAL WORK

Thirty-ninth Street Service Building

Craf-Tron Electric, Inc.
1321 Waterville Lake Road
Oconomowoc, WI 53066

Low bidder: Base bid of $64,990

Authorization to Make Purchases

B-5217 13 Boilers (F & M Div. for 7 Schools)

Recommend authorization to purchase thirteen Cleaver-Brooks boilers, totaling $327,550 net, from the low bidder, Cleaver-Brooks c/o Heat & Power Products, Inc. The above price includes the base bid price as well as MPS-selected options. Bids were sent to four HUB firms.

BIDDER	BASE BIDS	TERMS
Cleaver-Brooks c/o Heat & Power Products	$ 308,700.00	Net
Climate Sale, Inc.	$ 337,000.00	1% — 10 Days
Energy Sales, Inc.	$ 355,500.00	Net 30
Combustion Systems of WI	$ 367,607.00	Net
Kewanee Boiler Mfg. c/o Boiler Supply	$ 369,008.00	Net
Energy Process Service Co.	$ 490,850.00	Net

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

SS-399 31 IBM Computers, 20 Printers (Happy Hill)

Recommend authorization to purchase 31 of the MPS Enterprise model computers, 20 laser printers, a 31-user software license, and related items, totaling an estimated $86,000. Title 1 and local funds will be used.

SS-401 26 MAC's and Networking Items (Lincoln Ctr. of the Arts)

Recommend authorization to purchase 26 Macintosh model 5500 computers, (MPS Enterprise Model) and related networking items and services, totaling an estimated $63,000. Title 1 funds will be used.

SS-402 Software Upgrade Programming (Transportation)

Recommend authorization to enter into a contract with Ken Bakke and Associates to upgrade the transportation scheduling and maintenance software. The current mainframe software is not year-2000-compliant and is limited in its functionality. The upgrade will be a "client-server-based system" and will be compatible with the district's Student Management System and Data Warehouse project. Cost of the contract is $80,000.

SS-403 Contract for Enterprise Wide-Area Network Design Engineer (Technology)

Recommend authorization to enter into a contract with MIS Labs, Inc., for services associated with the responsibilities of the MPS Enterprise Wide-Area Network Design Engineer. This project will develop and prepare bid documents for the design of the MPS wide-area network (WAN); the design of the MPS Voice System (PBX) component; the design of the MPS school site infrastructure; the design of the administrative infrastructure; and the MPS Network Management System.

MPS will submit an application for a discount (E-rate) for these communication services from the Schools and Libraries Corporation (SLC). SLC administrative rules and procedures require that all bids must be posted on the SLC's Internet web page for 28 days, and that all bids must be awarded by April 14, 1998, to be considered in the first round of awards. The restricted time frame prevents MPS from soliciting bids for these services. MIS Labs, Inc., has experience with other MPS design projects.

MIS Labs' contract will be on a time and materials basis, not to exceed $250,000. The administration will apply for an E-rate discount for these services.

SS-404 500 Apple Macintosh Computers (Stock)

Recommend authorization to purchase an estimated 500 Apple Macintosh computers, totaling an estimated $743,000. The District received a special discount for purchasing a large quantity of computers. The computers will be available to schools through the warehouse stock system.

SS-405 Lease-Purchase of 1,092 Apple Macintosh Computers

Recommend authorization to enter into a lease-purchase of 1,092 Apple Macintosh computers totaling $1,964,508, as part of the District's School Management System project. The lease-purchase with Apple Education Finance/GE Capital, is at a zero percent (0%) APR. Individual schools' accounts will be used to fund the payments.

SS-406 Reading Consultant Services

Recommend authorization to enter into a sole-source contract with Evans Newton, Inc., to align the MPS reading curriculum in grades 1-6 and to provide support services and products for twenty (20) schools to raise student achievement to meet the MPS Board-mandated high standards and the Governor's Challenge.

The contract will be for $300,000. The Administration is pursuing the use of special funding through a DPI Reading Initiative for this project. In the event that the Administration cannot obtain this special funding, funds will come from district accounts.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of January 31, 1998:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School	$709,711,816	$3,400,000	$713,111,816	$350,337,426	$362,774,390	49.1%
Categorically	75,906,479	18,046,976	93,953,455	34,383,062	59,570,393	36.6%
School Nutrition	25,382,268	0	25,382,268	12,604,152	12,778,116	49.7%
Construction	14,200,000	11,121,991	25,321,991	14,258,646	11,063,345	56.3%
Extension	6,889,122	0	6,889,122	6,127,707	761,415	88.9%

B. Statement of Expenses as of January 31, 1998:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School	$709,711,816	$18,347,014	$728,058,830	$374,952,293	$353,106,537	51.5%
Categorically	75,906,479	21,114,158	97,020,637	45,277,458	51,743,179	46.7%
School Nutrition	25,382,268	21,833	25,404,101	13,218,122	12,185,979	52.0%
Construction	14,200,000	21,510,107	35,710,107	24,620,656	11,089,451	68.9%
Extension	6,889,122	46,306	6,935,428	3,411,588	3,523,840	49.2%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.
(2) Encumbrances and expenditures included through January 31, 1998, and payrolls through January 23, 1998.

The monthly expenditure control report has been attached to the minutes of your Committee's meeting of February 16, 1998.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Bell	Teacher, Bell M.S.	$1,518	Accelerated Reader Books, Disks
Browning	Rose Mary Muller	$245	College Scholarship Fund
Gaenslen	A. Rogalinski Estate	$8,250	Bequeathal
LaFollette	Srs. of Notre Dame	$15	Large Safety Pins

LaFollette	First Cong. Church	$250	Hats and Mittens

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Meir	Posner Foundation	$100	General School
MHSA	Pieper Electric	$100	Theatre Festival
MHSA	P. Murray-Smith	$25	Theatre Festival
MHSA	Bolles & Associates	$100	Theatre Festival
MHSA	William Ross	$100	Theatre Festival
Milwaukee Tech	Tower Automative	$55	Scrap metal - metal/welding shops
Milwaukee Tech	Alan Wimes	$1,000	1987 Chrysler LeBaron - Auto Shop
Ninety-fifth St.	Quad/Graphics	$150	Student incentives
North Division	Vilter Corporation	$1,000	Nefertari Dancers
North Division	Silverman Family	$1,000	Nefertari Dancers
Project STAY	WITI-TV	$1,325	Holiday baskets, gifts
Project STAY	Potawatomi Bingo	$500	Holiday and emergency student fund
Project STAY	Calvary Presby. Church	$300	Holiday food baskets
Project STAY	The Exchange Club	$2510	Student/family Christmas gifts
Robinson	Al Spearman	$500	Pansanic Camcorder
Silver Spring	W.H. Brady	$500	RIF Program
Starms ECC	Alpha Kappa Alpha	$400	Books
Thirty-seventh St.	Wisconsin Electric	$800	Enhance achievement level
Walker	Robert Oster	$250	Attendance prizes
Walker	United Seniors of Wis.	$300	Attendance prizes
Westside Academy II	Funds Raised by Sch.	$200	College Scholarship

Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 has been attached to the minutes of your Committee's meeting of February 16, 1998. This is an informational report and no action is required.

Superintendent's recommendations

1. That the Board award the contracts as listed above.
2. That the Board authorize the purchases as listed above.
3. That the Board accept the report of revenues and expenses.
4. That the Board accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

Committee Recommendation

A motion for concurrence having failed on a tie vote, your Committee reports this matter to the Board without recommendation.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Report on Deletion of Names from the List of Appointed Teachers; and Affirmative Action Report

Approval of Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers and school psychologists, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

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

Deletion of Names from the list of appointed teachers.

5. The Superintendent recommends that the names of the teachers listed below be deleted from the list of appointed teachers, since they have been absent without leave for more than 45 days during a half-year.

Affirmative Action Report

6. The affirmative action report for December, 1996 is attached. No action is required.

Committee recommendations

Your Committee recommends that the Board approve the classified personnel transactions, teacher appointments, leaves of absence, and deletion of a name from the list of appointed teachers as listed below.

CLASSIFIED PERSONNEL TRANSACTIONS

	Name and Assignment	Position and Salary	Date
		APPOINTMENTS	
4	Carmen Figueroa Garfield	Clerk Typist I $14,480.00/yr.	01-06-98
2	Synthia Gray School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	12-16-97
2	Lillie Mayes Parent/Student Services	Clerk Typist I $17,464.20/yr.	01-19-98

PROMOTIONS

2	Quiandra Bell M.E.T.R.O.	School Secretary I $16,562.89/yr.	02-05-98
2	Evonne Dawson 35th	Clerk Typist I $14,480.00/yr.	01-09-98
2	Tracy Harris Hopkins	School Secretary I $16,562.89/yr.	02-05-98
2	Lukicia Lewis Barton	School Secretary I $16,562.89/yr.	01-23-98
5	Deanna Scholz School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	12-16-97

REINSTATEMENTS

	Carol Polzyn Congress	School Secretary I $18,902.86/yr.	12-17-97

APPROVAL OF CERTIFICATED APPOINTMENTS — TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	Laurie L. Abler 8th Gr./U.S. History	B	$24,684	0	01/05/98
(r)	Sam Awe ED	B	$24,684	0	08/26/97
(r)	Yolanda D. Barber Science/Middle School	B	$33,324	7	01/05/98
(nr)	Michael Barker Music	B	$24,684	0	10/06/97
(nr)	Craig A. Bevilacqua Math	B	$24,684	0	11/14/97
(nr)	James K. Blackburn Social Studies/Sociology/History/Psychology	BB	$34,989	7	01/12/98
(nr)	LeeAnn Bosi Speech/Language Pathology	B	$24,684	0	02/09/98
(r)	Patrick Budziszek Music	BB	$36,285	8	01/05/98
(nr)	Lois M. Calloway Computer Tech.	B	$24,684	0	01/05/98
(r)	Michael J. Cirillo Math	B	$24,684	0	01/05/98
(r)	Timothy S. Clements Emotional Disturbance	B	$33,324	7	08/26/97

(r)	Robert B. Dames English/Upper Elementary	BB	$27,214	1	12/10/97
(r)	Timothy M. Donohue ROTC	B	$33,324	7	12/10/97
(nr)	Amy E. Fare Grade 2	B	$24,684	0	01/05/98
(r)	Jason A. Galien Learning Disabilities	B	$24,684	0	11/10/97
(r)	Constance Gordon Music	C	$41,839	10	01/05/98
(r)	Carol A. Hines English	B	$24,684	0	01/23/98
(nr)	Daniel E. Houlihan Deaf & Hard of Hearing/1-6	B	$24,684	0	01/05/98
(r)	Natalie D. Hubbard General Science	B	$24,684	0	09/15/97
(r)	Lisa Jessick SAGE	B	$24,684	0	01/05/98
(r)	Kim D. Jester Grade 3	B	$24,684	0	10/07/97
(r)	Keona Jones ED	B	$26,752	0	12/12/97
(nr)	Eugene Kittredge Head Start	B	$33,324	7	10/22/97
(r)	Richard A. Kostuck, Jr. Tech Ed.	B	$25,919	1	12/04/97
(r)	Trina D. Lockhart Orthopedically Impaired/1-6	B	$24,684	0	12/15/97
(nr)	Manulita G. McClellan Biology/Broadfield Science	B	$24,684	0	01/05/98
(nr)	Susie M. McGinnity Spanish	B	$24,684	0	10/20/97
(nr)	Elizabeth J. Morrell Math	B	$24,684	0	01/23/98
(r)	Michelle A. Neal SAGE	B	$24,684	0	12/09/97
(nr)	Suzzette M. Newell Grade 1 Title 1 Focus	B	$24,684	0	01/12/98
(r)	Tamiko L. Obregon Spanish	B	$24,684	0	10/13/97
(nr)	Jennifer E. Osman Speech/Langauage Pathology	B	$24,684	0	01/26/98

(r)	Susan Pezanoski-Browne Art	B	$24,684	0	01/05/98
(r)	Pascual A. Rodriguez Social Studies/Sociology	B	$24,684	0	01/26/98
(r)	Luis Rodriguez Grade 4 Bilingual	B	$24,684	0	11/04/97
(r)	Nancy B. Ruditys Art	B	$24,684	0	01/26/98
(nr)	Kevin J. Schofield Speech/Language Pathology	B	$24,684	0	01/07/98
(r)	Elizabeth Schubert Grade 4	B	$24,684	0	01/05/98
(r)	Patrick J. Shields Grade 6	B	$24,684	0	01/06/98
(nr)	Wembo L. Shungu Chemistry	B	$29,621	4.5	01/23/98
(r)	Jamie Strong Speech/Language Pathology	B	$24,684	0	01/26/98
(nr)	Jill R. Toman Upper Elementary	B	$24,684	0	02/02/98
(r)	Deborah A. Truettner Emotional Disturbance	B	$24,684	0	01/07/98
(nr)	Julie A. Vila Upper Elementary	B	$29,621	4	01/26/98
(nr)	Ann M. Vuchichevich Grade 2	B	$24,684	0	01/05/98
(r)	David G. Wagner Technology Educ/Wood/Drafting	B	$27,152	2	10/27/97
(nr)	Renee Zentz EC:EEN	B	$24,684	0	01/07/98
<u>School Social Workers — Schedule 02</u>					
(r)	Larry Ellis		$35,077	0	01/26/98
(r)	Jodena M. Searl-Wnorowski		$35,077	0	01/12/98
(r)	Mariadelina Lopez		$35,077	0	01/28/98
<u>Physical Therapists - Schedule 04</u>					
(r)	Erika S. Brooks		$34,410	0	01/05/98
(r)	Laura L. Larson		$31,904	0	01/23/98
(nr)	Christina R. Rill		$34,410	0	12/08/97

(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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to June 15, 1998:		
Bruce Sauter	Hamilton	December 16, 1997
Maternity Leave, to June 15, 1998:		
Pamela Pavlic	Fernwood	January 10, 1998
Personal Leave, to June 15, 1998:		
Pamela Carroll	Allen Field	March 2, 1998
Mark Douglas	Trowbridge	January 26, 1998
Karen Vande Hey	Wheatley	January 26, 1998
Laura Wellmuth	Carleton	February 9, 1998
Sabbatical Leave, to January 22, 1999:		
Erico Ortiz	South	January 26, 1998
Extension of Illness Leave, June 15, 1998:		
Ruth Ann Guthmann	Leave	January 26, 1998
Clara King	Leave	January 26, 1998
Kathleen Tominsek Gill	Leave	January 26, 1998
Extension of Maternity Leave, to June 15, 1998:		
Tina Ragonese Martin	Leave	January 26, 1998
Extension of Personal Leave, to June 15, 1998:		
Terrence Kostrivas	Leave	January 26, 1998

CURTAILMENT OF LEAVE:

Tresha Patton — Rescinded her sabbatical leave that was granted for August 26, 1997, through June 15, 1998.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Marcia A. Barker	Teacher	02-04-98
Victoria P. Butler	Counselor	06-15-98
Wayne Giebler	Teacher	06-15-98
Colleen V. Hallman	Teacher	09-01-97
Julie A. Landry	Teacher	01-08-98
Michele L. Lusis	Teacher	01-26-98
Cheryl M. Malaha	Teacher	01-16-98

Valorie T. Olson	Asst. Princ.	01-02-98
Mary Ellen Ringhand	Teacher	01-23-98
Deborah S. Rivera	Teacher	01-23-98
Gail Rodenkirch	Teacher	01-09-98
Jeanette M. Rollfink	Teacher	01-23-98
Christine M. Romasko	Teacher	01-23-98
Paul A. Theisen	Teacher	01-07-98
Jennifer A. Tillman	Teacher	12-19-97

REPORT ON DELETION OF NAMES FROM THE LIST OF APPOINTED TEACHERS

In a letter dated October 29, 1997, Annmarie Anderson was informed that she would be dropped from the list of appointed teachers if she did not notify the Department of Human Resources of her leave status by November 18, 1997, as is required in her contract. As of this date, no response has been received nor has the staff member informed the Administration of her status.

* * * * *

(Item 3) Action on a Request to Approve an Innovative School Proposal: Global Learning Center

Your Committee reports having reviewed the cost implications of this item referred to it by the Innovation/School Reform Committee (see Report of the Innovation/School Reform Committee, Item 2).

Committee Recommendation

Your Committee recommends that the Board approve The Global Learning Center Proposal to open in the Fall of 1998, pending a Memorandum of Understanding to be secured by the Division of Labor Relations with the Milwaukee Teachers' Education Association.

* * * * *

(Item 4) Report and Action on Resolution 9798R-050 by Director Hardin to Provide a Cost Analysis of All Schools Offering a Breakfast Program to Students Eligible for Free or Reduced Price Lunch

Resolution

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 which all MPS schools participate in; 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 at its February 1998 meeting the cost of such a program and possible funding sources.

Administration's Analysis

1. Child-development specialists and nutritionists consider breakfast to be the most important meal of the day. Children require essential nutrients and sufficient energy to concentrate on and accomplish learning tasks. Breakfast provides these requirements while eliminating transient hunger symptoms such as headache, fatigue, sleepiness, and restlessness.

2. For a variety of reasons, many children do not have breakfast before coming to school. Any student who skips or has no access to breakfast can suffer learning and health deficits.

3. All MPS elementary schools have breakfast available for their students prior to the beginning of the school day. Seventeen of the thirty-six secondary schools have the breakfast program available as well. Approximately 13,000 students participate in the breakfast program on a daily basis.

4. All enrolled students are eligible to participate in the School Breakfast Program, regardless of their ability to pay. At the present time, 75 percent of Milwaukee Public Schools students are eligible for free or reduced-price meals. As with the lunch program, students eligible for free meals do not pay. Currently, 99% of students eating breakfast at school are on a non-paying basis.

5. Promotional strategies will be developed to more effectively communicate to parents the availability of breakfast at school and will be correlated with National School Breakfast week, which is March 2-6, 1998. Community groups, including the Hunger Task Force, will assist with this outreach.

6. School Nutrition Services staff will continue to work with secondary principals to determine the feasibility of implementing a breakfast program at their schools.

Strategic Plan Compatibility Statement

7. Proper nutrition has lasting effects on the cognitive development of children, thereby enhancing student achievement. Hungry children cannot learn.

Statute, Board Policy Or Rule Statement

8. No Board policy or rule is affected.

Fiscal Impact Statement

9. The school meal programs are funded primarily through Federal dollars and are performance-based. Federal reimbursements will be adequate to cover the costs of additional breakfasts served to students. No additional dollars will be needed from the District to purchase equipment or supplies.

Implementation and Assessment Plan

10. The Administration will inform the Board of the results of these outreach efforts by the end of the 1997-1998 school year.

Superintendent’s Recommendations

The Superintendent recommended that:

1. The Board direct the Administration to continue its efforts to promote the availability of school breakfast program in all schools.

2. The Board direct the Administration to continue its efforts to communicate with parents and students the importance of a nutritional breakfast in improving student achievement.

Committee Recommendation

Your Committee recommends that:

1. 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

2. The Administration report back to the Board at its February 1998 meeting the cost of such a program and possible funding sources.

* * * * *

(Item 5) Report and Action on Resolution 9798R-051 by Director Hardin to Provide a Cost Analysis of Placing Safety Assistants on School Buses

Resolution

At its regular monthly meeting on November 25, 1997, the Board referred the following resolution by Director Hardin to the Finance/Personnel Committee:

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 at its February 1998 meeting the findings of this analysis.

Administration's analysis

1. The Milwaukee Public Schools continues to operate an extremely safe transportation system. In cooperation with bus operators, the Milwaukee Safety Commission, the Milwaukee Police Department, and individual schools, the district has significantly decreased the number of accidents involving school buses. Since FY94, there has been a twenty percent (20%) decline in bus accidents. For FY97, twenty-two (22) students sustained injuries, most minor. Sixty-seven percent (67%) of the accidents did not involve injuries or damages of more than $500.

2. The number of incidents occurring on school buses has increased nineteen percent (19%) since FY94, with one hundred forty-nine (149) incidents having been reported in FY97. It should be noted that the number of students transported increased by seven percent (7%) during the same period. An incident that occurs on a school bus is treated in accordance with the district's student discipline policies. Student ridership behavior policies are found in Policy 4.04.

3. The Administration estimates the cost to provide one (1) MPS Safety Assistant on each of the one thousand three hundred and fifty (1,350) school buses in operation daily at $13.2 million.

Number of Safety Assistants	1350
Number of Hours	x 5
$11 Per/Hour	x 11
178 Days	x178
Projected Cost	$13,216,500

Sixty-four percent (64%) of bus routes serve elementary students; twenty-six percent (26%) serve middle school students; and ten percent (10%) serve high school students. Placing Safety Assistants on elementary routes only would require eight hundred sixty-four (864) Safety Assistants, at a cost of $8,458,560.

4. Another option is to hire an additional fifteen (15) mobile Safety Assistants to ride buses when requested and provide immediate response when problems occur. The additional 15 Safety Assistants would bring the number of mobile staff to thirty-five (35). The staff can be utilized in schools when not needed on school buses. The cost of the additional Safety Assistants is $350,000.

5. 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 actions when students misbehave. Schools, with the assistance of Pupil Transportation Services, provide instruction on proper bus-riding behavior. Videos, curriculum guides, posters, and other materials are available to schools. Bus drivers are taught assertive-discipline techniques and student behavior management. When infractions are reported, schools discipline students in accordance with their discipline procedures.

6. The Division of School Safety and Security currently has in place a Safety Strategic Planning Committee. In addition, the issue of "safety" has been cited as a major concern during community strategic planning sessions held thus far in Board districts and citywide.

The Safety Strategic Planning Committee is currently considering all identified issues affecting the district and should include transportation safety on school buses.

This matter should be referred to the Safety and Strategic Planning Committee for analysis and additional recommendation(s). The report of the Safety Strategic Planning Committee will be forwarded to the Superintendent for his consideration and possible inclusion in his Strategic Planning report to the Board.

Strategic Plan Compatibility Statement

7. Bus safety should be included in the District's overall strategic planning process.

Statute, Board Policy or Rule Statement

8. Student ridership behavior policies are found in Policy 4.04. No other policy or rule is affected.

Fiscal Impact Statement

9. The projected cost of 1,350 Safety Assistants is $13,216.500. The projected cost of the additional fifteen (15) Mobile Safety Assistants is $350,000.

Implementation and Assessment Plan

10. The report of the Safety Strategic Planning Committee will be forwarded to the Superintendent for inclusion in his district-wide strategic planning sessions.

Committee Recommendation

Your Committee recommends that the Board refer this resolution to the Superintendent for analysis and recommendations as a part of the strategic planning process.

* * * * *

(Item 6) Action on Resolution 9798R-062 by Director Hardin to Provide for Parent Representation on the Board of Directors of the Milwaukee Public Schools Foundation, Inc.

Background

At its meeting on January 28, 1998, the Board referred the following resolution by Director Hardin to the Finance/Personnel Committee:

WHEREAS, The Milwaukee Public Schools has recognized the need for, and outlined the structure of, an Education Foundation and has filed articles of incorporation for this foundation, to be known as the Milwaukee Public Schools Foundation, Incorporated; and

WHEREAS, The Articles of Incorporation of the Milwaukee Public Schools Foundation provide that the bylaws of the foundation shall specify the number and qualifications of the foundation's board of directors; and

WHEREAS, The Milwaukee Public Schools has adopted a policy of parental involvement (in most cases, 51%) in all aspects of the district; and

WHEREAS, The Milwaukee Board of School Directors wishes to ensure that this policy of parental involvement applies to the Board of the Milwaukee Public Schools Foundation; now, therefore be it

RESOLVED, That the following provisions be included in the bylaws of the Milwaukee Public Schools Foundation, Incorporated:

1. All newly formulated bylaws, changes to existing bylaws, or any revisions of the bylaws of the foundation must be presented to, and approved by, the Board of School Directors;

2. The bylaws of the foundation shall include a provision for nine (9) parents to be appointed to the Board of Directors of the Milwaukee Public Schools Foundation. Said parents shall have children currently enrolled in the Milwaukee Public Schools at the time of appointment;

3. The formula used to determine the parent nominees shall be as follows:

   One parent will be nominated by each member of the Milwaukee Board of School Directors for that director's district, for a total of eight (8), and the at-large director shall nominate one (1) citywide parent.

Administration's Analysis

1. At its meeting on November 25, 1997, the Board authorized the Superintendent to take all necessary steps to establish a Milwaukee Public Schools Foundation as a non-profit corporation for education and charitable purposes. At its meeting on December 17, 1997, the Board approved the Articles of Incorporation for the Milwaukee Public Schools Foundation.

Early in January 1998, the State of Wisconsin issued the Certificate of Incorporation for the Foundation, under the provisions of Chapter 181 of the Wisconsin Nonstock Corporation Law. Application has also been made to the Internal Revenue Service for tax-exempt status for the Foundation, in accordance with Section 501(c)(3) of the Internal Revenue Code.

2. The purpose of the Foundation is to solicit, accept, and expend funds in support of the Milwaukee Public Schools, its curricular and extracurricular activities and programs, and facilities operated by the Board of School Directors, as determined by the Foundation's board of directors.

Grants provided by the Milwaukee Public Schools Foundation, Inc., will not replace tax dollars — they will supplement them.

3. Another purpose of establishing the Foundation is to strengthen the community's commitment and support of our school district. The Superintendent is working on building relationships with the public, private, and business sectors in support of our efforts to fund programs and projects that will directly benefit our students, teachers, and schools. The Foundation may be viewed as a direct and clear way for the community to channel its support for our students and schools.

4. In accordance with state statutes, a board of directors must be established to manage the Milwaukee Public Schools Foundation, Inc. Chapter 181.20 of the Wisconsin Nonstock Corporation Law states that the number of directors of a corporation shall not be less than three. It is anticipated that the Foundation's board will consist of 21 members.

5. In accordance with the Articles of Incorporation for the Foundation approved by the Board in December 1997, two members of the Foundation's board will be members of the Milwaukee Board of School Directors, appointed by the President of the School Board. President Fisher has appointed Directors Sinicki and Small to serve on the Foundation's board. In addition, the Articles of Incorporation state that the Foundation's directors are nominated by the Superintendent and confirmed by the School Board.

6. The Superintendent will be nominating a broadly based list of individuals to serve on the Foundation's board, including parents, teachers and principals, and community and business representatives. One of the major functions of Foundation board members is to assist with fund raising throughout the community, particularly in the business and corporate sectors. Much of the success of the Foundation's fund-raising potential will be dependent upon the level of business and corporate support we are able to garner through the help of the Foundation's board of directors.

7. The resolution calls for nine parent nominees to the Foundation board, one from each school board district, and one citywide. Parents have a number of avenues for involvement in our schools, including participating on parent/teacher organizations, serving on school councils, volunteering in schools, organizing and conducting school fund raisers, and many other areas. The Superintendent will be nominating parent and community representatives to serve on the Foundation's board, but does not recommend a total of nine seats be set aside solely for parent representatives.

8. Board members are encouraged to submit names of recommended individuals to serve on the Foundation's board if they believe those individuals will be able to assist in major fund-raising endeavors and in strengthening the school district's ability to broker support for our schools.

9. The Milwaukee Public Schools Foundation, Inc., as a non-profit corporation, is independent of the school district governed by its own Board of Directors in accordance with state law. Because the Foundation's purpose is to solicit, accept, and expend funds in support of MPS, the Board of School Directors approved its Articles of Incorporation and confirms the members of the Foundation's board. However, as most organizations operate, the Foundation's board should be allowed to adopt its own bylaws.

Superintendent's Recommendation

That the Committee allow the Milwaukee Public Schools Foundation, Inc., to adopt its own bylaws in accordance with the Articles of Incorporation approved by the Milwaukee Board of School Directors.

Committee Recommendation

Your Committee recommends that a special category of MPS parent be established to serve on the Board of Directors of the MPS Foundation and that the Board use a variable for the number of parents that will be on the Foundation and that number not be greater than four, with the Superintendent to report back to the Committee next month.

* * * * *

(Item 7) Receipt of the Fiscal Year-end 1997 Audit Reports: the Single Audit and the Management Letter; Action on the Superintendent's Response to the Comments Listed in the Auditor's Management Letter; and Status Report on the FY96 Recommendations

Background

On January 28, 1998, the Board received the following Deloitte & Touche year-end audit reports: General Purpose Financial Statements Audit Report, Early Retirement Supplement and Benefit Improvement Plan, and Supplemental Early Retirement Plan for Teachers. At that time, the Single Audit Report, the report of Comments and Responses on Accounting, Administrative and Operating Matters (the Commentary Report), and the summary report on the status of the prior year's (FY96) Commentary Report recommendations had not been completed. These reports are now complete and are being submitted for Board action.

A. RECEIPT OF THE FY97 FEDERAL AND STATE SINGLE AUDIT REPORT

1. As part of the annual audit, 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. The objectives of the single audit are to determine whether: (1) the schedules of federal and state financial assistance are presented fairly in relation to the financial statements taken as a whole and (2) the internal control structure provides reasonable assurance of compliance with federal, state and other laws and regulations.

2. The Federal and State Single Audit Report has been transmitted to the Board under separate cover.

3. The report includes, on pages 37 and 38, the Superintendent's responses to the single audit findings. These responses have been 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 Superintendent's response should result in the resolution of audit observations.

B. RECEIPT OF THE FY97 COMMENTARY REPORT AND ACTION ON DISTRICT ADMINISTRATION'S RESPONSE TO THE COMMENTS

1. During the annual audit, Deloitte & Touche performs a review of the district's internal control structure in order 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 entitled, "Comments and Responses on Accounting, Administrative and Operating Matters." The Commentary Report presents the auditor's observations on various district management and internal control issues and makes recommendations.

2. The FY97 Commentary Report has been provided to the Board under separate cover.

3. The district has submitted responses to the Deloitte & Touche Commentary Report 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 district administration's response should result in the resolution of audit observations and recommendations.

C. RECEIPT OF THE SUMMARY REPORT ON THE STATUS OF FY96 COMMENTARY REPORT RECOMMENDATIONS

1. On January 29, 1997, the Board adopted a motion that directed the Office of Board Governance – Audit Services to annually 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 February 10, 1998, the Chief Auditor received a report from Deloitte & Touche entitled, "Status of Year Ended June 30, 1996 Commentary Report Recommendations." A summary report, which shows the status of each prior year recommendation, is attached. The entire 26-page report, which lists the FY96 observations, recommendations and management responses, as well as the FY97 MPS update and the Deloitte & Touche report on progress for each recommendation, is available upon request.

Committee Recommendations

Your Committee recommends that:

1. The Board receive the Deloitte & Touche Federal and State Single Audit Report For the Year Ended June 30, 1997.

2. The Board (a) receive the Deloitte & Touche Commentary Report For the Year Ended June 30, 1997, and (b) accept the district administration's response to the Deloitte & Touche Comments on Accounting, Administrative and Operating Matters detailed in the Commentary Report.

3. The Board receive the Summary Report on the Status of the Year Ended June 30, 1996, Commentary Report Recommendations.

* * * * *

(Item 8) Action Regarding the Disposition and/or Use of the Clairmont Property

Administration's analysis

1. At its meeting of August 27, 1986, the Board authorized the purchase of the Clairmont Trucking Company, located at 2977 South 20th Street, at a cost of $250,000. The site consisted of 4.03 acres and included a terminal building with 18,662 sq. ft. of dock area, 3,720 sq. ft. of office space, and a 7,945 sq. ft. garage building. The site was to be utilized for a driving range as part of the Transportation Specialty Program at Pulaski High School. In 1991, a 4,500 sq. ft. pole barn was constructed on the property in support of this program, at a cost of $43,032. The site continued to be utilized for this purpose until 1993, when the program was changed to an automotive specialty.

2. At its meeting of June 28, 1989, the Board authorized the immediate sale of the entire parcel and the delay of implementation of required building code changes.

3. At its meeting of April 4, 1990, the Board authorized the sale of a 210' x 200' portion of the site to the City of Milwaukee for $45,000 to permit the construction of a new fire station to replace two older facilities. The sale was never consummated by the City as a result of a determination that poor soil-bearing conditions would not permit construction of the facility. The fire station was subsequently constructed on property owned by Milwaukee County located directly west of the site.

4. At its meeting of May 28, 1997, the Board considered recommendations from the Administration relative to the disposition of the building. These recommendations were made as a result of two proposals to purchase the building and site. At that meeting, the Board held the item at the Board level and directed the Administration to examine the instructional options for the facility, including working with the trucking industry to investigate cooperative efforts.

5. Subsequent to the May 28, 1997, action, the Administration met with Pulaski High School to determine the interest in developing programs related to trucking and the trucking industry. The school indicated that there was no interest in returning to programs related to trucking, warehousing, or transportation, and that the school was actively moving forward with its automotive programs — particularly those affiliated with General Motors. As such, there was no interest in retaining the facility for use by the school, unless the use was related to expansion of its automotive curriculum, such as creation of a new service center.

6. At its meeting of September 18, 1997, the Finance/Personnel Committee considered recommendations from the Administration relative to the disposition of the facility. At that time, the principal and selected staff from Pulaski made a presentation relative to the new program direction. In addition, several of the potential purchasers were present to make presentations. The committee recommended that the item be held in committee, pending further analysis by the Board.

7. In light of this action and of other concerns which had been raised, the Superintendent created a task force to review all of the property owned by the Board and to make recommendations relative to the disposition or retention of each. The task force consisted of the following representatives:

a. The City of Milwaukee from the Department of City Development (DCD), Department of Public Works (DPW), Mayor's Office and the City Budget Office.

b. Real Estate representatives from the Polacheck Company, Towne Realty, Siegel-Gallagher, The Mandel Group, and Dynamic Realty.

c. Staff from the Department of School and Community Services and Department of Finance.

d. Citizen member

The group met three (3) times during December 1997 and January 1998 and reviewed information on eleven (11) locations/sites. To date, the group has determined its recommendations for each site. The task force is recommending that interim action be taken on two sites — Site #74, located at North 107th Street and West Mill Road, and the former Clairmont Trucking Company, located at South 20th Street and West Kinnickinnic River Parkway. Both of these sites have individuals who have made offers and are

awaiting Board action. The group will continue to meet in February 1998 to finalize its recommendations and develop a marketing strategy. A final report will be brought to the Board in March.

8. To date, a total of six (6) inquiries/proposals have been received relative to the site. These proposals include:

a. Total Delivery — This proposal would permit purchase of the property by Total Delivery for use as a trucking operation. Total Delivery would lease space in the terminal building as well as the pole building previously built by MPS back to the school district for use as storage. In addition, Total Delivery would provide training opportunities for MPS students.

b. Becher-Lincoln Street Sports Association — This proposal would permit the organization to purchase the property and develop it into the Henry Aaron Sports Complex, consisting of two Little League baseball diamonds, a weight/exercise room, equipment/uniform shop, gift shop, and baseball museum.

c. The Peltz Group, Inc. — This proposal includes the desire to use part of the outside yard area to store up to 30 trailers used in its operation located at South 20th Street and West Morgan Avenue. In addition, the company has indicated a desire to lease or purchase the entire parcel for use as a recycling center.

d. AAA Motor Sales — This proposal would use the site as a temporary storage area for cars donated to the American Lung Association. The company maintains three other locations within the same geographical area.

e. Atlas Transit, Inc. — This proposal would permit the company to lease a portion of the property to store 15 buses as an overflow site to its operation at 2828 South 16th Street.

f. Performance Freight — This proposal would permit the purchase of the property by Performance Freight for use as a trucking operation. The company desires a larger facility than it currently has to accommodate its increased business needs.

A copy of each of the proposals has been included for the Board's information. In addition, each group has been invited to be present to explain its proposal and to answer questions.

9. The Surplus Property Task Force has recommended that the district retain the site for use as storage and that appropriate leasing options be explored. The Administration concurs with this recommendation. Members of the Surplus Property Task Force will be available to answer questions about this interim recommendation.

Strategic plan compatibility statement

10. The proposal is consistent with the 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

11. Board authorization is required to dispose of surplus property and to authorize the City Real Estate Agent to execute the appropriate documents.

Fiscal impact statement

12. It has been determined that revenue could be generated by the property. Should the Board decide to sell the property, revenue would be generated from the sale. Should the decision be made to retain the property, revenue can be generated by leasing a portion of the site for storage of vehicles. The Administration has received an Opinion of Value from the Siegel-Gallagher Company which indicates the potential sale or lease value. A copy of this Opinion of Value is also attached. Representatives from Siegel-Gallagher will be present to answer questions relative to this document.

13. Should the Board decide to sell the property, it will be necessary to lease storage space at other locations. There are three types of storage which will be required — short-term for items to be disposed, long-term for various materials, and outdoor storage for grounds maintenance (stone, sand, gravel, wood

chips, etc.). The Administration has determined that it would be possible to find storage at various sites to replace the space currently used at Clairmont. The estimated costs would be as follows:

a. Short Term.....$0.30 per sq. ft.

b. Long Term.....$2-5 per sq. ft.

c. Outside Storage.....Fixed Monthly Cost ($5,000-10,000)

It is estimated that approximately $100,000 per year would be needed to fund this storage requirement.

Implementation and assessment plan

14. Should the Board decide to authorize the sale of the property, a new appraisal and environmental studies would be required. The City Real Estate Agent would then negotiate the sale of the property with all interested parties. The offer(s) would then be brought to the Board for approval. Upon approval, the City Real Estate Agent would prepare the appropriate document and resolutions for review by the City Attorney and approval by the Common Council. At the time of closing, all proceeds would be placed in the Construction Fund.

Should the Board concur with the recommendation of the Surplus Property Task Force, the Administration will begin negotiations with all interested parties for leasing opportunities.

Committee Recommendation

Your Committee recommends that the former Clairmont Trucking property located at 2977 South 20th Street be retained for the purpose of storing district vehicles and materials and that all opportunities for leasing be fully explored and implemented if deemed advantageous to the District.

* * * * *

(Item 9) Action on a Request to Waive board Policy 3.09: Purchasing and Bidding Requirements

Administration's Analysis

1. Board policy states that all formal bids, as well as sole-source purchases in excess of $50,000, shall be presented to the Board with the recommendations of the Superintendent. Requests for authorization for purchases and contracts over $50,000 are to be submitted to the Finance and Personnel Committee. Final approval is given at the regularly scheduled meeting of the full Board. The contracts may be executed after approval by the Board.

2. In May 1996, the federal government enacted legislation that provides significant discounts to schools for purchasing telecommunication services. Authorized by the Telecommunications Act of 1996, this law (known as the E-Rate) will provide $2.25 billion annually for education discounts.

3. The E-Rate is not a grant, but rather a discount on telecommunications services for which eligible shools contract. Schools awarded the E-Rate will have to pay for only a portion of the cost of acquiring and using these services; the balance (90% in Milwaukee's case) will be paid from the Universal Service Fund directly to the service providers. There are stringent federal guidelines to qualify for the E-Rate discount, and funds will be issued on a first-come, first-served basis. The agency charged with administration of the E-Rate is the Schools and Libraries Corporation (SLC).

4. Administrative rules and procedures were originally scheduled for implementation in July 1997; however, procedures were not finalized until January 1998. The delay has compressed the timelines for various projects.

Two regulations affect the contracting process:

a. Bid information and requirements must be posted on the SLC's web page for 28 days, and

b. All bids must be awarded by April 14, 1998, to be considered in the first round of awards.

c. The Administration is planning to submit applications for E-Rate funding for approximately $70 million worth of infrastructure projects. They are:

MPS SONET optical Fiber Network between district sites ($15 million)

MPS PBX upgrade to provide voice/video/data capability to all sites ($14 million)

MPS School Site Infrastructure ($40 million)

MPS Administration Infrastructure ($.5 million)

MPS Network Management System ($.5 million)

5. In order to meet the April 14, 1998, deadline and the current schedule of Board meetings, all bids and contracts would have to be completed by the March 17, 1998, Finance and Personnel Committee for approval at the March full Board meeting. The Administration would not be able to meet this timeframe. The options are to schedule a separate Board meeting(s) for these items, or to waive Board Policy 3.09(3). The Administration recommends that the Board waive this requirement for the initial E-Rate projects.

6. SLC guidelines require that the Administration follow and adhere to all state and Board bidding and purchasing requirements.

Strategic Plan Compatibility Statement

7. The acquisition of the technology listed above will enhance the learning and teaching opportunities for all students in the Milwaukee community.

Statute, Board Policy or Rule Statement

8. The Administration requests a waiver of Board Policy 3.09(3), which requires Board approval of contracts over $50,000. The Administration will report to the Board the results of the bids.

Fiscal Impact Statement

9. The Administration expects E-Rate funds to fund 90%, or $63 million of the projected costs. The district's cost is projected at $7 million. A combination of state TEACH funds and loans will be used for the district's costs.

Implementation and Assessment Plan

10. The Administration will report to the Board the results of the bidding process. The Administration will continue to periodically report to the Board the progress of the Strategic Technology Plan.

Committee Recommendation

Your Committee recommends that the Board grant a waiver of Board Policy 3.09(3) for the awarding of contracts for the projects listed in this Board item.

* * * * *

(Item 10) Quarterly Report of the Activities of the Compensation Administration Committee

Your Committee reports having received the following report from the Administration. It reflects the actions taken by the Compensation Administration Committee (CAC) for January through February 1998. The CAC met once, on January 21, 1998.

Position	Old Salary	New Salary	Comments
Accounting Specialist — Categorical Programs (was Accountant II)	$38,638.66	$41,292.00	5A to 6A and Title Change
Accounting Specialist — General Ledger (was Accountant II)	$44,015.02	$45,776.00	5A to 6A and Title Change

Position	Old Salary	New Salary	Comments
Coordinator for Special Projects (was Admin. Assistant to Deputy Supt.)	$45,329.00	$49,862.00	3A to 7A and Title Change
General Accounting Supervisor	8A	8A	Range Reaffirmed
Administrative Coordinator	$69,111.00	$71,875.00	9A to 10A
Leadership Analyst (was Assistant School Administrative Specialist)	$69,111.00	$71,875.00	9A to 10A and Title Change
Leadership Specialist (was School Administrative Specialist)	13A	13A	No Reallocation —Title Change Only

* * * * *

Separate consideration having been requested of Items 1 and 6, on the motion of Director Small the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 1, Monthly Finance and Facilities Matters, which was reported out of Committee without recommendation, Director Braun moved to adopt the Superintendent's original recommendations.

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

Ayes—Directors Braun, Gardner, Sinicki and Thompson—4.

Noes—Directors Hardin, O'Neil, Small, Todd and President Fisher—5.

Vice President Braun in the Chair.

President Fisher moved to reconsider the vote on Item 1.

The motion to reconsider prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Thompson and President pro Tem Braun—5.

Noes—Directors O'Neil, Small and Todd—3.

Temporarily absent—Director Hardin —1.

Separate consideration of the contracts for window replacement at Robinson Middle School and electrical work at the Thirty-ninth Street Service Building was requested. There being no objection, the request was granted.

President Fisher moved to adopt the Superintendent's original recommendations, except for the window replacement at Robinson Middle School and electrical work at the Thirty-ninth Street Service Building.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Sinicki, Thompson and President pro Tem Braun—5.

Noes—Directors Hardin, O'Neil, Small and Todd—4.

President Fisher moved to refer the contracts for window replacement at Robinson Middle School and electrical work at the Thirty-ninth Street Service Building back to the Finance/Personnel Committee.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and Todd—8.

Noes—President pro Tem Braun—1.

President Fisher in the Chair.

With respect to Item 6, resolution 9798R-062 by Director Hardin, Director Braun moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—Director Thompson—1.

Director Braun moved to discharge the Finance/Personnel Committee from further consideration of the Superintendent's recommendations for administrative appointments and promotions, held in Committee at the Committee's February 16, 1998, meeting.

The motion to discharge failed of adoption on a tie vote:

Ayes—Directors Braun, Gardner, Sinicki and Thompson—4.

Noes—Directors Hardin, O'Neil, Small and Todd—4.

Voting "present"—President Fisher—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 20 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of January 27 at 9:30 AM; January 28 at 9:30 AM and 2:00 PM; January 29 at 2:00 PM (2);

February 3 at 9:30 AM and 2:00 PM; February 4 at 10:30 AM; February 5 at 9:30 AM and 2:00 PM; February 9 at 2:00 PM; February 10 at 9:30 AM and 2:00 PM; February 11 at 9:30 AM; February 12 at 9:30 AM (2) and 2:00 PM; February 13 at 2:00 PM; and February 19, 1998, at 9:30 AM and 11:30 AM

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

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Directors Hardin and Todd—2.

* * * * *

COMMUNICATIONS AND PETITIONS

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

Communication 9798C-020 from Mr. Corey Heckel regarding a hearing on suspension procedures.

Referred to the Finance/Personnel Committee.

* * * * *

RESOLUTIONS

Director Gardner moved to suspend Board Rule 1.10(1) to consider the following resolution:

Resolution 9798R-065

By Directors Gardner, O'Neil, Sinicki, Thompson and Todd:

WHEREAS, The Milwaukee Public Schools has need for additional space for instructional programs; and

WHEREAS, There is the possibility of purchasing or leasing available facilities from private and parochial schools that may be closing or consolidating; and

WHEREAS, Board Rule 2.01 provides for the appointment of special committees consisting of Board members and/or other persons; and

WHEREAS, A special committee would equip the Board with a vehicle to quickly explore and bring back facilities information to the Board; now, therefore, be it

RESOLVED, That the Board establish a Special Committee on Available Facilities, such Committee to exist through December 31, 1998, with the need for it to be reexamined by the Board at that time; and be it

FURTHER RESOLVED, That the Committee be charged with the investigation of the feasibility of MPS's leasing or purchasing available school buildings and schools during the 1998-99 school year; and be it

FURTHER RESOLVED, That appropriate public notice be given of all meetings of the Committee, including notice for executive session when allowable under the provisions of Wisconsin Statutes 19.85 (1) (e); and be it

FURTHER RESOLVED, That the Committee consist of four persons, two to be appointed by the Board President, and two to be appointed by the Superintendent; and be it

FURTHER RESOLVED, That the Board President designate as Chair of the Committee one of the members of the Committee; and be it

FURTHER RESOLVED, That the Committee report its findings and recommendations to the Finance/Personnel Committee of the Board.

The motion to suspend prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—Director Hardin—1.

Director Gardner moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Resolution 9798R-066

By Director Hardin:

WHEREAS, Character-based education is important for the personal development of our city's children and to the academic mission of each school; and

WHEREAS, Learning experiences that encompass the values of respect, responsibility, trustworthiness, caring, justice and fairness, civic virtue citizenship, a right to know, and the building of relationships with others lead to important personal qualities that promote safety and security within schools; and

WHEREAS, The school district provides for, and encourages, educational field trips that provide positive learning experiences for children; and

WHEREAS, Students who are part of an extended community should be encouraged to invite their fellow classmates to share in field trips; and

WHEREAS, It is important to provide for learning experiences both inside and outside the school district; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools Board of School Directors encourage and support, as legitimate field trips, district students' participation in youth conferences that will enhance positive character development; and be it further

RESOLVED, That the Milwaukee Public Schools Board of School Directors authorize the Administration to negotiate extended-day school bus passes for youth conferences held within the City of Milwaukee.

Referred to the Innovation/School Reform Committee

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Resolution 9798R-067

By Director Hardin:

WHEREAS, There is a lack of skill in and knowledge of standard operational and capital budgeting processes among some MPS principals and their administrative staffs; and

WHEREAS, There is a lack of available CPA and accounting staff to assist school principals, administrative staff, and parents on shared-decision-making committees in the preparation of budgets based on their individual schools' educational plans; and

WHEREAS, Each individual school's educational plan must match the budget for improvement for each Milwaukee public school; and

WHEREAS, The desired measurable outcomes should result in more time-efficient budget preparation, better delineation of items, and an efficient balance of budgetary items in operations and capital expenditures, including proper contingency allocations for unforeseen issues and conditions; now, therefore, be it

RESOLVED, That MPS contract with CPA or accounting firms through an RFP process to assist the parents, principals, and administrative staff on shared-decision-making committees in budget preparation; and be it

FURTHER RESOLVED, That MPS provide annual training of parents, principals, and administrative staff on shared-decision-making committees in the MPS educational plan and budget process and in general accounting procedures for the preparation and review of each school's yearly budget.

Referred to the Accountability/Audit Committee

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Resolution 9798R-068

By Director Todd:

WHEREAS, Article X, Section 1, of the Wisconsin Constitution establishes the Office of State Superintendent of Public Instruction; and

WHEREAS, Chapter 115, Subchapter II, of the Wisconsin Statutes specifies the duties of the State Superintendent of Public Instruction and the operations of the Department of Public Instruction; and

WHEREAS, The current State Superintendent, along with his predecessors, has shown little understanding of the dynamics of urban education; and

WHEREAS, The current State Superintendent has used his office to become inappropriately involved in local Milwaukee politics; and

WHEREAS, MPS and other urban districts in the state receive few services from the Department of Public Instruction; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors support a constitutional amendment abolishing the Office of the State Superintendent of Public Instruction; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors support legislation to reorganize the Department of Public Instruction to provide greater services to urban school districts.

Referred to the Legislation, Rules and Policies Committee.

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The Board adjourned at 8:30 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 25, 1998

Regular meeting of the Board of School Directors called to order by President Fisher at 6:34 PM.

Present—Directors Braun, Gardner, Hardin (6:36 PM), O'Neil, Sinicki, Small, Thompson (6:39 PM), Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence in honor of former Director Margaret J. Dinges, who died earlier this month. Mrs. Dinges was first elected to the Board in 1962, and she served on the Board for 22 years. She was Board President in 1967-68 and 1968-69.

The Board also observed a moment of silence for Ruben Fuentez and Israel Rodriguez, MPS students who died earlier this month.

AWARDS AND RECOGNITIONS

SPECIAL COMMENDATION

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member. The honorees are chosen for displays of excellence, achievement, and innovation that serve as examples to our school district and the entire Milwaukee community.

This month, special commendation is being given to the following:

Washington High School Girls' Basketball Team
Rufus King High School Boys' Basketball Team
and
the Vincent High School Boys' Basketball Team

The Washington High School girls' basketball team won second place in the 1998 WIAA Division 1 state basketball tournament. The team missed a first place win against the Hudson, Wisconsin team by 3 points. In the last five years, Washington's team won first place championships for three consecutive years and two second place awards. Two of Washington's team members were named to the 1998 All-State Basketball Team, selected by the Milwaukee Journal Sentinel and the Wisconsin Basketball Coaches Association. Jerica Watson, a senior, was selected to the all-state first team and Myesha Bledsoe, a senior, was selected to the all-state second team. The team's coach is Pam Kruse.

Two MPS boys' basketball teams competed in the state tournament this year -- Rufus King High School and Vincent High School.

Rufus King High School's boys basketball team lost in a Division 1 quarterfinal match against Middleton with a score of 68 to 61. King won the WIAA Division 1 championship in 1995 and 1991, and competed in the state tournament in 1996. The team's coach is Jim Gosz.

Vincent High School's boys' basketball team won the WIAA Division 1 championship for three consecutive years -- 1998, 1997 and 1996. This is the first time in 65 years that a Division 1 team won three straight state titles. The team earned the triple crown title by beating Middleton in the championship game with a score of 36 to 34. Jose Winston, a senior, was named to first team of the 1998 All-State Basketball Team by the Milwaukee Journal Sentinel and the Wisconsin Basketball Coaches Association. Jose was also named Mr. Basketball and recognized as the state player of the year. Marshall Williams, a junior at Vincent, and Robert Jackson, a senior at Washington, were also named to the first team of the 1998 All-State Basketball Team. The team's coach is Tom Diener.

Congratulations are extended to all the teams and their coaches for their outstanding athletic record, sportsmanship, and teamwork.

OTHER AWARDS AND RECOGNITION

The North Division Boys Basketball Team proved this past season that, with a confident, positive attitude, it is possible to achieve success. In March, they won the WIAA Division 2 1998 Regional Championship game. The last time the basketball team achieved this honor was in 1987. Congratulations to Coach Aaron Womack, Jr., his coaching staff and the team members for a great season.

March 8-14 was designated as School Social Work week. During the month of March, approximately 500,000 social workers in all areas of practice are recognized throughout the country. This year's School Social Worker of the Year is Barbara Haag, who is assigned to 53rd Street School. Appreciation is extended to all of our social workers for their continued hard work and dedication on behalf of our students, their families, and the community.

The Milwaukee Public Schools received a certificate of commendation from the State of Wisconsin in February 1998 in recognition of its efforts to forge partnerships with educators, businesses, and community leaders and to provide Wisconsin's youth with enhanced opportunities to build skills for the future.

Appreciation is extended to the Bay View Community Dental Center for its volunteer work in a number of south side elementary schools. Dental hygienists from the center visited second-grade classrooms to talk to students about the importance of brushing teeth, flossing, and overall oral hygiene.

Mr. John Bowen, counselor at Steuben Middle School, was named the recipient of this year's Wisconsin School Counselor Association's Leadership Award at the association's annual conference in Stevens Point on February 26, 1998. Mr. Bowen has been a member of the WSCA Governing Board for many years and has been very involved in the association as Scholarship Chair.

Ms. Margie Douglas, secretary in the Office of Drug Free Schools, has been selected as a winner of a J.C. Penney 1998 Golden Rule Award for her outstanding volunteer efforts in the community. Ms. Douglas will be honored at the Volunteer Celebration '98 on April 16th at the Italian Community Center, where she will receive a crystal Golden Rule sculpture and a $2,000 check to be donated to the agency of her choice.

Morse Middle School students captured first place in the 1997 Milwaukee Chess Tournament for middle-school students on Friday, February 28, 1998. Team members are Brant Thundercloud, Matt Lubus, Oscar Mayfield, Dave Green, and Latroy Austin. They are coached by Rob Crausaz.

Pulaski High School students showed off their talents and raised some funds at the Barnes & Noble bookstore on March 12, 1998. For four hours, students presented original poetry and dramatic readings, performed instrumental solos, offered face painting and storytelling to children, displayed artwork, and challenged patrons to chess matches. During the evening, 10% of all items sold in the bookstore were donated to Pulaski High School.

Lincoln Center of the Arts, in association with the Milwaukee Chamber Theatre, will be presenting Valley Song, a play by Pulitzer prize-winning author Athol Fugard, on April 22-24, 1998. Students are involved in pre-production by working with the scenic designer to create the set and developing graphic arts designs for costumes. These activities are being videotaped for a documentary film which will chronicle the entire production process.

Madison University High School students Orlando Medina, Crystal Pagels, and Craig Roesler won the School To Work Web Page Design Contest. Over 68 entries were submitted, representing elementary, middle, and high schools. The entries can be found at the web page at ftp.milwaukee.k12.wi.us/departments/stw-web/

The following students were honored by Alpha Phi Alpha Fraternity, Inc., in its salute to Black History Month by presenting Milwaukee's Future History Makers. The winner of the 1998 Young Gentleman's Scholarship Beautillion Club will be eligible for a $5,000 scholarship.

Mario Bentley-Henderson, Hamilton High School

Demond Coleman, Riverside University High School

Michael Crawford, Rufus King High School

Steven Gladney, Bay View High School

Haven Goggins, Rufus King High School

Harold Gray, Rufus King High School

Dallas Groce, Rufus King High School

Lee Hill, Riverside University High School

Bryan Jackson, Pulaski High School

Titus Jones, Riverside University High School

Rodney Parks, Juneau Business High School

Byron Purdy, Rufus King High School

Tyrone Rhone, Jr., Vincent High School

Jason Elliott Rush, Riverside University High School

Emmitt Smith, Washington High School

Vincent Stump, Bay View High School

Ronald Taylor, Rufus King High School

Winners in the MPS Violence Prevention Program Poster Contest, "Peace in the Hood," are: Ryan Unsworth a first-grade student at Goodrich Elementary School; Randall Schoen, a third-grader at the Milwaukee Spanish Immersion School; Valentino Gray, a fifth-grader at Clarke Street Elementary School; and Elizabeth Quinones, an eighth-grader at Vieau Elementary School. The winners were honored during half-time at the Milwaukee Bucks basketball game on March 24, 1998.

Pulaski High School students are participating in Project ICON (International Conference of Nations), a United Nations simulation project conducted by the University of Maryland. This project is made possible through a tele-com-mu-nications grant awarded to Pulaski from Ameritech. Pulaski students are the only MPS team and the only team in Wisconsin participating in this project. Their instructors are Dr. Ivory and Mr. Welk.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of February 10, 18, and 25, 1998, were approved as printed.

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

(Item A) Action to Reschedule the Regular April Board Meeting from April 23 to April 30, 1998, and to Reschedule the Board's Annual Organizational Meeting from April 27 to May 4, 1998, under Suspension of Board Rules 1.01(1) and 1.02(2)

March 25, 1998

TO THE BOARD OF SCHOOL DIRECTORS:

The Board's final meeting of the Board year is currently scheduled for Thursday, April 23, and the Annual Organizational Meeting is scheduled for Monday, April 27.

In order to avoid scheduling Committee meetings during the week of spring recess, it was suggested at the March Agenda Planning meeting that the meetings be rescheduled one week later. This is permissible under state statute, but requires suspension of Board Rules.

State Statute 119.10(2) provides that the Board shall hold its annual organizational meeting "no earlier than the 4th Monday in April and no later than the first Monday in May."

Board Rule 1.01(1) provides that the Board shall hold its annual organizational meeting on the fourth Monday of April.

Board Rule 1.02(2) provides that the Board shall hold its final meeting of the Board year on the Thursday prior to the fourth Monday in April.

If the Board wishes to change the dates of the meetings, it is recommended that the following motions be adopted:

1. That Board Rule 1.01(1) be suspended and that the annual organizational meeting of the Board for 1998 be rescheduled from Monday, April 27, 1998, to Monday, May 4, 1998.

2. That Board Rule 1.02(2) be suspended and that the last business meeting of the Board for 1998 be rescheduled from Thursday, April 23, 1998, to Thursday, April 30, 1998.

Respectfully submitted,

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

* * * * *

Director Small moved to suspend the Board Rules and reschedule the meetings, as indicated in the Clerk's communication.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Presentation of and Action on Recommendations with Respect to the Revitalization Task Force for North Division High School (Follow-up to Resolution 9798R-023 by Director Hardin)

Administration's analysis

On July 30, 1997, the Board of School Directors adopted Resolution 9798R-023 by Director Charlene Hardin to approve the creation of a Revitalization Task Force for North Division High School.

On January 28, 1998, the Board of School Directors received a progress report from the Revitalization Task Force relative to the plans being developed for improving student achievement and learning at North Division High School.

The Revitalization Task Force has developed a comprehensive redesign of North Division High School's educational delivery system. The task force is recommending that North Division High School become a virtual university high school to advance the renaissance of learning at the school.

North's virtual university high school program would advance student learning based on a sophisticated technological setting, utilizing technology in all aspects of learning, advanced rigorous academic curriculum, full service student-centered social/support services systems, including extra-curricular offerings via extensive parent involvement initiatives.

A copy of the North Division Revitalization Task Force Report is being sent to the Board under separate cover.

Strategic Plan Compatibility Statement

The report is compatible with the district's support for the development and implementation of innovative schools.

Statute, Board Policy or Rule Statement

The report is consistent with State, DPI Standards, and Board Policy.

Fiscal Impact Statement

The Administration will develop a fiscal analysis following further development of the educational program plans. It is anticipated that the revised educational program at North Division High School will be implemented within the school's budget allocation. However, some additional funding may be allocated from the superintendent's research and development budget.

Implementation and Assessment Plan

The Administration will collaborate with the North Division community (parents, staff, students, Task Force members and other supporters) to further develop and implement the educational program plans for the school. Continuous assessments of the innovative school will occur in accordance with the district's Accountability Plans.

Committee Recommendation

Your Committee recommends that the Board accept the North Division High School Revitalization Task Force Report and direct the administration to further develop educational program plans for the school, along with a fiscal analysis and implementation / assessment plans.

* * * * *

(Item 2) Action on Resolution 9798R-033 by President Fisher Regarding the Reinstatement of a Full Summer School Program and Action on Resolution 9798R-053 by Director Todd Regarding Summer School and Other Extended School Year Options

Administration's Report

Planning for the reinstatement of summer school was a collaborative effort among staffs from the Department of Educational Services; Division of Curriculum and Instruction; Division of Special Services; Department of Human Resources; Division of Parent and Student Services; Division of Labor Relations; Department of Finance; Department of Leadership and Support Services; Division of Small Community Schools; Department of Technology; elementary, middle-, high-, and alternative-school principals; and parents. The following is the Administration's final analysis of the fiscal implications and program offerings relative to the reinstatement of a full summer school program for 1998. The Administration has also included the results of a survey relative to schools interested in, or those that currently have, year-round, extended-year, and/or trimester/quarter programs.

Fiscal Implications

Funding for the 1998 summer school program will have to come from a variety of sources, including district, local school, and Title I funds. The district will also continue to pursue revenue limit increases as part of the FY99 legislative package to support summer school.

The 1998 summer school program will be offered for six weeks, June 22-July 31, 1998, and serve 15,000 students in grades 1 through 12. The estimated cost of the summer program will be $6,700,000. In order to provide a more comprehensive summer program to meet the academic and social needs of students, wrap-around services may be available at designated sites throughout the district. Wrap-around services will cost an additional $1,500,000. Funding for these wrap-around services may come from state money designated to fund after-school programs, budget carryover, W-2 child care, foundations, or district funds. Transportation costs will be approximately $450,000. This would bring the total cost of the 1998 summer school program to $8,650,000. If the potential funding sources that are mentioned do not materialize, the summer school plans will have to be modified to reflect available funding.

A detailed budget has been attached to the minutes of you Committee's meeting of March 10, 1998.

Summer School Programs

The 1998 summer school program will offer students an educational program that will better prepare them for the 21st century. The following briefly describes the educational programs that will be offered at the elementary, middle-, and high-school levels:

Elementary School

Grades 1-5

Full morning program consisting of a two-hour reading/language arts block alternating with two hours of mathematics and science instruction. This is a non-promotional summer program.

This program is designed for all students in Grades 1-5 reading below grade level. Entrance into the program will be based on teachers' recommendations. In the reading/language arts block, students will have an opportunity to improve their reading comprehension, vocabulary, fluency, and writing skills. The mathematics/science component will focus on core concepts and problem-solving skills. Students will be given a pre- and post-assessment in order to measure their academic achievement.

Students will attend their neighborhood schools, if they are assigned summer-school locations. If necessary, students will be assigned summer school sites outside of their attendance area schools according to a busing feeder pattern. Special sections will be set up at designated sites for bilingual, English as a Second Language, and exceptional education students with moderate and severe disabilities.

Students will be provided transportation on a limited basis.

Middle School

Grades 6-8

The middle school summer program will focus on assisting students develop their academic skills in order to successfully meet the communications, mathematics, and science proficiencies. All middle-school classes will meet daily for eighty minutes.

Students will be transported by the county bus system.

Grades 6 Communications

The middle school communications components of summer school will focus on reading, writing and research skills.

Reading instruction will concentrate on increasing good reader behaviors and implementing strategies which will lead toward improved comprehension in the content areas (science, social studies, and mathematics).

Writing instruction will emphasize the imaginative and persuasive forms of writing. Students will be actively involved in acquiring research skills for the purpose of developing a research paper.

Grades 7 and 8 Communications

Students will receive instruction in developing proficient writing skills in the four forms of writing: narrative/descriptive, imaginative, persuasive, and formulaic or business. Opportunities will be provided for students to write from a prompted response as well as to write about literature. An extensive review of spelling, grammar, and mechanics will also be conducted.

Grade 6 Science

Students in grade 6 who need to strengthen their skills in science will be offered an opportunity to enroll in a course to better prepare them for the science proficiency.

Grade 7 Science

Students in grade 7 will be offered an opportunity to enroll in a grade 7 Science Proficiency Readiness course.

Grade 8 Science

Students in grade 8 who will be entering grade 9 in fall 1998 will be offered the opportunity to enroll in an Integrated Science Readiness course.

Grade 6 Mathematics Strengthening

Students in grade 6 who need to strengthen their mathematics skills in order to successfully meet the proficiencies will be offered an opportunity to enroll in this course. Instruction will focus on helping students develop the mathematics skills needed to meet the proficiencies.

Grades 7 and 8 Mathematics Promotional and Strengthening

Students in grades 7 and 8 who have received a D or F in math will be offered an opportunity to enroll in this course. Instruction will focus on helping students develop the mathematics skills needed to be successful at the next level of study. Students successfully completing this course could be promoted based on teacher recommendation at the end of the six-week period.

High School

Grades 9-12

The high-school summer program will be twofold: The first focus will be on assisting students to successfully complete proficiencies in the areas of mathematics and communications. The second focus will be on reducing the dropout rate of students, with a special emphasis on ninth-graders. Courses will be offered in the areas of communication, mathematics, science, and social studies.

Each high school will be expected to enroll a minimum of 50 grade-9 students in its summer program.

Grade 9 English/Language Arts -- Reading and Writing in the Algebra Classroom

Students in grade 9 who need support in algebra may enroll in this course offered for enrichment or promotion. Students will have an opportunity to master the vocabulary of algebraic word problems. They will also gain reading skills in analyzing the context of algebra word problems. Short selected readings will be assigned. In these readings, students will be expected to extract and restate the algebra implications.

Grades 9-12 Mathematics

Students in grades 9 through 12 will be offered an opportunity to enroll in an algebra or geometry course for academic credit towards graduation:

Grade 12 Communication: Writing Proficiency

Students will be instructed in writing proficient expository essays and business letters or formulaic writing. The writing process will be used as the major instructional strategy. An extensive review of the rules of standard English will be conducted. Students will also receive instruction on writing from a prompted response.

Grades 11 or 12: Mathematics Proficiency Workshop

Students in grades 11 or 12 who have not met proficiency in mathematics will be offered an opportunity to enroll in a Mathematics Proficiency Workshop to prepare them for the summer administration of the Mathematics Proficiency Examination.

Algebra Readiness

Students in grade 8 who will be entering grade 9 in the fall of 1998 will be offered an opportunity to enroll in an Algebra Readiness course.

Science Grades 9 and 10

Students in grades 9 and 10 will be offered an opportunity to enroll in Grade-9 Integrated Science or Biology

Social Studies

Students will be offered an opportunity to enroll in one of the following social studies courses for academic credit toward graduation:

U.S. History	American Government	Citizenship
Economics	World Geography	

Projected Enrollment and Sites

The projected enrollment and number of sites to be used are as follows:

Elementary Schools	Middle Schools	High Schools
44 Sites 10,000 Students	4 Sites — Grade 6 3,000 Students	2 Sites — Grade 9-12 1500 Students
	2 Sites — Grades 7 & 8 500 Students	

All summer school programs will be offered for six weeks.

Summer School Operational Hours

Elementary School

The elementary 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. Wrap-around services will be offered from 7:30 a.m. - 8:30 a.m. and 12:30 p.m. - 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. Lunch will be served to all students. Wrap-around services will be offered Monday-Thursday and Saturday from 6:00 p.m.-10:00 p.m.

High School

The high-school summer program will begin at 8:00 a.m. and end at 12:00 p.m. Wrap-around services will be offered Monday-Thursday and Saturday from 6:00 p.m.-10:00 p.m.

Summer School Sites

Listed below are the elementary, middle, and high school sites for the 1998 summer school programs :

Elementary School sites

Allen-Field	Fifty-third	Keefe	Seventy-eighth
Barton	Forest Home	Kluge	Sherman
Bruce	Gaenslen	LaFollete	Silver Spring
Burbank	Garland	Lancaster	Starms Discovery
Curtin	Grant	Lee	Stuart
Doerfler	Grantosa	Lloyd	Thirty-eighth
Dover	Granville	Maple Tree	Thirty-seventh
Eighty-first	Green Bay	McNair	Thurston Woods
Emerson	Hartford	Morgandale	Vieau
Engleburg	Holmes	Palmer	Wheatley
Fernwood	Humboldt Park	Pierce	Wisconsin Avenue

Middle School Sites

Milwaukee Education Center (grade 6)	Kosciuszko (grades 7 & 8)
Grand Avenue (grade 6)	Morse (grades 7 & 8)
Fritsche (grade 6)	Muir (grade 6)

High School Sites

South Division	Custer

City-Wide Exceptional Education Sites

Gaenslen	Grand Avenue
Milwaukee Education Center	South Division

Exceptional education students with IEP-mandated extended-school-year needs may be served in a variety of summer school locations.

City-Wide ESL Sites

Elementary	Middle	High
Humboldt Park	Milwaukee Education Center (grade 6)	South Division
Wisconsin Avenue	Koscuiszko (grades 7 & 8)	

City-Wide Bilingual Sites

Elementary	Middle	High
Pierce	Milwaukee Education Center (grade 6)	South
Allen-Field	Koscuiszko (grades 7 & 8)	

Title I Elementary Sites

Auer	Longfellow	Thoreau	Wisconsin Avenue
Brown	Mitchell	Twenty-seventh	
Bryant	Siefert	Urban Waldorf	
Hampton	Story	Victory	

Title I Non-Public Schools Summer Program

Manitoba	Sarah Scott

Wrap-Around Services

Wrap-around services for students will include Summer Recreation Enrichment Camp for elementary students and Summer Stars Teen Recreation Program for middle- and high-school students.

Elementary Wrap-Around Services

These services will be funded by the Division of Recreation. Students ages 3-12 years can enroll in regular camp. Students ages 7-12 years can enroll in sports camps at Pulaski and Marshall. Swim, music lessons, recreation activities, field trips and enrichments will be offered. In addition, these schools will provide lunch and immunizations. Transportation is not available.

Half-day morning camps will be offered to children ages 3-5 years from 7:00 A.M. - 12:00 P.M.

Wrap-around services will be available for students from June 22 to August 14, 1998. Program hours will vary depending on the age level served.

Fees for Full-Day Camps — 7:00 A.M.-6:00 P.M.
Monday-Friday

	Individual	Family (2 or more)
Full Pay	$52/week	$88/week
Free/Reduced Lunch	$26/week	$44/week
Certified by County or W2 Region for Child Care Subsidies	$5/week	$10/week

Fees for Half-Day Camps — 7:00 A.M.-12:00 P.M.
Monday-Friday

	Individual	Family (2 or more)
Full Pay	$26/week	$44/week
Free/Reduced Lunch	$13/week	$22/week
Certified by County or W2 Region for Child Care Subsidies	$5/week	$10/week

Summer Recreation Enrichment Camp Sites

Burdick	Cooper	Douglas	Elm
Fairview	Franklin	Hawthorne	Garden Homes
Marshall	Pulaski	Riley	Sixty-fifth
Thoreau	Zablocki		

Summer Stars Teen Recreation Program for Middle and High Schools

Summer Stars Teen Recreation Programs will be offered to students in grades 6 - 12. Funding for this program will come from the Division of Recreation, Milwaukee Foundation, and Faye McBeath Foundation, Inc.

Hours for Summer Stars Teen Recreation Program:

Monday - Thursday and Saturday
6:00 P.M.-10:00 P.M.

Fees

There are no fees for students enrolling in this program.

Summer Stars Teen Recreation Program Sites

Brinton	North	South
Madison	Pulaski	Vincent
Marshall	Riverside	Washington

Extended-Year Programs

Fifteen high schools will offer extended-year programs to grade-9 students who would possibly have difficulty meeting the algebra and English proficiency requirements. These programs will run for six weeks, 8:00 A.M. - 12:00 P.M.

High School Extended-Year Sites

Bay View	Madison	Pulaski
Custer	Marshall	Riverside
Hamilton	Milw. School of the Arts	South Division
Juneau	Miw. Trade& Technical	Vincent
King	North Division	Washington

Survey Results

Based on a survey given to principals in February, the following schools would be interested in or have developed extended-year programs:

Brown Street Academy	John Marshall	Lavarnway
Allen-Field	Wisconsin Avenue	Fritsche
Wisconsin Conservatory	Urban Waldorf	Silver Spring
Story	Trowbridge	Victory
Vieau	Thoreau	Manitoba
Honey Creek		

Year-Round Programs

Presently, Congress is the only school that offers a year-round program.

Survey Results

The following schools have expressed an interest in offering a year-round program in the future:

Urban Waldorf	Wisconsin Conservatory of Lifelong Learning
Story	Starms Discovery Learning Center
Starms Early Childhood Center	Honey Creek
Garland	

Trimester/Quarter Programs

Survey Results

Milwaukee School of Entrepreneurship expressed an interest in implementing a quarter program beginning in fall 1998. This program would serve approximately 150 grade-11 and -12 students.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to implement plans for a summer school program for 1998.

* * * * *

(Item 3) Action on Resolution 9798R-066 by Director Hardin to Encourage and Support Children Attending Youth Conferences

Background

At its meeting on February 25, 1998, the Board referred the following resolution, which was introduced by Director Hardin, to the Innovation School Reform Committee:

WHEREAS, Character-based education is important for the personal development of our city's children and to educate the academic mission of each school; and

WHEREAS, Learning experiences that encompass the values of respect, responsibility, trustworthiness, caring, justice and fairness, civic virtue and citizenship, a right to know, and the building of relationships with others lead to important personal qualities that promote safety and security within schools; and

WHEREAS, The school district provides for, and encourages, educational field trips that provide positive learning experiences for children; and

WHEREAS, Students who are part of an extended community should be encouraged to invite their fellow classmates to share in field trips; and

WHEREAS, It is important to provide learning experiences both inside and outside the school district, now, therefore, be it

RESOLVED, That the Milwaukee Public Schools Board of School Directors encourage and support, as legitimate field trips, district students' participation in youth conferences that will enhance positive character development, and be it further

RESOLVED, That the Milwaukee Public Schools Board of School Directors authorize the Administration to negotiate extended-day school bus passes for youth conferences held within the City of Milwaukee.

Preliminary Analysis

The Administration has prepared the following preliminary analysis with respect to the resolution.

1. What steps need to be taken to proceed with the resolution?

   Currently, the field trips and excursions policy (7.30) approves and encourages school-sponsored trips to parks, museums and other institutions, both public and private within the local area. The policy further states that field trip activities should grow out of the units of classroom study and become an integral part of the total educational effort. It also states that field trips to more distant locations may be approved by the administration provided realizable objectives are set for their experience and methods are devised for the attainment of these objectives.

   This resolution would require an amendment to the current Board policy to include students' attendance at youth conferences that reinforced learning and other Board goals and/or objectives.

   In regard to transportation for students to attend youth conferences on an extended-day pass, the current Board Policy (4.04) specifically under Career Specialty has a provision that allows for students to receive a bus pass or ticket when public transportation is feasible. For all other field trips, schools arrange and pay for transportation.

   This resolution would require an amendment to current Board policy to include providing extended-day school bus passes to students who attended youth conferences.

   Types of youth conferences that would be appropriate for students to attend during the school day would need to be identified. Also, the number of days that students could be excused to attend youth conferences would also need to be determined.

   Principals, teachers, and parents will need to work together to determine what procedures will need to be established for students to attend youth conferences and which youth conferences are appropriate for students to attend during the school day.

2. What are the suggested timelines for implementation of the resolution?

April - June	Establish a committee of principals, teachers, and parents to begin to identify youth conferences that would be appropriate for students to attend and determine the number of days that students could attend such conferences.
August - September	Share the policy for students attending youth conferences with schools, students, and parents.

3. What are the implications if the resolution is adopted?

   A. Are significant policy questions involved?

      The resolution would require an amendment to policy 7.30 to include students' attendance at youth conferences.

      The resolution would also require an amendment to policy 4.04 regarding transportation services for field trips to include students' attendance at youth conferences. The current student transportation services policy 4.04 provides transportation services for field trip experiences that are arranged and paid for by the respective school involved. If the policy is extended to students to attend youth conferences, this would require additional expenses for the district.

   B. Is a City Attorney's opinion required and how long will it take?

      Policy 7.30 states that as a part of good planning, safeguards must also be taken to ensure the safety of students at all times. A city attorney's opinion may be required to address the issue of liability if students are attending youth conferences that are not supervised or chaperoned by district employees.

   C. Is there a significant cost to implement?

      The cost to implement would be based on the number of students whose parents request that their child be excused to attend youth conferences during the school year. The cost of an

extended-day bus pass is $10.50 per week. The administration would need to develop cost estimates with regard to the resolution.

4. Will significant staff time be needed to implement?

Depending on the number of students requesting to attend youth conferences, implementation of this resolution could require significant staff time in terms of maintaining accurate records of the number and types of youth conferences students are attending. If schools were interested in maintaining data on the impact that attendance at such conferences had on students, this would require significant staff time. Schools would also need to maintain a record of the number of extended day bus passes that were given to students in order to address any liability issues that may arise.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 4) Action with Respect to Textbook Adoptions for the 1998-99 School Year

Administration's Analysis

1. In accordance with the textbook adoption rules of the Board of School Directors (Policy 7.26), the several textbook evaluation committees, formed as a result of the Board's action a year ago opening subject areas for adoption studies, have made the necessary studies with respect to textbook adoptions and have reported their findings and recommendations to the Superintendent of Schools.

2. The recommendations of the textbook evaluation committees represent a great amount of work. It is important to acknowledge these efforts and extend a word of appreciation to all who have contributed to this process.

3. Emphasis is placed on selecting materials to promote multicultural understanding and deep thinking. Committee members used a guide by the Council of Interracial Books for Children, "Ten Ways to Analyze Children's Books for Racism and Sexism," and the Council of Great City Schools document, Guidelines for Selection Criteria. The following criteria are illustrative:

a. Materials should present different groups in relation to one another, rather than as isolated and separate. Language and imagery should not present one culture, race, ethnic, religious, or gender group as superior.

b. Materials should be written by, and include the perspectives and viewpoints of American Indians, Alaska Natives, African Americans, Hispanic Americans, Asian Americans, Pacific Islander Americans, women, the elderly, children, different religious groups, and the physically challenged.

c. Materials should promote critical and creative thinking and the development of higher order thinking skills. The content should be presented thoroughly and accurately.

d. The organization and teaching aids should include stated objectives, frequent checks for understanding, guided and independent practice, and enrichment.

e. Materials should support the Education for Employment standard, which requires school districts to provide all students, throughout their education, access to classes and programs designed to prepare them for employment.

f. General factors to be considered for book quality should include format clarity, readability, copyright date, cost, and durability.

4. Textbook publishers are very much aware of national standards for various curricular areas and are giving increased attention to instructional practices that are reshaping education, such as cooperative learning, portfolio assessment, writing across the content.

5. Each textbook evaluation committee further develops its own specific criteria applicable to the subject area under consideration. The textbook committee members apply the K-12 teaching and learning goals, standards of professional organizations such as the National Council of Teachers of Mathematics, and the Wisconsin Department of Public Instruction guides in evaluating texts.

6. As part of the K-12 teaching and learning reform, the textbook evaluation process is being tied to a larger plan for reassessing and enriching curriculum and instruction. The process varies depending on the needs of particular subject areas.

7. Other elements of the textbook adoption procedure:

— The textbook evaluation committees obtain reactions and assistance in reviewing the textbook materials from other staff members such as other teachers, department chairpersons, etc.

— Textbook committee members often obtain the involvement/input of students in the trial use of materials under consideration in their own schools as well as in other schools.

— All parents of a student in the district are invited to serve on the Parent Advisory Textbook Evaluation Committee. In addition, a letter is sent to Urban Day School, the PTA/PTO district president, and LaCausa inviting their participation in the textbook evaluation process. Parents are inserviced on the process, provided evaluation instruments, and meet with curriculum specialists. This committee meets three times during the process.

  This year, a total of ten parents actively participated in textbook evaluation.

— Textbook publishers are invited to submit materials to each member of the evaluation committee for study. Textbook evaluation committees meet directly with publishers' representatives in order to clarify any questions or problems with respect to materials submitted by the publishers.

— Textbook evaluation committees, where appropriate, develop advisory ballots for use by teachers in a particular subject area in order that all teachers concerned with a particular subject have an opportunity to express their input on text materials being considered.

— Upon completion of the evaluation process, the textbook evaluation committees submit their recommendations to the Administration which, in effect, concludes their year-long efforts in the evaluation process.

Strategic Plan Compatibility Statement

8. The recommendations support Board Goal 1 Academic Achievement, particularly in supporting the K-12 Teaching and Learning Goals; and Board Goal 2 Equity, particularly in increasing expectations for achievement of all students and providing equitable distribution of resources.

Statute, MPS Policy, or Board Rule Implication Statement

9. The above procedure follows Board Policy 7.26 Textbook adoptions. Section (1) Opening Subject Areas for Textbook Adoption, Section (2) Provisions for Evaluating Available Materials and Recommending Adoptions, and Section (3) Communications with Publishers.

Fiscal Impact Statement

10. The estimated cost for adoption of the middle school mathematics textbooks is $1.4 million. The recommendations are submitted with the understanding that middle school mathematics textbooks will be purchased with $1.2 million, already included in the proposed FY 99 budget. The balance of approximately $200,000 will require reductions in other areas of the FY99 budget to be identified by the administration.

Elementary mathematics textbooks will be purchased as part of the FY2000 budget. All other textbooks will be adopted but purchase will be delayed until funds become available.

11. The projected timeline and costs for the purchase of textbooks that are adopted but purchase is delayed is as follows:

1997-1998 ADOPT AND DELAY PROJECTED PURCHASE SCHEDULE		
FY2000	FY2001	FY2002
Mathematics K-Gr. 5	Chemistry Advanced Math 1 Advanced Math 2 Sociology Economics Citizenship High School Japanese High School Spanish Middle School Japanese Middle School Spanish Computer Science Family and Consumer Education Trade and Technology	Social Studies K-Gr. 5 Speech Communication Handwriting
$3,138,700	$2,050,000	$3,343,600

Implementation and Assessment Plan Statement

12. Textbooks and supplementary materials for middle school mathematics and elementary mathematics will be purchased with funds that have been allocated in FY99 and 2000. All other textbooks and supplementary materials will be purchased as funds become available.

Committee Recommendation

Your Committee recommends that the Board:

1. Adopt and purchase the middle-school, grades 6-8, mathematics materials with funds in the FY99 budget.

2. Adopt the K5-Grade 5 mathematics materials and delay purchase until FY 2000.

3. Adopt all other textbook adoptions that were a part of the 1997-1998 text evaluation study and delay purchase until funds become available.

4. In the event purchase of the adopted textbook materials is delayed two or more years, the curriculum specialists will have the option to reopen their areas for textbook evaluation in order to select the most recently published textbook materials.

ELEMENTARY AND MIDDLE SCHOOL

MATHEMATICS

Middle-School Mathematics
It is recommended:

1. That the following textbook be approved and purchased for middle-school mathematics, grade 6-grade 8, using FY99 funds:

Connected Mathematics
Addison Wesley Longman, Inc. & Scott Foresman - Addison Wesley - 1998

2. That related supplementary teacher and select student materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That staff development be provided to teachers to enable them to effectively implement this mathematics program.

HANDWRITING

Elementary Handwriting

It is recommended:

1. That the following textbook, including teacher manuals, be approved for elementary handwriting K-5 - Grade 5:

   Zaner-Bloser Handwriting
   Zaner-Bloser, Inc, 1996, 1st Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

FOREIGN LANGUAGE

Middle-School Japanese

It is recommended:

1. That the following textbook, including teacher manuals and resource guides, be approved for middle-school Japanese:

   Yoroshiko Series
   Curriculum Corporation - 1993

   Kimono 1
   EMC - 1993

2. That related supplementary materials including copy masters, activity boxes, assessment materials, audio cassettes, and flashcards, be approved for use with the adopted textbooks.

3. That funds be approved for each Japanese teacher to receive a compact disc/dual cassette player with 40+ track remote capabilities.

4. That funds be approved for supplementary materials including bilingual English-Japanese dictionaries and picture panel banks.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

6. That the Board adopt these materials but delay purchase until funds become available.

Middle-School Spanish

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides be approved for middle-school Spanish:

   Ven Conmigo, Adelante & En Camino Series
   Holt, Rinehart, Winston - 1999

2. That related supplementary materials including overhead transparencies, activity books, test banks, writing templates, video laserdiscs, and audio CDs, be approved for use with the adopted textbooks.

3. That funds be approved for laser disc players at a ratio of one player for every two teachers.

4. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

5. That the Board adopt these materials but delay purchase until funds become available.

Middle-School Spanish for Spanish Speakers

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides be approved for middle-school Spanish for Spanish speakers:

   Cuentamundos Acuarelas-6
   McGraw-Hill - 1997

   Legorburo Series
   A. Martinez & Associates

   Imagenes Literarias Series
   McGraw-Hill - 1998

2. That related supplementary materials including overhead transparencies, activity books, assessment components, and audio cassettes, be approved for use the adopted textbooks.

3. That funds be approved for a resource set of grammar-related materials for each teacher.

4. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

5. That the Board adopt these materials but delay purchase until funds become available.

Middle-School Continuing Spanish Immersion

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for middle-school continuing Spanish immersion:

   Cuentamundos Acuarelas 6
   McGraw-Hill - 1997

   Imagenes Literarias 6 - 8 Series
   McGraw-Hill - 1998

   Encurentros Series
   Holt, Rinehart, Winston - 1997

   Spanish Verb Tenses
   National Textbook Company

   Spanish Grammar and Review
   National Textbook Company

2. That related supplementary materials, including overhead transparencies, activity books, test banks, and audio cassettes, be approved for use with the adopted textbooks.

3. That funds be approved for each teacher to receive a compact disc/dual cassette player with 40+ track remote capabilities.

4. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

5. That the Board adopt these materials but delay purchase until funds become available.

Middle-School Partial Spanish Immersion

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for middle-school partial Spanish immersion:

   Bravo 1A, 1B & 2 Series
   McDougal Littel - 1995

2. That related supplementary materials, including overhead transparencies, assessment masters, test banks, writing templates, picture files, and audio CDs, be approved for use with the adopted textbooks.

3. That funds be approved for each teacher to receive a compact disc/dual cassette player with 40+ track remove capabilities.

4. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

5. That the Board adopt these materials but delay purchase until funds become available.

MATHEMATICS

Elementary Mathematics

It is recommended:

1. That the following textbook, including teacher manuals, be approved but delayed for purchase until FY2000 for elementary mathematics, K-5 -Grade 5:

   Investigations on Number, Data, and Space
   Addison Wesley Longman, Inc. & Scott Foresman-Addison Wesley - 1998

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

SOCIAL STUDIES

K-5 Social Studies

It is recommended:

1. That the following textbooks, including teacher manuals and resources, be approved for K-5 Social Studies:

   Stories in Time/Relatos de la Historia
   Boehm, Hoone, McGowan, et. al.
   Harcourt Brace and Company, First Edition 1997

   and in conjunction with the fourth-grade text

   Wisconsin Adventure
   English and Calhan
   Apple Corps, First Edition 1997
   ISBN 0-9619484-5-0

2. That related supplementary materials be approved for use with the adopted textbooks.

3. That desk maps be provided as sets for classroom use at each grade level.

4. That all grades 1-5 teacher be provided one copy of

Daily Geography Grades 1-5/La Geographia de Hoy 1992
Blagas, Lucas, Lucas
Great Source Education Group, Inc., Sixth Edition 1991

5. That funds be approved for translation of materials for bilingual and immersion classes.

6. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval

7. That the Board adopt these materials but delay purchase until funds become available.

HIGH SCHOOL

COMPUTER SCIENCE

Computer Science

It is recommended:

1. That the computer science textbook evaluation committee develop curriculum for the computer science course.

2. That funds be made available to cover the cost of teachers' salaries and duplication.

3. That schools where this would not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That the Board adopt this recommendation but delay purchase until funds become available.

ENGLISH/LANGUAGE ARTS

Speech Communication

It is recommended:

1. That the following textbook, including teacher manuals, be approved for speech communication:

   Effective Speech Communication
   Glencoe/McGraw-Hill 1994, 3rd Edition

2. That related supplementary materials be approved for use with this adoption.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That the Board adopt these materials but delay purchase until funds become available.

FAMILY AND CONSUMER EDUCATION

Family Relations
It is recommended:

1. That the following textbook including teacher manuals, be approved for Family Relations:

   Families Today
   Glencoe/McGraw-Hill - 1997, 2nd Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

Pre-H.E.R.O

It is recommended:

1. That the following textbook, including teacher manuals, be approved for Pre-H.E.R.O:

   Learning for Earning
   Goodhard-Willcox - 1998, 3rd Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.
5. That the Board adopt these materials but delay purchase until funds become available.

H.E.R.O 1

It is recommended:

1. That the following textbook including a teacher manuals, be approved for H.E.R.O. 1:

   Careers in Focus
   Goodheart-Willcox - 1997, 1st Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

H.E.R.O. 2, On-the-Job Training

It is recommended:

1. That the following textbook, including teacher manuals, be approved for H.E.R.O. 2, On-the-Job Training:

   Succeeding in the World of Work
   Glencoe/McGraw-Hill - 1998, 6th Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

Introduction to Child Services

It is recommended:

1. That the following textbook, including teacher manuals, be approved for Introduction to Child Services:

   Working with Young Children
   Goodheart-Willcox - 1998, 3rd Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

Introduction to Food Services

It is recommended:

1. That the following textbook, including teacher manuals, be approved for Introduction to Food Services:

   Exploring Professional Cooking
   Glencoe/McGraw-Hill - 1996, 4th Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

TRADE AND TECHNOLOGY

Industrial Cooperative Education

It is recommended:

1. That the following textbook, including teacher manuals, be approved for Industrial Cooperative Education:

   From School to Work
   Goodheart-Willcox - 1996, 4th Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

Construction

It is recommended:

1. That the following textbooks, including teacher manuals, be approved for Construction:

   Grade 9

   Modern Carpentry
   Goodheart-Willcox - 1996, 6th Edition
   Grades 10, 11, 12

   Construction Technology
   Glencoe/McGraw-Hill - 1996, 3rd Edition

   Practical Problems in Mathematics for Carpenters
   Delmar Publishers - 1996, 6th Edition

   Estimating for Residential and Commercial Construction
   Delmar Publishers - 1994, 1st Edition

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

SCIENCE

Chemistry

It is recommended:

1. That the following textbook, including teacher manuals, be approved for Chemistry:

   Chemistry: Connections to our Changing World
   Prentice Hall, Simon and Schuster - 1998

2. That related supplementary materials and equipment, including ph sensor, temperature sensor, ionizing radiation sensor, laser disc player, and mini scale chemicals, be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

FOREIGN LANGUAGE

High School Japanese

It is recommended:

1. That the following textbook, including teacher manuals and resource guides, be approved for High School Japanese:

   Kimono 2 & 3
   EMC - 1993

   Mirai Stages 5 & 6
   Addison-Wesley Longman Australia Pty Limited - 1997

2. That related supplementary materials, including copy masters, activity boxes, assessment materials, audio cassettes, and flashcards, be approved for use with the adopted textbooks.

3. That funds be approved for each Japanese teacher to receive a compact disc/dual cassette player with 40+ track remote capabilities.

4. That funds be approved for supplementary materials including bilingual English-Japanese dictionaries and picture panel banks.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

6. That the Board adopt these materials but delay purchase until funds become available.

High School Spanish

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides be approved for levels 1 - 5 of High School Spanish:

   Ven Conmigo 1, 2, and 3 Series
   Holt, Rinehart & Winston - 1996

   Tesoro Literario
   Glencoe - 1997

   Galeria de arte y vida
   Glencoe - 1997

2. That related supplementary materials including overhead transparencies, practice/activity books, test generators, video laser discs, and audio CDs, be approved for use with the adopted textbooks.

3. That funds be approved for laser disc players at a ratio of one player for every two teachers.

4. That funds be approved for classroom sets of supplementary materials for the advanced levels of Spanish, including Spanish language and composition texts, readers and companion audio tapes, literature, and the related teacher kits.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

6. That the Board adopt these materials but delay purchase until funds become available.

High School Spanish for Spanish Speakers

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be app-roved for High School Spanish for Spanish Speakers:

   For years 1 - 4
   Joe Legorburo 9 - 12 Series
   A. Martinez & Associates

   For years 1 and 2:

Tesoro Literario Glencoe - 1997	or	Sendas Literias 1 Heinle & Heinle - 1995
Galeria de arte y vida Glencoe - 1997	or	Sendas Literias 2 Heinle & Heinle - 1995

2 That funds be approved for classroom sets of supplementary materials, including Spanish language and composition texts, readers and companion audio tapes, literature, and the related teacher kits.

3. That funds be approved for a resource set of grammar related materials for each teacher.

4. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

5. That the Board adopt these materials but delay purchase until funds become available.

High School Continuing Spanish Immersion

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for High School Continuing Spanish Immersion:

   Generaciones
   Holt, Rinehart, Winston - 1997

   Tesoro Literario
   Glencoe - 1997

2. That funds be approved for classroom sets of supplementary materials, including Spanish language and composition texts, readers and companion audio tapes, literature, and the related teacher kits.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That the Board adopt these materials but delay purchase until funds become available.

High School Partial Spanish Immersion

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides, be approved for High School Partial Spanish Immersion:

   Ven Conmigo 2 & 3
   Holt, Rinehart, Winston - 1996

   Galeria de arte y vida
   Glencoe - 1997

   Sendas Literaria 1
   Heinle & Heinle - 1995

2. That related supplementary materials, including overhead transparencies, practice/activity books, test generators, video laser discs, and audio CDs, be approved for use with the adopted textbooks.

3. That funds be approved for classroom sets of supplementary materials, including Spanish language texts.

4. That funds be approved for a laser disc player for each Spanish teacher.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

6. That the Board adopt these materials but delay purchase until funds become available.

SOCIAL STUDIES

Economics

It is recommended:

1. That the following textbook, including teacher manuals and resources, be approved for Economics:

   Economics: Principals and Practices
   Clayton
   Glencoe Publishing, Sixth Edition - 1995
   ISBN 0-02-823048-5

2. That related supplementary materials, including Teacher's Classroom Resources, Chapter Digests, Testmaker, Self-Tests, Economics in Action, and Interactive Economics, be approved for use with the adopted textbooks.

3. That the following textbook, including teacher manuals and resources, be approved for upper level economics classes:

   Economics: A Contemporary Introduction
   McEachen
   ITP Publisher, Fourth Edition - 1997
   ISBN 0-538-85514-2

4. That the following support material be approved for use with the adopted McEachen textbook:

   The Making of Economic Society
   Heilbroner and Milberg
   Prentice Hall, Tenth Edition - 1998
   ISBN 0-13-874736-9

5. That funds be approved for translation of materials for bilingual and immersion classes.

6. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

7. That the Board adopt these materials but delay purchase until funds become available.

Citizenship

It is recommended:

1. That the following textbook, including teacher manuals and resources, be approved for Citizenship:

Civics: Responsibilities and Citizenship
Staffell
Glencoe, Third Edition - 1998
ISBN 0-02-821913-9

2. That related supplementary materials, including Teacher Classroom Resources, Transparencies, Testmaker, Videoquiz, and Interactive Economics, be approved for use with the adopted textbook.

3. That the following textbook, including teacher manuals and resources, be approved for upper level citizenship classes.

American Civics
Hartley
Holt Rinehardt Winston, Revised Edition - 1998
ISBN 003-5-644-1

4. That related supplementary materials, including Teaching Resources, Test Generator, and Citizenship Skills videocassette or disc, be approved for use with the adopted textbook.

5. That funds be approved for translation of materials for bilingual and immersion classes.

6. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

7. That the Board adopt these materials but delay purchase until funds become available.

Sociology

It is recommended:

1. That the following textbook, including teacher manuals and resources, be approved for Sociology:

Sociology: The Study of Human Relationships
Thomas
Holt, Rinehardt and Winston, Fifth Edition - 1995
ISBN 003-097589-1

2. That the following textbook, including teacher manuals and resources, be approved for upper level Sociology classes:

Sociology: A Down to Earth Approach
Henslin
Prentice Hall, Third Edition - 1997
ISBN 0-205-19141-X

3. That related supplementary materials, including video discs, be approved for use with the adopted textbooks.

4. That funds be approved for translation of materials for bilingual and immersion classes.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

6. That the Board adopt these materials but delay purchase until funds become available.

MATHEMATICS

Advanced Math 1

It is recommended:

1. That a dual adoption, including teacher manuals and teacher resource materials, be approved for Advanced Math 1 to meet the needs of various school-level programs:

   Algebra 2: Integration, Applications, Connections
   Collings, Cuevas, Foster, Moore-Harris, Rath, Swart, Winters
   Glencoe/McGraw-Hill – 1998, 2nd Edition

   HRW Advanced Algebra
   Holt, Rinehart and Winston - 1997

2. That related supplementary materials and equipment, including calculators, be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

Advanced Math 2

It is recommended:

1. That a dual adoption, including teacher manuals and teacher resource materials, be approved for Advanced Math 2 to meet the needs of various school-level programs:

   Precalculus
   Larson and Hostetler
   McDougal Littell, Inc. – 1997, 4th Edition

   Advanced Mathematical concerpts, Precalculus with Applications
   Gordon, Yunker, Vannatta, and Crosswhite
   Glencoe/McGraw-Hill – 1997

2. That related supplementary materials be approved for use with the adopted series.

3. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials must be submitted to the Superintendent for approval.

4. That funds be allocated for translations, if needed.

5. That the Board adopt these materials but delay purchase until funds become available.

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(Item 5) Action with Respect to Areas to be Opened for Textbook Adoptions for Evaluation during the 1998-99 School Year

Administration's Analysis

1. The Textbook Adoption Policy (7.26) provides that each year at the meeting of the Innovation/School Reform Committee, prior to the regular March Board meeting, the superintendent shall report the subject areas for which adopted texts have been in use six years or more and may be discontinued at the end of the following year.

2. The superintendent may also recommend opening any subject areas for adoption study in which no textbook adoption is in effect, but in which an adoption is considered desirable.

3. It is the current practice of the district to evaluate and adopt textbooks one year and to purchase adoptions out of the following fiscal year budget.

4. The textbook evaluation process for 1998-1999 will need to be delayed due to a lack of available funds in FY2000.

5. When funds become available, the administration will open areas for textbook study.

6. The textbook study will be based on how well the textbooks align with curriculum and take into account how technology can be used to support the adopted materials.

Strategic Plan Compatibility Statement

7. The textbook adoption process addresses the basic principles guiding the overall reform agenda. The choices of text materials are student centered, promote equity, help children learn to think critically, and offer widespread involvement of teachers, parents, and community members.

Statute, Mps Policy, or Board Rule Implication Statement

8. In accordance with Board Policy 7.26, Textbook Adoptions, the procedures listed below are implemented following Board action with respect to opening subject areas for textbook adoption study:

- Principals and teachers are notified.
- Publishers are notified.
- Nominations and expressions of interest in serving on Textbook Evaluation Committees for the various subject areas are obtained.
- Textbook Evaluation Committees are appointed.
- Textbook Evaluation Committee members are inserviced on selecting materials to promote multiculturalism and deep thinking.
- Textbook Evaluation Committees establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. They obtain and evaluate available materials, meet with publishers' representatives, and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
- Textbook Evaluation Committees formulate recommendations with respect to the subject area and the materials under evaluation for possible adoption. Textbook evaluation committees

may exercise a number of options in their recommendations. They may recommend a single adoption, a multiple adoption, adoption of other materials and media in addition to or in lieu of texts, or no adoption. They may recommend delaying adoption pending further study.

- Recommendations from the Textbook Evaluation Committees are reviewed by the Director of Educational Services and then sent to the Superintendent before going to the Board of School Directors.

Fiscal Impact Statement

9. Full implementation of this project would require an investment by Milwaukee Public Schools of $3.5 million. However, because of delays in purchasing the 1997-1998 textbook adoptions, we request that evaluation and purchase of these textbooks be delayed until funds becomes available.

10. The following projected textbook evaluation cycle shows the fiscal and purchase implications if the textbook evaluation cycle continues for the next three academic years:

TEXTBOOK EVALUATIONS
(IF CYCLE CONTINUES)

1998-99 TEXTBOOK EVALUATION Purchase FY2003	1999-2000 TEXTBOOK EVALUATION Purchase FY2004	2000-2001 TEXTBOOK EVALUATION Purchase FY2005
BUSINESS ED. Typewriting 1 Typewriting 2 Keyboarding		BUSINESS ED. Recordkeeping Intro. to Bus. Careers Business Careers
DRIVERS ED. Drivers Ed		
		FAMILY & CONS. ED. Intro to Family & Consumer Ed. Intro to Health Occupations Parenthood Education Career Decision-Making Employability Skills Family Health Issues
FOREIGN LANGUAGE Latin 1-4	FOREIGN LANGUAGE Spanish 3-5 ESL	
		HEALTH EDUCATION Health Education Gr. 9
	MATHEMATICS Algebra	MATHEMATICS Geometry
READING Reading Gr. 9-12		
SCIENCE Physics		
SOCIAL STUDIES U.S. History		SOCIAL STUDIES Justice and You
TRADE & TECHNOLOGY Manufacturing Communications		TRADE & TECHNOLOGY Architectural Drafting General Building Construction General Drafting

1998-99 TEXTBOOK EVALUATION Purchase FY2003	1999-2000 TEXTBOOK EVALUATION Purchase FY2004	2000-2001 TEXTBOOK EVALUATION Purchase FY2005
English Elementary ESL K-5 Social Studies Gr. 6-7 Spelling-Elementary US History Gr. 8 Trade & Technology 6-8	ESL - Middle School Science K-5	Art K-8 Family & Consumer Ed.-MS Science - 6-8 Spanish Reading (Bilingual K-8) Reading - Spanish Immersion
$3,476,100	$3,784,200	$3,120,600

Note: The figures provided are only estimates. Actual costs will be based on student enrollment and textbook costs.

Implementation and Assessment Plan Statement

10. Textbook Evaluation Committees would be appointed when funds became available and the areas for evaluation are reopened.

Committee Recommendation

Your Committee recommends that the subject areas listed below be delayed for textbook evaluation until funds becomes available:

HIGH SCHOOL

BUSINESS EDUCATION
- Typewriting 1
- Typewriting 2
- Keyboarding

DRIVERS EDUCATION
- Drivers Education

FOREIGN LANGUAGE
- Latin 1-4

READING
- Reading Grades 9-12

SCIENCE
- Physics

SOCIAL STUDIES
- U.S. History

TRADE AND TECHNOLOGY
- Manufacturing
- Communications

MIDDLE AND ELEMENTARY SCHOOL

ENGLISH — Elementary

ESL K-5

SOCIAL STUDIES —Grades 6-7

SPELLING — Elementary

U.S. HISTORY — Grade 8

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(Item 6) Follow-up Report on the District's Plans to Implement the Amendments to the Individuals with Disabilities Act (IDEA)

Your Committee reports having received the following informational report from the Administration.

Background

1. The full implementation of the 1997 Amendments to Individuals With Disabilities Education Act (IDEA) must be in place by July 1, 1998. In August and December 1997, the Administration provided the Board with key information relative to the law and its implementation within the district.

Summary of Actions Taken to Date

2. The following committees have been formed to address critical IDEA requirements:

- IDEA Advisory Committee
- Discipline
- State-wide and City-wide Assessments and Modifications
- Proficiencies and Graduation Requirements
- Programming Policies and Procedures
- IEP Team Policies and Procedures
- Best Practices
- Exceptional Education Reform Steering Committee

3. The Division of Special Services is implementing the following district-wide training plan.

INDIVIDUAL'S WITH DISABILITIES EDUCATION ACT (IDEA-97)
TRAINING PLAN

PHASE I LEGAL BACKGROUND OVERVIEW

"Exploring the New Idea Implications For Leadership" Dr. Julie Mead

Initial information sessions held during December and January provided a review of the current laws and an introduction to the changes in the state and federal laws. Staff had an opportunity to do some preliminary planning and brainstorming regarding the implementation of the IDEA within schools. The targeted group for phase one included the following:

- Principals/Assistant Principals (200)
- Exceptional Education Reform Steering Committee (30)
- Exceptional Education Administrators (8)
- Exceptional Education Supervisors (40)
- Central Services Administrators (12)
- Diagnostic Teachers (85)
- Speech Pathologists (168)
- Psychologists (140)
- Social Workers (128)
- Occupational Therapists (21)
- Physical Therapists (11)

PHASE 2 IDENTIFICATION AND TRAINING OF DISTRICT-WIDE IDEA TEAMS

"Exploring the New IDEA Implications for School Communities Developing the Paradigm Shift" — **Sr. Patrice Colletti, Dr. Julie Mead, Patricia Yahle**

A total of sixteen teams (each composed of one or two exceptional education staff members and one parent) have been identified. These teams received an additional three hours' training in the IDEA requirements, as well as in school-based issues and general presentation techniques.

PHASE 3 SCHOOL COMMUNITY TRAINING

"Exploring the New IDEA Implications for Our School Community Developing the Paradigm Shift" — **18 District Teams**

The sixteen District IDEA teams will deliver one- to one-and-a-half-hour training sessions to individual school staffs and parents. These presentations will generate feedback and questions regarding IDEA and implementation for use by the Division of Special Services in district-wide policy development. It is anticipated that this required school-based training will be completed during the months of March, April, and early May.

Additional district-wide opportunities to inservice parents will be made available through parent organization meetings and other events.

PHASE 4 SCHOOL-BASED IDEA RESOURCE

Parent Education Project of Wisconsin and various MPS departments and divisions, including the Division of Special Services, Division of Curriculum and Instruction, and the Department of Leadership Services

Each school will solicit a group of volunteers to compose a 4- to 5-person School-Based IDEA Resource Team. The team members will be trained and will serve as liaisons and resource to their building staffs during the full implementation of IDEA. The team membership should include an LEA (administrator) and a parent. Additional members might include an exceptional education teacher, a regular education teacher, support services staff member, or an educational assistant. The exceptional education supervisor and the diagnostic teacher will automatically be a part of each school's resource team.

School-Based IDEA Resource Teams will complete an eight-hour training held in late May. The sessions will provide in-depth training to prepare individuals to be a resource to teachers and parents. There will be a focus on pertinent issues in exceptional education, best practices, and MPS procedure and policy reviews. The teams will have an opportunity to examine working drafts of resources and forms.

PHASE 5 PROCEDURAL HANDS-ON TRAINING FOR ALL STAFF

Exceptional Education Supervisors and various MPS departments/divisions, including the Division of Special Services, Division of Curriculum and Instruction, and the Department of Leadership Services

Mandatory meetings will provide the overall information required for staff to implement the changes in IDEA. New required forms and procedures will be introduced. These large group sessions will be held during the months of August and September. These training meetings will be made available to the following groups:

- Principals/Field Administrators
- Exceptional Education Administrators
- Exceptional Education Supervisors
- Central Services Administrators
- Diagnostic Teachers
- Exceptional Education Teachers
- Speech Pathologists
- Regular Education Teachers
- Psychologists
- Social Workers
- Occupational Therapists
- Physical Therapists

Parent training will also be scheduled during this time.

School-based follow-up training sessions conducted by exceptional education supervisors will be scheduled during the months of September through December.

PHASE 6 TOPICAL PRESENTATIONS

District-sponsored mini-conferences and staff development opportunities which will be open to all staff and parents will be scheduled throughout the 1998-99 school year.

PHASE 7 SCHOOL-BASED IDEA RESOURCE TEAM FEEDBACK SESSION

VARIOUS MPS DEPARTMENTS/DIVISIONS, INCLUDING THE DIVISION OF SPECIAL SERVICES, DIVISION OF CURRICULUM AND INSTRUCTION, AND THE DEPARTMENT OF LEADERSHIP SERVICES

Information exchange and updates will be forwarded to the School-Based Resource Teams throughout the school year. A review and planning session will be held for all team members in the spring of 1999.

The Administration will continue to submit informational and action items regarding development of new policies and procedures to the Board periodically.

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(Item 7) Informational Report on the Findings of the Exceptional Education Steering Committee

Your Committee reports having received the following informational report from the Administration.

Administration's Report

1. At its February 26, 1996, meeting, the Milwaukee Board of School Directors approved the Exceptional Education Reform Plan to be implemented in Fall 1996. This is the second year of the two-year, phase-in plan, and all schools are now participating in the reform. The Superintendent appointed a committee to oversee the progress of the Exceptional Education Reform and to report on the progress to the Board of Directors. This, the third progress report submitted, is based on input from the steering committee and its constituents.

2. The Steering Committee submitted the following report to the Superintendent. The Superintendent will be considering the issues addressed in the report as a part of the district's overall strategic planning and restructuring process.

3. With the implementation of the reauthorization of the Individual's with Disabilities Education Act (IDEA – 97), the Exceptional Education Steering Committee will focus attention in the future on the implementation of the Reform Plan as well as on the provisions of IDEA and its impact on services to students with disabilities.

Report of the Exceptional Education Steering Committee

4. Program Support

Lack of adequate program support has been an ongoing concern. Diagnostic teachers and supervisors now spend the majority of their time in activities related to the diagnostic effort and do not have the necessary time to provide program support to classroom teachers. Building-based staff believed that there would be an increase in program support with the reform. Each staff should have twenty to twenty-five percent (20%-25%) of its time devoted to program support activities.

5. Building Support (Space and Clerical Assistance)

Some positive changes have occurred; however, some sites simply do not have adequate space for all the staff that are assigned to the school. Financial support for the clerical component is often inadequate.

6. Parent Participation

The reform has facilitated easier contact between parents and supervisors. The Division of Special Services collaborated with the Task Force on Exceptional Education to present a very successful inservice entitled "Parent Forum on Exceptional Education" in November 1997. More attention must be focused on the development of parent-friendly processes and forms. Parents of students with disabilities should be encouraged to participate on parent councils. Parents should be invited to workshops and training opportunities.

7. Inter-building Movements and Continuum of Services

More schools are reporting that they are retaining their students and are developing programs to meet their needs. This requires a team approach to be successful and is highly dependent on the administration and the knowledge base of the exceptional education supervisors and their ability to assist the staff to create options for students within a school building. There are gaps in the continuum of services that can be offered in some buildings. There continues to be a significant need for alternative placements for students who have seriously challenged behavior and academic skills. In addition, there is a need for placement options for students with significant mental health needs. Schools that have over-enrollments in exceptional education need staff support. Additional school social work and psychological services (beyond participation in the M-Team activities) are seriously needed.

8. User Satisfaction

There is a significant amount of concern regarding the ability of the exceptional education supervisor and the diagnostic teacher to do the job, given the time allocation in each school. The staff have too many schools to serve. There are gaps in expertise on the part of diagnostic teachers and exceptional education supervisors. Training and close supervision and evaluation continue to be primary needs. All school staff continue to need to learn about the exceptional education reform activities and how it will contribute to better outcomes for students.

9. Compliance and Accountability

Data collection revealed that eighty-three percent (83%) of the district's Individualized Education Programs (IEPs) were in compliance as of January 1998, as compared with sixty-nine percent (69%) in June of 1997.

Compliance to the multidisciplinary team timelines was at 97.7 percent during the first four months of the 1997-98 school year, as compared with 86.4 percent during the 1996-97 school year. Principals need more clarity with respect to their accountabilities for exceptional education students and need training in the use of accountability documents and reports.

10. General Staff Capacity Building

Emphasis should be placed on training of both regular and exceptional education staff. More emphasis should be placed on creative teaching. Further emphasis should be placed on the critical notion that all

students should be "owned" by the building community, and higher expectations should be developed for all students, including students with disabilities.

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(Item 8) Response to Board Questions with Respect to the Implementation of Student Proficiency Standards for the Years 2000 and 2004

Your Committee reports having received the following informational report from the Administration.

Administration's Report

At its regular monthly meeting on February 25, 1998, the Board of School Directors requested clarification and answers to several questions and concerns regarding the implementation of student proficiency standards for the years 2000 and 2004:

1. How are parents being informed of the eighth-grade proficiencies? Many parents don't come to meetings — they are too busy or they don't care. What plans are there to reach these parents?

   Recognizing that no single strategy reaches every parent, we are utilizing a multi-pronged strategy in order to reach parents:

   - Written Communications. We will continue to use mailings from the Superintendent to all parents. Many schools have sent multiple communications to parents as well. Both Central Services and the schools will send periodic updates and additional information to parents.
   - Community and Parent Groups. A number of organized community and parent groups are initiating communication campaigns to reach parents. Strategies include networks, mailings, work with community mass media, meetings, and distribution of information at gathering places such as churches.
   - Mass Media. The Office of Public Affairs will disseminate information through traditional and community-based mass media.
   - School-Level Communication Strategies. Many parents respond best to communications from the school. Examples of the strategies schools have already initiated are newsletters; mailings; informational meetings; school assemblies where students perform; family dinners (gatherings which tend to draw more parents than informational meetings); parent-teacher conferences; student participation in involving other students and parents; PTA/PTO meetings; site-based council meetings; and parent centers.

2. What is the status of the proficiency report to parents and students? Will the proficiency report be used as a supplement to the regular report card? If so, will it need to be negotiated with the MTEA, since it appears to require considerable additional teacher time to prepare?

   The proficiency report is still in its earliest stages of development. The next step is to get more input from parents and teachers and then to substantially revise the report format. During the current school year, the report may be piloted as a supplement. Once we have greater clarity on what the report will look like, a decision will be made about whether it is appropriate to negotiate with the MTEA.

   The committee of teachers and principals who contributed to the early draft tentatively recommended that the proficiency report be used two times per year, and that the regular report card be used four to six times per year, starting in 1998-99. However, no final decisions will be made until we have had more feedback from principals, teachers, parents, and the Board.

3. Why will the proficiency report be used for only two mark periods? Which two mark periods will it be used for, and why were those two mark periods chosen?

The tentative recommendation to use the report for only two mark periods arose from a committee of teachers and principals to which all middle and K-8 schools were invited to send a representative. Two key reasons for this recommendation were a) many parents and staff members felt the grades communicate valuable information and should not be entirely replaced by a report on what skills students have mastered; and b) the proficiency report focuses on the areas of communication, mathematics, and science, and does not fully address all content areas. The mark periods to be used have not been determined yet.

4. What assessment systems are in place? What attention is being given to the elementary-school curriculum to align it with the middle-school curriculum and proficiency requirements?

   Curriculum alignment across all subject areas is an area on which the Administration is focusing. Most curricular areas are well aligned. The alignment in mathematics is being accomplished in conjunction with the K-8 text adoption process currently nearing completion. In addition to the curricular alignment, a lot of stress is being placed on ensuring that more students leave elementary school better prepared. Both science and mathematics are receiving support through the Milwaukee Urban Systemic Initiative (MUSI). The elementary reading initiative will help to ensure that students are better prepared in reading when they enter elementary school.

5. What supports are in place for teachers and schools? Was there any follow-up contact made with the 6th-grade teachers not in attendance at the inservice? If so, what was the result?

   Follow-up was done at the individual school level. Schools ordered copies of the curriculum materials. In many cases, teachers who attended the inservice shared the information with their colleagues. Mathematics/Science Resource Teachers from the NSF Milwaukee Urban Systemic Initiative (MUSI) have worked with sixth-grade teachers in many schools. In addition, inservice opportunities are available to all teachers through the staff development catalogue.

6. Are the new textbooks available to all students? If not, what kind of strategy is being discussed to ensure that all students will have access to the textbooks?

   Texts are purchased for all students as part of the regular adoption. In ensuing years, schools replenish supplies of textbooks as needed.

7. What "safety nets" are being developed for students? Except for the summer school component, will the Superintendent's plans require any additional funding or can they be accommodated within the current allocation level?

   Budget needs are being examined as part of the FY99 planning process. We are looking at the costs of such supports as staff development, assessment, and safety nets. To the extent possible, these will be accommodated within the current budget and grants.

Questions Regarding the First Draft of the Report Card

Page numbers refer to report card shared with the Board in February. The most recent draft of the report card is attached.

8. What is page 4? Are they algebra topics or math assessments? (They are benchmarks, not what they say they are.)

   The proficiencies are assessed through tests or projects which students submit at key times. Because parents have said they want to know the topics and skills their children are studying, the first draft of the proficiency report card listed, under each proficiency area, the skills which students should be working on in grade six to prepare for that proficiency. We call these "benchmarks." Another term for benchmarks is grade-level expectations. Benchmarks or grade-level expectations are the knowledge and skills students should be acquiring in the sixth grade in order to be well prepared to meet the proficiency standards by eighth grade.

   The benchmarks for algebra are grouped together with the benchmarks for the broader mathematics assessment because algebra is not a major focus of the mathematics work which sixth-graders do.

The knowledge and skills they learn in the sixth-grade mathematics curriculum helps prepare students for the mathematics assessment; these same skills are important building blocks for the later study of algebra.

The most recent version of the proficiency report card, which was drafted in late February and based on feedback from parents and staff, does not include benchmarks. The feedback we received suggested that the benchmarks should be used as a tool for teaching, but should not be included in the report card.

9. Are these science portfolio items or performance assessments? (Benchmarks again.)

   They are the benchmark knowledge and skills which students should be mastering in grade 6 in order to be prepared to meet the science portfolio and science performance assessment proficiencies. They are grouped together because the knowledge and skills needed for these two proficiencies overlap and reinforce each other.

   As indicated above, these benchmarks are not included in the most recent draft of the proficiency report card.

10. Do parents really need to know what's on pages 4 and 6? For example, do I need to know if my child can explain the tectonic plate theory?

    We do not expect parents to be able to teach their children the topics in the curriculum. This information was included on the first draft because many parents have said they want to know what topics and skills their children are studying and whether their children are performing at grade level. We will work to find other ways to communicate this information to parents who wish to know it now that these grade-level topics and skills (benchmarks) will not be included in the report card.

11. Where are the explanations for all the science and algebra terms? Won't parents be turned off and be intimidated at parent/teacher conferences?

    It is difficult to judge what information parents want to know and how much is too much. That is why the first draft of the report card erred on the side of including more information. In the review process, we asked parents to tell us what information is most important to them and what information should be left out. If parents say they want even more information, such as explanations about the algebra and science topics, we will work at ways of communicating that information in a way that does not overburden them.

12. Why does the report card have many different formats? Shouldn't they all look the same for continuity?

13. If we are talking about proficiency, why does this report include grade level? If you are reporting proficiencies, you should use proficiencies.

14 Do we need separate reports for each grade? If so, why? Aren't all grades working toward the same proficiencies?

    The first page of the draft the Board which received was a summary report ("Performance Profile") listing the proficiencies which students have met. The rest of the draft was organized to show what knowledge and skills students should be working on in the sixth grade (benchmarks). While all grades are working toward the same proficiencies, there are different skills that are introduced and emphasized in different grades.

    The more recent draft of the report card does not show grade-level expectations (benchmarks) and is the same for all middle-school grades. Instead, benchmarks will appear in teaching tools such as curriculum guides.

15. What algebra topics are needed?

    Algebra studies are concentrated in seventh and eighth grade. A committee of teachers is refining the criteria for the algebra portfolio. This work will be completed this spring.

16. What is needed in the science portfolio? What is the "not taken" column for? Doesn't NA mean the same?

    The science portfolio will include five samples of the student's best classroom work. The students will choose the examples from their regular classroom work to show a) that they understand content in a number of different science topics, and b) that they have mastered the key thinking skills (referred to as process skills) of the middle-school science curriculum. An example of a thinking skill is the ability to apply concepts learned in class to other situations in real life. The scoring tool for the portfolio is included on page 25 of the tan-covered Rubrics and Assessment System booklet.

    The Not Applicable column (NA) would be checked by the teacher if the class has not yet covered this material.

17. Why can't they attempt these items in 6th grade?

    All of the proficiencies can be attempted in grade 6, but because the proficiencies assess knowledge and skills students should be able to demonstrate by the end of middle school, most students will actually pass most of their proficiencies in later grades.

18. There is no place for the teachers to be listed. Whom does a parent call?

    In the final draft, there will be a place for the teacher's name.

19. Where is behavior, effort and attendance listed?

    Schools currently have varying approaches as to how they report effort and behavior. This is incorporated into their regular report cards.

20. Do we really need 7 pages? Shouldn't it be simple so everyone can understand where his/her child is performing?

    The most recent draft of the report card is one legal-size page.

21. Which teacher do I contact if my child is not doing well in a specific area like the research project?

    In many schools, teachers are being encouraged to collaborate across subject areas, so that skills like research are reinforced in more than one class. We will explore this important question in looking at the report format and possibly other forms of communication.

22. How does this relate to the actual report card, GPA, and the state measures?

    Currently, different schools and even different teachers within one school often have different grading practices. One advantage of the proficiency-based report is that it is based on common standards. Those standards (the proficiencies) include the state assessments (WSAS).

23. How many parents have we tested this on? We need feedback — do they understand it?

    We are proposing to pilot the proficiency report this spring to gain experience and feedback from substantial numbers of parents, students, and staff.

24. What about the amount of record keeping for a school?

    We are working hard to align the curriculum and proficiencies, so that much of the routine record keeping teachers and schools do now will support the proficiencies. We are also exploring technological tools to facilitate record keeping.

* * * * *

Separate consideration having been requested of Items 1, 2, 4 and 8, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 1, relating to the reorganization task force for North Division High School, Director Thompson moved to accept the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 2, relating to a resolution to reinstate a full summer school program, Director Thompson moved to adopt the Committee's report with the administration directed to do everything possible to secure the most demonstratedly competent teachers for the summer school program.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 4, relating to textbook adoptions for the 1998-99 school year, Director Sinicki moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Noes—None.

Temporarily absent—Directors O'Neil and Todd—2.

Item 8, relating to responses to questions relating to student proficiency standards, was an informational report and no action was required.

COMMITTEE ON ACCOUNTABILITY/AUDIT

Director Todd presented the following report for the Committee on Accountability/Audit:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability/Audit presents the following report:

(Item 1) Presentation by Michael Rosen Regarding the Study of MPS by the Institute for Wisconsin's Future

Your Committee reports having received a presentation from Mr. Michael Rosen regarding the results of a study of MPS by the Institute for Wisconsin's Future.

* * * * *

(Item 2) Report on the Study of Systemic Reform in the Milwaukee Public Schools by the University of Wisconsin

Your Committee reports having received the following informational report from the Administration:

Administration's Report

The Administration is working with the Joyce Foundation to secure funding to support a five-year study of systemic reform in Milwaukee Public Schools. This study, to be conducted by the Wisconsin Center for Education Research, a center of the School of Education, University of Wisconsin—Madison, would concentrate on the implementation and impact of systemic reform initiatives on student achievement in the classroom, especially in the areas of math, science and communication.

The scope of the systemic reform study for the first two years by the Wisconsin Center for Education Research is proposed as follows:

Year 1

1) Accountability and evaluation systems. How well coordinated and effectively organized are the district's accountability plan and single educational plan in support of the common goals for effective teaching and student achievement?

2) Programs and reform initiatives. How well are major programs and reform initiatives targeted at improving student achievement (including, for example, Title I, School To Work, and the Urban Systemic Initiative)? To what extent are such programs and initiatives coordinated with each other and organized effectively around common goals for student achievement?

3) Goals, assessment, and curriculum alignment report. To what degree are the district's learning goals, curriculum, and assessments in agreement? For example, are any curriculum areas heavily emphasized in the curriculum, but given little attention on assessments?

4) External validation of districts curriculum. How do the MPS mathematics, science, communications and community membership curricula and assessments compare with external assessments such as the state's third-grade reading test and the Wisconsin Student Assessment System (WSAS) given in grades 4, 8 and 10?

5) Information Needs. What are the information needs to assist the district, schools, and teachers in working more effectively with MPS students to achieve the district's learning goals? The current status and plans of the district's data base will be incorporated into this report. In addition, attention will be given to what indicators of student learning and other outcomes are needed for teachers and administrators to judge if students are making adequate progress toward achieving the goals set by the district.

6) Information system and architecture. What design of hardware and software will be needed to provide a data system to meet the information needs? Attention will be given to the input and retrieval of information, what analyses will be required to conduct useful studies, and how to incorporate technological changes over the next five to ten years. Consideration will be given to linking the district's information system to other information systems to better track what happens to students once they leave the district.

Year 2

1) High stakes and incentives. What are the major high stakes and incentives which operate on schools, teachers, and students (including, for example, the high-school mathematics and writing

proficiencies, middle-school proficiencies, state's third-grade reading test, graduation requirements, college entrance exams, recently announced governor's mandates)? How are high stakes and incentives organized around common goals for student achievement?

2) School governance and decentralization. What is the relationship of centralized management to decentralized governance in the school site? What is the relationship of school-site management to the teacher's union and professional organizations?

3) Student Learning. What is the relationship between student achievement, classroom practices, and district goals? Gaps will be identified, if any exist, among what students are expected to know and be able to do, what instructional experiences students need to reach these expectations, and what students are actually learning over time.

4) Road map of information system development. What are the steps required to develop and maintain an information system which reports needed data on student progress?

5) Students who leave MPS. This will be a preliminary report of information located and produced on students after they leave MPS because of graduation, transfer, or dropping out. This report will address in some detail the drop-out rates, graduation rates, and what happens to students after they leave the system.

Dissemination of information from the study will occur as follows:

1) Technical reports by research area. These are detailed reports based on data collection and analysis which lead to research conclusions and recommendations. Technical reports will be issued two times per year.

2) Project directors' summary reports across research areas. For each round of technical reports issued two times per year, the UW–Madison project directors for this study will produce a brief report summarizing and developing conclusions and recommendations across the research areas.

3) Occasional written and verbal reports, products and consulting. The collaborative nature of the relationship between the Wisconsin Center for Education Research and MPS means that there will be communications, reports, and products, written and verbal, which will occur on an occasional and as-needed basis. One such communication might consist of a particular development or initiative.. The center will keep a log of this work and include it in the project directors' summary reports.

4) The Board of School Directors will receive reports two times per year consistent with the report times listed above.

The proposal is scheduled to go before the Joyce Foundation board at the end of this month for funding consideration. The estimated cost of the study for the first two years is $900,000.

* * * * *

(Item 3) Action on Resolution 9798R-067 by Director Hardin to Provide Budget Preparation Assistance and Educational Plan Training for Shared-Decision-Making Committees

Resolution

At its February 25, 1998, meeting, the Board referred the following resolution by Director Hardin to the Accountability/Audit Committee:

WHEREAS, there is a need for increased skills and knowledge of standard operational and capital budgeting processes among some MPS principals and their administrative staff; and

WHEREAS, There is a lack of available CPA and accounting staff to assist school principals, administrative staff, and parents on shared-decision-making committees in the preparation of budgets based on their individual schools' educational plans; and

WHEREAS, Each individual school's educational plan must be aligned with the budget for improvement for each Milwaukee public school; and

WHEREAS, The desired measurable outcomes should result in more time-efficient budget preparation, better delineation of items, and an efficient balance of budgetary items in operations and capital expenditures, including proper contingency allocations for unforeseen issues and conditions; now, therefore, be it

RESOLVED, That the MPS Department of Finance provide technical support to the parents, principals, and administrative staff of all shared-decision-making committees in budget preparation (including the eight schools exempted from the newly formatted councils); and be it

FURTHER RESOLVED, That MPS provide annual training of parents, principals, and administrative staff on shared-decision-making committees in the MPS educational plan and budget process and in general accounting procedures for the preparation and review of each school's yearly budget.

Administration's Analysis

1. The level of financial authority and responsibility borne by schools and their administrators has unquestionably grown with the expansion of decentralized funding. This has been paralleled by increased support to schools by the Finance Department in order to maintain good financial management at that level.

2. For the past several years, Finance has developed tools and increased assistance to schools in a variety of areas:

- On-line payroll processing has been provided for schools.
- An automated requisition system has been put into operation.
- On-line access to budget and ledger information is available at all school sites.
- One-on-one service to schools has been increased, including help with proper use of account codes and funds, development of spending projections, processing of internal fund transfers, and correction of any miscoded expenses.
- Finance staff participate each year in two inservice training series, making presentations to interested assistant principals and to all first-year principals on the whole range of topics affecting school finances, including the management tools available.
- Finance staff provide ongoing support and information to the School Budget Committee and to the Expanded School Budget Committee, who have developed plans to distribute funding among schools.
- Finance has established a plan whereby schools may purchase accountant time for their exclusive use, in varying amounts based on their needs.

3. Effective with the 1998-99 school year, there will be a further requirement that all schools establish councils for governance. These councils will include staff, parents, and community members. Among other matters, they will be expected to participate in financial decision making. This means a further expansion of the number of individuals who will need to make informed judgments on finance if they are to be responsible and effective decision-makers. While some of the individuals may have background in financial affairs, many will not. A definite need therefore exists to provide support and training on the basics of school budgeting and financial management to council members.

4. The administration will provide financial training and support for councils, as well as for school administrators, in the following ways:

- First, financial and budget training can be incorporated into the initial training of council members — parents, principals, staff, and community — which is already being planned to take place between June and September of this year. The training can include the relationship of the school budget and the MPS educational plan. Such training could become an annual activity, since some new council members may take office each year.

- Second, Finance Department staff will continue the efforts mentioned in No. 2. above to support and train individual schools, including assistance with budget preparation and accounting procedures.

Strategic Plan Compatibility Statement

Training in areas of financial management is imperative to a successfully run educational program.

Statute, Board Policy or Rule Statement

No Board policy is affected.

Fiscal Impact Statement

No additional fiscal impact is anticipated at this time.

Implementation and Assessment Plan

Training will continue and be added in the manner described.

Committee Recommmendations

Your Committee recommends that the Board adopt the resolution.

* * * * *

(Item 4) Recommendations Regarding a Board Policy on Fixed Asset Management (follow-up to Resolution 9798R-055 by Director Todd)

Background

1. At its regular monthly meeting on December 17, 1997, the Board referred the following resolution (9798R-55) by Director Todd to the Accountability / Audit Committee.

WHEREAS, Since 1994, the District's external auditors, Deloitte & Touche LLP, have in their annual management letter identified deficiencies in the accounting for District fixed assets; and

WHEREAS, the District's Fixed Asset Inventory threshold has recently been raised from $500 to $5,000; and

WHEREAS, This new $5,000 threshold now requires the schools, rather than Central Services, to maintain adequate records for fixed assets valued under $5,000; and

WHEREAS, Electronic equipment such as computers, VCRs, and other audiovisuals — the value of which is usually under $5,000 — is an essential part of a quality educational process; and

WHEREAS, Theft of electronic equipment has been on the rise within MPS; and

WHEREAS, The equipment is usually not insured by an outside insurance provider; and

WHEREAS, In a decentralized budget and control environment, tracing and tracking the dollars associated with theft of computers and like equipment is problematic and non-existent for the District in too many instances; and

WHEREAS, MPS needs to implement an up-to-date asset management system which will track the purchases, transfers, deletions, and lending of all fixed assets; and

WHEREAS, The lack of controls represents poor stewardship of the District's resources; now , therefore be it

RESOLVED, That MPS cease the acquisition of all computers and other electronic equipment until a comprehensive asset management system and security environment is put into place; and be it

FURTHER RESOLVED, That, prior to reinstituting the acquisition of any electronic equipment, the Administration report back to the Board on the asset management system it has selected, the security environment that will be put into place, and the time lines for implementation.

2. At its meeting on January 15, 1998, the Accountability/Audit Committee amended the resolution and voted to direct the administration to bring back to the February committee meeting an asset management plan with solutions and appropriate Board policy to implement this management system.

Administration's Analysis

3. The district has in place a mainframe asset management system (F.A.T.E. — Fixed Asset Tracking and Entry), developed in-house as a cooperative venture between the Departments of Finance and Technology, which is available to all sites to provide up-to-date information on all assets under district control.

4. The system allows for input on assets of any dollar value — both items $5,000 or more, as required by audit and state standards, and items less than $5,000 for asset management and inventory control.

5. The system was rolled out to all locations in May 1997 and contains updated information on all district fixed assets with a per-unit cost of $500 or more.

6. A recommended Board policy on fixed asset management is printed below. It requires all sites to comply with the updating of the system, to control fixed assets through tangible and intangible security procedures, and to meet reporting guidelines. Attached are fixed asset administrative guidelines.

Strategic Plan Compatibility Statement

7. The response supports the goals of fiscal responsibility and safeguarding of district assets.

Statute, Board Policy or Rule Statement

8. The provisions contained in the proposed policy and guidelines are consistent with Board Policy 4.07, Asset Protection, and current audit and Wisconsin accounting standards.

Fiscal Impact Statement

9. There is no fiscal impact: this is a codification of existing and enhanced management practices.

Committee Recommendation

Your Committee recommends that the Board adopt the following policy on fixed asset management:

FIXED ASSET MANAGEMENT

All Milwaukee Public Schools sites are required to maintain fixed asset inventory records in accordance with current administrative guidelines. The Finance Department will distribute these guidelines on a semi-annual basis, in August and April of each year.

A fixed asset is defined as a tangible asset which has a useful life greater than one year, has an initial value at or above the capitalization level, can be identified, and does not lose its identity when placed in service. Administrative guidelines may also identify portable technology worth less than the capitalization level that should be recorded as a fixed asset due to its high theft potential.

Fixed-asset data must be updated and entered into the central asset management database system within thirty (30) days of receipt. A separate file is to be maintained that contains all documentation relating to the acquisition and disposal of the assets.

The building administrator, principal, or department head is responsible for the security and proper usage of all assets under their control. Due care must be exercised through the establishment of internal controls designed to protect fixed assets against loss, theft, and vandalism. Internal controls should address the segregation and rotation of job duties, as well as the tagging, stenciling, engraving, and securing of fixed assets.

The Finance Department must report to the Board annually on the status of the District's fixed assets and on any failure to comply with the Board's policy on fixed assets.

* * * * *

(Item 5) Report on the Development of a Design Team to Address the Dropout Rate in MPS (follow-up to 9798R-060 by Director Small)

Your Committee reports having received the following informational report from the Administration.

Background

1. In December 1997, the Wisconsin Department of Public Instruction released its annual summary of dropout rates across Wisconsin. For the 1996-97 school year, Milwaukee's high-school dropout rate was reported as 13.9%. The statewide high school dropout rate was 2.7%.

2. The reported dropout rate for Milwaukee in 1996-97 reversed a four-year steady decline. The percentage of students dropping out of the Milwaukee Public Schools decreased from 17.4% in 1992-93 to 15.4% in 1993-94. The rates also continued to fall to 12.8% in 1994-95 and 9.9% in 1995-96. The 1995-96 dropout rate was the lowest in more than a decade.

3. On December 17, 1997, School Board Director Small introduced the following resolution (9798R-060):

WHEREAS, A significant number of students dropout of MPS before they graduate; and

WHEREAS, The various dropout reports issued by MPS and other agencies, such as the Department of Public Instruction, do not always agree; and

WHEREAS, This disagreement is caused by the use of different methods of counting dropouts; and

WHEREAS, It is difficult for MPS to assess the dropout problem without accurate and consistent data; and

WHEREAS, The current method of reporting does not address the cause of dropping out nor provide any information as to what happened to the students who drop out; and

WHEREAS, This information is needed to develop strategies for reducing the dropout rate; and now therefore be it

RESOLVED, That the administration review the reporting of dropouts in order to provide more accurate data and consistent information ; and be it

FURTHER RESOLVED, That the administration develop information regarding the reasons students for dropping out and their activities subsequent to dropping out.

4. To address the sudden reversal in the reported rate of students dropping out of high school, the Administration established a broadly based Design Team to develop recommendations aimed at increasing the confidence and accuracy in the reporting of dropout data and to develop specific strategies aimed at dropout prevention and intervention.

Administration's Report

5. A Milwaukee Public Schools group of high-school principals, assistant principals, and Central Administration staff has extensively studied current student dropout reporting practices in the district. Based on the review, the group has recommended some changes in the district's procedures governing the reporting of dropout data and some specific follow-up activities. The following represents a summary of the group work.

a. Findings resulting from a review of the reporting system currently employed to measure and determine the high-school dropout rate for Milwaukee Public Schools

There has been inconsistency among individual high schools and alternative/partnership schools in how and when they record and update their student membership bases, including dropouts. The inconsistency is attributed to the following:

1) Absence of clear definitions and guidelines to schools for recording and reporting data on student withdrawals from school.

2) The lack of follow-up in tracking students that are identified as dropouts to determine the validity of the withdrawal designation.

b. Recommendation for increasing the accuracy of the reported dropout rate for the Milwaukee Public Schools

The study group has identified four specific actions to help improve the accuracy and consistency of dropout data across schools and district wide. These recommended activities are:

1) Reduce and redefine the number of student status and withdrawal codes. The student status codes will be reduced from 48 to 4, and the student withdrawal codes will be reduced from 31 to 8.

2) Provide clear withdrawal instructions and inservice training for school staff members regarding reporting student withdrawal and dropout data.

3) Delay the collection of dropout data until the end of October, allowing schools more time to verify data for the school year ended.

4) Follow up yearly and over time on students who drop out of school to determine the validity of codes used by the schools.

These four recommendations will be implemented this school year.

c. An operational definition of "dropout"

Wisconsin State Statute 118.153 defines a school dropout as "a child who ceased to attend school, does not attend a public or private school, technical college or home-based private educational program on a full-time basis, has not graduated from high school and does not have an acceptable excuse under s. 118.15 (1)(b) to (d) or (3)."

For a Milwaukee Public Schools student to be designated as a dropout, the student must be identified as a dropout by the use of one of the identified status or withdrawal codes that designate a dropout. The student must have been physically present in a Milwaukee Public School during the last school year or current school year.

d. Follow-up on students who drop out of school

Follow-up activities on student dropouts will serve the following two purposes:

1) To gather data from dropouts related to the reason(s) the students drop out of school.

2) To determine the validity of the designated dropout code assigned to student dropouts. This will include requesting assistance from the last school/district of attendance.

e. 1997-1998 Student Dropout Report

1) The student dropout data reported to the Board and the public will detail different categories of dropouts (e.g., by grade, level of achievement, attendance history)

2) Report on the first survey/follow-up on the educational and vocational status on recent and past student dropouts, and a summary of the reasons contributing to their dropping out of school.

* * * * *

(Item 6) Semi-annual Report on Student Attendance

Your Committee reports having received the following informational report from the Administration.

Background

At its August 27, 1997, meeting, the Board requested that the Administration make available for review on a semiannual basis a summary of pupil attendance.

The semiannual report described below and in the attachments to your Committee's meeting of March 11, 1998, represents the attendance summary for the first semester of the 1997-1998 school year for grades K-12. The Division of Parent/Student Services compiles the monthly attendance report from pupil attendance information recorded by the schools.

In August 1998, the Administration will report to the Board the pupil attendance summary for the 1997-1998 school year. The annual summary will contain a comparison between pupil attendance for the 1996-1997 and the 1997-1998 school years.

Percent Attendance Summary — First Semester 1997-1998

High Schools	77.6
Middle Schools	86.8
Elementary Schools	93.2
Other Schools	78.7
TOTALS	88.4

* * * * *

Separate consideration having been requested of Items 2 and 6, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Item 2, relating to a study of systemic reform, was an informational report and no action was required.

Item 6, a semi-annual report on student attendance, was an informational report and no action was required.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson presented the following reports for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

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

REPORT # 1

Your Committee reports that it is continuing to review the Superintendent's proposed FY99 budget.

With respect to procedures to be followed for Board consideration of the FY99 budget, your Committee recommends that:

1. All Board member amendments to the FY99 budget be submitted in writing to the Office of Board Governance no later than 5:00 P.M., Friday, April 3;

2. Copies of the amendments be made available to the public for comment at the Board's April 8, 1998, statutory public hearing on the budget;

3. That all amendments to the FY99 budget be considered and acted upon by the Board at a special Board meeting to be held on April 28, 1998.

* * * * *

REPORT # 2

Your Committee reports that it has concluded its review of the proposed FY99 budget.

Your Committee recommends:

1. That the Board adopt the FY99 Budget for the School Operations, Construction and Extension Funds, as submitted to the Committee by the Superintendent on February 23, 1998.

2. That the Board adopt the following resolutions:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $762,913,830 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 1999 Fiscal Year; and that $146,143,905 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 1998, 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 $16,150,000 will be required for the 1999 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $7,700,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1998, 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 $7,120,371 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1999 Fiscal Year, and that $5,718,371 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 1998, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

Report #2, adoption of the FY99 budget, was ordered held at the Board level for action during the month of April.

With respect to Report #1, procedures for submitting amendments to the FY99 budget, Director Gardner moved to adopt the report.

Director Sinicki moved to amend the report as follows:

1. All Board member amendments to the FY99 budget be submitted in writing to the Office of Board Governance no later than 5:00 P.M., Friday, April 3, 1998;
2. Copies of the amendments be made available to the public for comment at the Board's April 8, 1998, statutory public hearing on the budget;
3. Amendments may be submitted after the public hearing on April 8, 1998, only if they are sponsored by at least four Board members, and these amendments must be submitted to the Office of Board Governance by Friday, April 17.
~~3.~~ 4. That all amendments to the FY99 budget be considered and acted upon by the Board at a special Board meeting to be held on April 28, 1998.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Hardin—1.

The question being on adoption of the report as amended, its was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

Temporarily absent—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; Acceptance of Donations; and Report on Administrative and School Fund Transfers

Award of Contracts

ADA REMODELING — PHASE V — BID PACKAGE 4

Division 1 — Steuben Middle School

Choice Construction Companies, Inc.
W141 N9312 Fountain Boulevard
Menomonee Falls, WI 53051

Second low bidder, Base Bid of.....$179,666
Note: Low bidder withdrew bid because of an error of omission.

Division 2 — Burroughs Middle School

T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007

Second low bidder, Base Bid of $152,700
Note: Low bidder withdrew bid because of an error of omission.

REMODELING & ADA COMPLIANCE WORK — PHASE V — BID PACKAGE 2

Moltke Academy (Formerly 68th Street School)

B & D Contractors, Inc.
1511 North 68th Street
Wauwatosa, WI 53213

Second low bidder, Base Bid of.....$610,000
Note: Low bidder did not meet HUB requirement.

MASONRY RESTORATION WORK

Jackie Robinson Middle School

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

Second low bidder, Base Bid of.....$76,700
Note: Low bidder withdrew bid because of an error of omission.

ELEVATOR UPGRADE — (Rebid)

Custer High School

Otis Elevator Co.
7331 West Dean Road
Milwaukee, WI 53223

Sole bidder, Base Bid of.....$64,663

ADDITION — PHASE I — BID PACKAGE 1

Wisconsin Conservatory of Life-Long Learning

Burkhart Construction Corporation of Milwaukee
12800 West Silver Spring Drive
Butler, WI 53007

Low bidder, Base Bid of $539,900

Authorization to Make Purchases

RFP-246 — SONET/WAN Network Services

Request for Waiver of Board Policy on Contract Length

The Administration is requesting that the Board grant a waiver to its policy #4.09, which requires contracts to be rebid after three years. Permission is being requested to issue a bid for SONET/WAN computer networking for a potential maximum of ten years (a five-year initial contract, plus five annual options to renew if prices and terms are mutually agreeable).

This project will require considerable plant construction by the successful bidder. In order to ensure reasonable costs to MPS, we recommend that the successful bidder be allowed to amortize this project over a five-year initial contract period. It is anticipated that the additional five-year renewal option would further enable MPS to secure a favorable pricing structure.

B-5220 **1 Each Chiller (F & M Div. for South Div.)**

Recommend authorization to purchase one chiller totaling $128,463.00 from the low bidder, The Trane Company.

	Bidder	Bid With Chosen Options	Terms
	Trane Co.	$128,463.00	Net
	Vyron Corp.	135,475.00	1-1/4 %
(Alt)	Vyron Corp.	140,100.00	Net
	Carrier Corp.	147,585.00	Net
(Alt)	Vyron Corp.	152,575.00	Net
	McQuay Internat'l.	155,185.00	1% – 10 days
(Alt)	Vyron Corp.	158,202.00	Net

SS-407 **15 Apple Computers and Software (Milw. Trade & Tech.)**

Recommend authorization to enter into Apple's zero percent, two-year lease-purchase to acquire 15 Macintosh model G3 computers, 1 file server, and various computer memory upgrades, totaling an estimated $54,000.

Also recommend authorization to purchase 5 zip drives, 1 digital camera, 1 36-inch printer, software, and purchase and installation of various networking items, totaling an estimated $16,000.

Funds from the Superintendent's Graphic Arts budget will be used. All of the items are for the Printing Technology lab at the school.

SS-408 **91 Apple Laptop Computers (Division of Special Services Center)**

Recommend authorization to purchase 91 Apple Macintosh laptop computers with modems for M-team diagnostic staff; 11 Macintosh G3 computers, 5 MPS Enterprise model Mac computers, and 16 printers to be compatible with the building's network; 7 laptop computers and 3 color printers for assistive learning classes; and software licensing and other related items, totaling an estimated $314,000.

Federal funding is from the Division of Special Services budget.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of February 28, 1998:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School	$709,711,816	$3,400,000	$713,111,816	$365,308,712	$347,803,104	51.2%
Categorically	75,906,479	21,465,847	97,372,326	41,926,301	55,446,025	43.1%
School Nutrition	25,382,268	0	25,382,268	14,808,004	10,574,264	58.3%
Construction	14,200,000	11,121,991	25,321,991	14,258,646	11,063,182	56.3%
Extension	6,889,122	0	6,889,122	6,209,919	679,203	90.1%

B. Statement of Expenses as of February 28, 1998:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School	$709,711,816	$18,347,014	$728,058,830	$438,900,735	$289.158,095	60.3%
Categorically	75,906,479	24,553,029	100,439,508	51,430,238	49,009,270	51.2%
School Nutrition	25,382,268	21,833	25,404,101	15,319,273	10,084,828	60.3%
Construction	14,200,000	21,510,107	35,710,107	24,499,998	11,210,109	68.6%
Extension	6,889,122	46,306	6,935,428	4,607,657	2,327,771	66.4%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.
(2) Encumbrances and expenditures included through February 28, 1998, and payrolls through February 20, 1998.

The monthly expenditure control report has been attached to the minutes of your Committee's meeting of March 16, 1998.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Barbara Lauby	$50	Typewriter
Allen-Field	Ameritech	$4,000	Library Media Center
Bell	Ameritech	$4,000	Enhance math, science and careers
Clarke	Richard Hirschboeck	$3,000	General use
Garden Homes	SDC	TBD	250 boxes Swiss Creme Cookies
Grand Avenue	Dawn Overbeck	$1,000	Kimball organ

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Grantosa	PTA	$684	Star Skating

Hampton	PTO	1514	Accelerated Reader Libraries
Hayes	St. Paul's Luth. Church	$200	General school use
LaFollette	Land's End	$375	Clothing for needy families
Lowell	Milwaukee Foundation	$500	Grant
MacDowell	PTA	$2,200	RIF — Purchase books
Malcolm X	Ameritech	$4,000	Academic incentives
MHSA	Thousand Hills Fdn.	$500	Donation — Theatre Festival
MHSA	Miller Brewing Co.	$2,500	Donation — Theatre Festival
MHSA	Wisconsin Energy Corp	$3,850	Matching grant — Theatre Festival
Morse	Jensen Equipment Co.	$645	Pipe cutter, die set, basin, reamer, oil
MPS — Recreation	Milwaukee Brewers	$1,015	Recreation activity
Silver Spring	PTA	$500	RIF
Silver Spring	Associated Bank	$200	Fifth- and sixth-grade trip
Starms ECC	Steve Neill Memorial Fund	$787	Purchase books
Walker	Potawatomi Bingo	$300	Attendance lottery
Walker	Milwaukee Bucks	$50	Attendance lottery
Walker	Layton State Bank	$80	Attendance lottery — Admirals tickets
Walker	Milwaukee Admirals	$40	Attendance lottery — Admirals tickets
WCLL	Roseann Lococo	$350	Clothing, shoes for indigent students

Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached. This is an informational report, and no action is required.

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.

4. Accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

* * * * *

(Item 2) Action on Two Contracts (Window Replacement at Robinson Middle School, and Electrical Work at the 39th Street Service Building) Referred Back to Committee by the Board on February 25, 1998

At its meeting on February 25, 1998, the Board referred the following contracts, which were recommended by the Superintendent for approval, back to the Finance/Personnel Committee:

WINDOW REPLACEMENT

Division 2 — Jackie Robinson Middle School

Simmons Building Products, Inc.
12100 W. Dearbourn Avenue
Wauwatosa, WI 53226

Low bidder: Base bid of $392,395, plus $25,750 for Mandatory Alternate
Bid 1 to replace all exterior doors and frames, for a total contract of.....$418,145

ELECTRICAL WORK

Thirty-ninth Street Service Building

Craf-Tron Electric, Inc.
1321 Waterville Lake Road
Oconomowoc, WI 53066

Low bidder: Base bid of.....$64,990

Committee Recommendation

Your Committee recommends that the Board award the contracts.

Your Committee further recommends that:

1. For future contracts, the Administration supply information regarding the impact of the size of the company, the status of the business (e.g., whether it is family-owned), and whether there are any subcontractors involved; and

2. The Administration seek a City Attorney's opinion as to what the court parameters have been that have exempted small firms.

* * * * *

(Item 3) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Affirmative Action Report

Approval of Classified Personnel Transactions

1. In accordance with action taken by the Board on August 1, 1971 (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments—Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers and school psychologists, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

4. Affirmative Action Report

The affirmative action report for February 1998 has been attached to the minutes of your Committee's meeting of March 16, 1998.. 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 below.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Steven Ceasar 98 School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	02-18-
Jeanetta DeLeon 98 School Nutrition	Clerk Typist I $14,480.00/yr.	02-17-
	PROMOTIONS	
Ozell Cox 98 Parent/Student Serv.	Transportation Assistant $33,059.52/yr.	02-16-
Paula Chartier 98 School Nutrition	Food Service Manager Trainee $8.54/hr.($11,417.98/yr.)	02-18-
Alfonso Davis 98 School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	02-18-
Brenda Reimer 98 Warehouse & Dist. Serv.	Material Handler I $28,238.66/yr.	02-23-
Lyn Smith 98 Milwaukee Tech.	School Secretary I $16,562.89/yr.	03-04-
Deborah Stephens 98 65th	School Secretary I $16,562.89/yr.	03-04-
Jessie Stephenson 98 Hawley	Food Service Manager I $14,659.46/yr.	02-19-
Kathy Thornton 98 Finance	Account Clerk I $26,314.60/yr.	02-23-
Lisa Warner 98 River Trail	School Secretary I $16,562.89/yr.	03-04-
Martha Washington 98 Warehouse & Dist. Serv.	Material Handler III $36,003.24/yr.	02-23-

REINSTATEMENTS

Karen Baumbach 98 Milw. Spanish Immersion	School Secretary I $13.15/hr.($10,520.00/yr.)	02-23-

CHANGES IN STATUS

Arlene Gilbert 98 Vincent	School Secretary I $16,562.89/yr.	02-19-
Gladys Harris 98 Thoreau	Handicapped Children's Assistant $12,301.67/yr.	02-18-

Shirley Stringer Edison	School Secretary I $16,562.89/yr.	02-19-98
Verna Vines Sherman	Handicapped Children's Assistant $12,301.67/yr.	02-17-98
Melonese Wilkerson Sherman	Handicapped Children's Assistant $12,301.67/yr.	02-17-98

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers —Schedule 01	Division	Salary	Years of Experience Credit	Start Start
nr	Leonardo A. Alvarez Social Studies	B	$24,684	0	1/26/98
r	Beth A. Badura Grade 5	B	$24,684	0	1/26/98
r	Jennifer C. Bathrick Guidance	C	$30,682	2	1/26/98
nr	Jennifer L. Bault Math/Biology	B	$24,684	0	1/26/98
r	Curtis Bretall Science	B	$24,684	0	1/26/98
r	Pauline A. Briggs Gr. 4	B	$24,684	0	1/29/98
r	Jodi A. Brown Grade 1	B	$24,684	0	2/12/98
r	Katherine Childs Gr. 3	B	$24,684	0	1/26/98
nr	Jennifer B. Collin Math	B	$24,684	0	1/26/98
r(a)	Iris M. Colon Bilingual E.D./Upper Elementary	B	$33,324	7	2/9/98
r	Andrea M. Davis ED	B	$24,684	0	12/4/97
3,r	Esther Ederesinghe Grade 2	B	$33,324	7	2/4/98
r	Rachel Edwards Gr. 2	B	$24,684	0	1/23/98

nr(b)	Nora E. Eibl C.D./L.D. Autism	C	$40,445	9	1/29/98
r	Toye J. Ekunsanmi Biology/Chemistry	B	$24,684	0	1/26/98
r	Larry D. Farris Math	B	$24,684	0	1/26/98
r	Gloria Franco Grades 1-6 (Bilingual)	B	$24,684	0	2/2/98
nr	Holly L. Frank Head Start	B	$24,684	0	1/28/98
r	Peggy M. Gaitan Elementary/Bilingual	C	$27,893	0	4/1/98
r	Renae L. Garstecki Gr. 2 SAGE	C	$27,893	0	1/26/98
r	Todd Genke Physical Education	B	$24,684	0	11/6/97
nr	Shirley A. Gilbert Dance	B	$25,919	1	1/26/98
r	Kimberly A. Glazewski EC:EEN	B	$24,684	0	1/26/98
r	Jennifer R. Golden Science	B	$24,684	0	1/23/98
r	Kristin M. Grover Grade 1	B	$24,684	0	1/30/98
nr	Mary S. Haggerty Speech/Language Pathology	B	$24,684	0	1/1/98
r	Thomas G. Haslett Art	B	$24,684	0	1/23/98
r	Michael Hauser Learning Disabilities	B	$24,684	0	1/22/98
r	Joseph Hill Gr. 4	B	$24,684	0	2/6/98

r	Matthew T. Hoelscher English/Science	B	$24,684	0	1/26/98
r	Mary H. Janti Upper Elementary	B	$24,684	0	1/26/98
r(a)	Paul L. Jelenchick English/Upper Elementary	E	$47,060	17	2/17/98
r	Daniel A. Kartz Grade 4	B	$24,684	0	1/23/98
r(b)	Rebecca A. Kassulke C.D.	BB	$31,101	4	2/10/98
r	Heather R. Kehl SAGE	B	$24,684	0	1/6/98
r	Amy E. Kotas Art	B	$24,684	0	1/26/98
r	Maria M. Lafosse Upper Elementary	B	$24,684	0	1/26/98
r	Claudia Ledesma Gr. 2 Bilingual	B	$24,684	0	1/19/98
r	Daphne D. Little Grade 3/4	B	$24,684	0	1/23/98
r(a)	Kathy Y. Loechler LD Diagnostic	D	$34,953	4.5	1/5/98
nr	Linda R. McTrusty Gr. 2 SAGE	B	$24,684	0	11/10/97
r	Dale Medrano Physical Education	B	$24,684	0	2/4/98
r	Juan C. Mejia Spanish/History	B	$24,684	0	2/17/98
r	Martha Miles K5 High Scope	B	$24,684	0	1/12/98
r	Diane M. Mudgett Math/Science	B	$24,684	0	1/26/98
nr	AnnMarie Obernberger Kindergarten	B	$24,684	0	1/30/98

r	John J. Pajot English/Social Studies	B	$24,684	0	1/23/98
r	Norma Quiles Kgn. Bilingual	B	$24,684	0	10/27/97
r(b)	Wanda J. Raven Biology/Broadfield Science	BB	$36,285	11	8/26/97
r	Renata D. Reinke Elementary Art	B	$24,684	0	1/26/98
nr	Andrew C. Reiser Physical Education	B	$24,684	0	1/26/98
r	Jennifer K. Robrahn Kindergarten	B	$24,684	0	1/28/98
r	Maria Rupcich K4	B	$26,752	0	1/23/98
r	John W. Sevedge Gr. 5	B	$30,855	5	1/23/98
r	Nicole Skaar Gr. 1-8 Bilingual	B	$24,684	0	1/26/98
r	Jim S. Spector Art	B	$24,684	0	1/26/98
r	Catherine Sticha SAGE Gr. 2	B	$24,684	0	1/23/98
r	Amy Jo Styers Music	B	$24,684	0	1/26/98
nr	Dana K. Thome Grade 1	B	$24,684	0	2/4/98
r	Marina C. Toruno Foreign Language Elementary	B	$24,684	0	11/18/97
r	Choua Cha Vang Math	B	$24,684	0	1/26/98
r	Jennifer L. Wildt Grade 2 (SAGE)	B	$24,684	0	1/23/98
r	Kifle Y. Wodajo Broadfield Social Studies	B	$24,684	0	1/26/98

r	Daniel Xiong Upper Elementary	B	$25,919	1	2/9/98
r	Kristen A. Zarob Math/Computers	B	$24,684	0	1/26/98
r	Mary B. Zeise Grade 1	B	$24,684	0	1/26/98
nr	Donna M. Zolinski Upper Elementary	B	$24,684	0	1/26/98

Approval Of Certificated Appointments — School Psychologist

	School Psychologist	Salary	Years of Experience Credit	Start Date
r	Erika S. Brooks	$34,410	0	1/05/98

Approval Of Certificated Appointments — School Social Workers

	School Social Work	Salary	Years of Experience Credit	Start Date
r	Larry Ellis	$35,077	0	1/26/98
r	Jodena M. Searl-Wnorowski	$35,077	0	1/12/98

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 CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to January 23, 1998:		
Sarah Disi	Hawley	November 18, 1997
Hilda Saunders	Forest Home	January 26, 1998
Rebecca Trayser	Fratney	August 26, 1997
Personal Leave, to June 15, 1998:		
Jean Acevedo	North	January 26, 1998
Extension of Illness Leave, June 15, 1998:		
Shirley Bowders	Leave	January 26, 1998

CURTAILMENT OF LEAVE:

Mark Douglas — Rescinded a personal leave that was granted from January 26, 1998, through June 15, 1998

* * * * *

(Item 4) Action on Recommended Nominations to the Board of Directors of the Milwaukee Public Schools Foundation, Inc., and Follow-up Report to Resolution 9798R-062 by Director Hardin to Provide for Parent Representation on the Board of Directors of the Milwaukee Public Schools Foundation, Inc.

Administration's Analysis

1. At its meeting on November 25, 1997, the Board authorized the Superintendent to take all necessary steps to establish a Milwaukee Public Schools Foundation as a non-profit corporation for education and charitable purposes. At its meeting on December 17, 1997, the Board approved the Articles of Incorporation for the Milwaukee Public Schools Foundation. Early in January 1998, the State of Wisconsin issued the Certificate of Incorporation for the Foundation under the provisions of Chapter 181, the Wisconsin Nonstock Corporation Law. Application has also been made to the Internal Revenue Service for tax-exempt status for the Foundation in accordance with Section 501(c)(3) of the Internal Revenue Code.

2. Chapter 181.20 of the Wisconsin Nonstock Corporation Law states that a board of directors must be established to manage non-profit corporations, and that the number of directors of a corporation shall not be less than three. It is anticipated that the board of directors for the Milwaukee Public Schools Foundation, Inc., will consist of 21 to 25 members. Two of the members of the Foundation's board will be members of the Milwaukee Board of School Directors. The members of the Foundation's board of directors are nominated by the Superintendent of Schools and confirmed by the Milwaukee Board of School Directors.

3. At its meeting on December 17, 1997, the Board approved the Superintendent's initial nominations to serve on the Board of Directors of the Milwaukee Public Schools Foundation, Inc. They are:

r*	Christine Sinicki	Milwaukee Board of School Directors
r	Sandra Small	Milwaukee Board of School Directors
r	James Hall	Attorney, Hall, Patterson & Charne
Ex-officio (non-voting) members:		
r	Alan S. Brown	Superintendent of Schools
r	Erbert Johnson	MPS Director of Finance, Treasurer of the Milwaukee Public Schools Foundation, Inc.
r	Kathleen Kirchhoff	Acting Executive Director of the Milwaukee Public Schools Foundation, Inc.

* See key below.

4. At its meeting on February 25, 1998, the Board took action on Resolution 9798R-062 by Director Hardin regarding parent representation on the Foundation's board. The Board of School Directors voted to have a special category of MPS parent represented on the MPS Foundation board and that the number of parents not be greater than four.

5. The Superintendent is recommending the following people to serve on the Foundation board:

r	Ms. Paulette Copeland	Teacher, Clemens Elementary School and President of the MTEA
r	Ms. Daisy Cubias	Community representative
nr†	Mr. Harry Franke	Cooke & Franke, S.C.
r	Mr. John Goldstein	Milwaukee County Labor Council, AFL-CIO
r†	Ms. Bev Greenberg	Time Warner Cable
r	Mrs. Vicki Hach	Parent, Bruce Elementary School
nr†	Mr. David Meissner	Public Policy Forum
r	Mrs. Gloria Newton	Parent, North Division High School
r	Ms. Vel Philips	Community representative
r	Ms. Tina Ramos	Parent, Riley Elementary School
nr†	Mr. Timothy R. Sheehy	Metropolitan Milwaukee Association of Commerce

r	Mr. Michael Sonnenberg	Principal, Pulaski High School and President of ASC
r	Ms. Roxanne Starks	Parent, Milwaukee School of Languages, and President of the Milwaukee City Council PTA, PTSAs, Inc.
r	Ms. Carolyn Vargo	Teacher, Juneau High School
r†	Mr. Charles Wallace	Chief Executive Officer, Steeltech Manufacturing Inc.

r — resident
nr — non-resident
† — Business/organization represented is located within the City of Milwaukee

6. Additional nominations will be presented for Board confirmation in the future.

Strategic Plan Compatibility Statement

7. The recommendations are compatible with the Board's goals of increasing student achievement and equity.

Statute, MPS Policy, or Board Rule Implication Statement

8. The Milwaukee Public Schools Foundation, Inc., follows the provisions of Chapter 181, The Wisconsin Nonstock Corporation Law, and Section 501(c)(3) of the Internal Revenue Code, which cover non-profit corporations.

Fiscal Impact Statement

9. The initial start-up of the Foundation will be funded through the existing budget.

Implementation and Assessment Plan

10. The first meeting of the Foundation's board will be held in April 1998. The Foundation will elect officers and adopt bylaws.

The Milwaukee Public Schools Foundation will issue an annual report.

Committee Recommendation

Your Committee recommends that the Board approve the following nominations to the Board of Directors of the Milwaukee Public Schools Foundation, Inc.:

r	Ms. Paulette Copeland	Teacher, Clemens Elementary School and President of the MTEA
nr†	Mr. Harry Franke	Cooke & Franke, S.C.
r	Mr. John Goldstein	Milwaukee County Labor Council, AFL-CIO
r†	Ms. Bev Greenberg	Time Warner Cable
r	Mrs. Vicki Hach	Parent, Bruce Elementary School
nr†	Mr. David Meissner	Public Policy Forum
r	Mrs. Gloria Newton	Parent, North Division High School
r	Ms. Vel Philips	Community representative
r	Ms. Tina Ramos	Parent, Riley Elementary School
nr†	Mr. Timothy R. Sheehy	Metropolitan Milwaukee Association of Commerce
r	Mr. Michael Sonnenberg	Principal, Pulaski High School and President of ASC
r	Ms. Roxanne Starks	Parent, Milwaukee School of Languages, and President of the Milwaukee City Council PTA, PTSAs, Inc.
r	Ms. Carolyn Vargo	Teacher, Juneau High School
r†	Mr. Charles Wallace	Chief Executive Officer, Steeltech Manufacturing Inc.

r — resident
nr — non-resident
† — Business/organization represented is located within the City of Milwaukee

* * * * *

(Item 5) Action on the report and Recommendations of the Special Committee on Available Facilities

TO THE COMMITTEE ON FINANCE/PERSONNEL:

Your Special Committee on Available Facilities presents the following report of its meeting held on March 12, 1998

Committee Report

The meeting opened at 11:05 AM with a 4-0 vote. Committee members present were John Gardner, Chair; Sebastian Riccobono, who was appointed by the President of the Board; and Larry Lenox and Michael Turza, who were appointed by the Superintendent. Also present were Board Member Christine Sinicki, MPS staff Edward McMillian, and MTEA staff Robert Anderson.

The Committee agreed to the following goal:

To identify and report to the MPS Board potentially available sites and facilities and to conduct preliminary analyses of feasible acquisitions and preparation to meet the following goals, in the following order:

1. Availability of elementary and middle schools and classes to families in over-crowded communities
2. Expansion of full-day K5 opportunities for Milwaukee parents
3. Reduction in class size
4. Expansion of over-subscribed educational programs for families in over-crowded communities
5. Other priorities, such as:
    - Speciality rooms such as music or art space
    - Expansion of 4K
    - Reduction in transportation costs

Larry Lenox pointed out that the identification and recommendation of available facilities may require meshing with the Superintendent's current initiative to identify locations for the construction of new schools, pending available federal and other funding.

The Committee agreed to the following process to carry out the goal:

- Michael Turza will report the over-crowded enrollment areas.
- Larry Lenox will assign Vickie Hill at 475-8182 to keep a database of all potential facilities, whether reported by owner/managers of the facilities themselves or by other interested parties. Ms. Hill will keep a database of all inquiries, send out a preliminary qualifications questionnaire, and file responses to the questionnaire for future consideration by the Committee.
- John Gardner will coordinate an outreach effort with the Superintendent to notify all prospective owners and managers of potentially available facilities, with the assistance of the Interfaith Conference of Greater Milwaukee, the United Way of Greater Milwaukee, 4C's of Milwaukee, Day Care Advocates of Milwaukee, Parents Advancing Values in Education, MPS principals, notices posted in all MPS schools, and voluntary assistance from real estate brokers.
- The Committee will qualify facilities that members judge meet the goal and priorities as stated above; report all considered facilities, and recommend those facilities for additional investigation to the Personnel and Finance Committee in executive session and then to the full Board in executive session.
- The Superintendent will then be responsible for investigating facilities for possible inclusion in immediate and long-range MPS capital, educational, and strategic plans.

- Sebastian Riccobono will present stated goal, priorities, and objectives to the Personnel and Finance Committee meeting on Monday, March 16, 1998, for approval or recommended amendment.
- Pending approval of the presented goal, priorities, and objectives by the Personnel and Finance Committee, the Committee will develop a timetable to submit comprehensive listings of available facilities no later than the May Board meeting for inclusion in Board strategic planning.
- All future meetings of the Special Committee on Available Facilities will be noticed for executive session, to permit consideration of possible facilities.

By a 4-0 vote, the committee adjourned at 12:00PM.

Submitted by John Gardner

Committee Recommendation

Your Committee recommends that the Board accept the report.

* * * * *

(Item 6) Action on Recommended Administrative Appointments and Promotions from February, held in Committee on February 16, 1998

Note: This report was resubmitted, having been held in Committee at the February 16, 1998, meeting of the Finance/Personnel Committee.

Superintendent's Recommendation

The Superintendent recommended that 1) the name of Cynthia Gallant be deleted from the list below, and 2) the remaining individuals be promoted or appointed to the classifications indicated, effective upon assignment following approval by the Board:

2(r)	Cynthia Gallant	Manager, Certificated Staffing Department of Human Resources	Schedule III, Range 12A $79,824
2(r)	Mary Mitchell	Assistant Principal Washington High School	Schedule III, Range 12Y $62,042
5(r)	Jodeen Treutel	Assistant Principal Grant Elementary School	Schedule III, Range 10Z $52,507
5(nr)	Beverly Bell	Assistant Principal Hawthorne Elementary School	Schedule III, Range 10Z $61,107
2(r)	Erica Hendricks	Assistant Principal Hartford Elementary School	Schedule III, Range 10Z $52,507
4(r)	Janine Graber	Assistant Principal Lincoln Avenue Elementary School	Schedule III, Range 10Z $50,757
2(r)	Cheryl Colbert	Assistant Principal MacDowell Elementary School	Schedule III, Range 10Z $45,505
2(r)	Andrea McClinton	Assistant Principal Sherman Elementary School	Schedule III, Range 10Z $61,107
5(r)	Kenneth Black	Controller Department of Finance	Schedule III, Range 11A $72,403
5(r)	Susan Ramstack	Manager of Pupil Transportation Services, Department of Parent and Student Services	Schedule III, Range 10A $52,673

5(r)	Therese Hrica	General Accounting Supervisor Department of Finance	Schedule III, Range 8A $45,524
5(nr)	James Olson	Insurance & Safety Specialist Division of Insurance and Risk Management	Schedule III, Range 5A $37,565
2(r)	Glenn Ross	Accountant I Department of Finance	Schedule III, Range 3A $31,350

Committee Recommendation

Your Committee reports that a motion to approve the appointments and promotions failed of adoption on a 3-1 vote.

* * * * *

(Item 7) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

2(r)	Clark Lovell, Jr.	Director Department of Educational Services	Schedule III, Range 16A $96,305
2(r)	Milford Moffett, Jr.	Principal Hamilton High School	Schedule III, Range 15Y $76,132
5(r)	Frederick Schroedl	Assistant Principal Milwaukee Trade and Technical High School	Schedule III, Range 12Y $68,560
2(r)	Diane White	Assistant Principal Douglas Community Academy	Schedule III, Range 11Z $56,008
5(r)	Donald Wojczulis	Assistant Principal Lancaster Elementary School	Schedule III, Range 10Z $43,414

* * * * *

Separate consideration having been requested of Items 4, 6 and 7, on the motion of Director Small, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 4, relating to nominations to the Board of Directors of the Milwaukee Public Schools Foundation, the Superintendent requested that Thomas Scherard from Time Warner Cable replace Bev Greenberg.

Director Thompson moved to adopt the Committee report, with the name of Thomas Scherard inserted in place of Bev Greenberg.

Director Thompson moved to amend the Committee report by adding the name of Daisy Cubias.

The amendment was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Voting "present"—Director Hardin—1.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Braun moved that the Board retire to executive session to consider Items 6 and 7, under the provisions of Wisconsin Statutes 19.85 (1) (c).

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 8:20 PM.

The Board reconvened in open session at 9:08 PM.

With respect to Item 6, administrative appointments and promotions from February, Director Thompson moved to approve the Superintendent's nominations, with the exception of Cynthia Gallant, who had withdrawn.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—Director Todd—1.

With respect to Item 7, administrative appointments and promotions for March, Director Braun moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

Voting "present"—Director Sinicki—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 31 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of February 23, 1998, at 9:30 AM, 11:00 AM, and 2:00 PM (2); February 25, 1998, at 11:00 AM; February 26, 1998. at 9:30 AM and 2:00 PM; February 27, 1998, at 9:30 AM; March 02, 1998, at 9:30 AM and 11:00 AM (2); March 03, 1998, at 9:30 AM; March 05, 1998, at 9:00 AM and 2:00 PM; March 09, 1998, at 9:30 AM and 11:30 AM; March 10, 1998, at 9:00 AM, 9:30 AM, 11:00 AM, and 2:00 PM; March 11, 1998, at 11:00 AM, 12:30 PM, and 2:00 PM; March 12, 1998, at 9:30 AM, and 11:00 AM; March 13, 1998, at 9:00 AM; March 16, 1998, at 9:30 AM, 11:00 AM, and 2:00 PM; March 17, 1998, at 11:00 AM and 2:00 PM; and March 18, 1998, at 9:30 AM.

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

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Thompson and President Fisher—6.

Noes—Directors Hardin, Small and Todd—3.

* * * * *

COMMUNICATIONS AND PETITIONS

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

(Item A) Communication from Warren Newman thanking Board members for meeting with him.

Received and ordered placed on file.

(Item B) Communication 9798C-021 from Florian Oberhauser Regarding Pension Matters.

Referred to the Finance/Personnel Committee

(Item C) Communication 9798C-022 from James Duncan Requesting that a Group of Edison Middle School Students be Allowed to Address the Board or a Board Committee on the High School Admissions Policy

Referred to Innovation/School Reform Committee.

* * * * *

RESOLUTIONS

Resolution 9798R-069

By Director Todd:

WHEREAS, American College Testing Inc. (ACT) has developed the Work Keys system of workplace skills assessment and reporting as an educational tool that links the classroom to the workplace, allowing educators and employers to work together in preparing students for the world of work; and

WHEREAS, The Work Keys system encompasses a complete spectrum of job analysis, assessment, instructional support, reporting, and training services; and

WHEREAS, Work Keys measures skills in applied mathematics, applied technology, listening, writing, locating information, observation, reading for information, and teamwork; and

WHEREAS, The Work Keys system includes instructional materials for schools and a process for businesses to profile specific jobs according to what skill levels are required; and

WHEREAS, The Work Keys assessments are criterion-referenced, measuring a person's performance on the assessment not against others who have taken the assessment, but against an established skill scale; and

WHEREAS, Unlike aptitude tests, Work Keys provides a way for students who have been tested to improve their skills;

WHEREAS, Four states and a number of cities nationwide are currently using Work Keys to assess and report their students' job-skills levels, use of the system having increased by 41% last year; and

WHEREAS, The National Association of Secondary School Principals has made three of the eight Work Keys assessments a requirement for students who post their records on SCRIBE, a new on-line job service; and

WHEREAS, For the Work Keys system to be fully effective, Milwaukee Public Schools must work to get local and state government, business, and industry involved in its use; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instruct the Administration to investigate the Work Keys system to determine whether its implementation might benefit the students of the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the Administration be instructed to investigate possible strategies to form a partnership among MPS, state and local government, and state and local business and industry to promote the implementation and use of the Work Keys system; and be it

FURTHER RESOLVED, That the Administration report back to the Board the results of its investigation and the process and cost of implementing use of the Work Keys system, including strategies to obtain possible funding for this program from:

1) Federal, state, and local government workplace and educational grants and initiatives;

2) Private educational foundations; and

3) Business and industry.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-070

By Director Todd:

WHEREAS, The high academic standards adopted by the Board apply to all students in the district; and

WHEREAS, There is need for a unified approach to curriculum to ensure that all students achieve these high standards; and

WHEREAS, The scope and sequence of the courses of instruction for all MPS students, which once formed the basis of instruction in the district, have recently fallen into disuse; and

WHEREAS, The problem of high student mobility and its effect on achievement can be addressed in part by a unified approach to curriculum; now, therefore, be it

RESOLVED, That the Administration develop a plan for a comprehensive curriculum across all subject areas; and be it

FURTHER RESOLVED, That this plan be presented to the appropriate Committee of the Board no later than six months after the adoption of this resolution.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-071

By Director Todd:

WHEREAS, The Greater Milwaukee Education Trust has produced misinformation which has provided an inaccurate picture of the Milwaukee Public Schools (MPS); and

WHEREAS, The Greater Milwaukee Education Trust has demonstrated a lack of understanding of and insight into basic issues in urban education and the related distress factors which school children must cope with on a daily basis; and

WHEREAS, The Greater Milwaukee Education Trust has been outclassed and countermanded in objective and independent studies and analyses of what truly has been going on within public education and within MPS by: 1) The Institute for Wisconsin Futures study of the true nature of the dollar increase in MPS spending revenues; 2) The Education Week analysis of urban environmental distress factors which clearly shows where the responsibility for student achievement truancy and dropout statistics lie; 3) The Federal Reserve Policy Review, Princeton Research, of the positive impact of the MPS RISE school efforts, such as lower class size on underachieving students of color, and summer school for failing children; 4) Dennis Redovich's research on the nature and essence of achievements, truancy and dropouts in MPS; 5) Jonathan Coleman's study on Milwaukee as one of the most racist cities in the nation and the impact of racism on the lives of children of color in this city; and 6) The Panel of National Experts On Reading & Literacy conclusions that direct systematic phonics (which is largely missing from MPS curriculum) is essential to producing reading achievement; and

WHEREAS, The report card data provided by MPS has been misinterpreted, misunderstood, and misused for political purposes; and

WHEREAS, The Greater Milwaukee Education Trust has failed to address the numerous distress factors and urban issues which should be addressed in order to make a positive impact on the lives of and learning opportunities for children in our city; and

WHEREAS, The Greater Milwaukee Education Trust has demonstrated a lack of understanding of MPS with respect to dropouts; class size; Maslow's hierarchy of needs as it relates to poverty class children, particularly poverty class children of color; urban poverty distress factors like employment opportunities, housing, teen pregnancy, crime and street violence; livable wage opportunities; and the intricate nature of the school district's finances in coping with the distress factors children bring to school; and

WHEREAS, District schools currently contract with the Greater Milwaukee Education Trust for approximately $300,000 worth of parent services, much of it with unauthorized Title I funds and much of it used for political purposes against the district itself; and

WHEREAS, Currently MPS contracts with the Greater Milwaukee Education Trust for a School Expo Fair at MECCA which has had a negligible impact on students and parents in securing first choice of schools and where the Board has received negative comments and complaints from parents and students about the operations and professionalism of the School Expo; and

WHEREAS, Employees of the Greater Milwaukee Education Trust have advocated before the Board for a curriculum that would lead to the miseducation of children of color about the true nature and history of the continent of Africa, its people and their culture; and

WHEREAS, Employees of the Greater Milwaukee Education Trust have advocated before the Board for this spurious curriculum with religious cult members and leaders; and

WHEREAS, The Greater Milwaukee Education Trust appears to be more interested in establishing Charter and Choice Schools than it is in helping public education or in helping MPS deal with the urban environmental distress factors with which it must cope; and

WHEREAS, The Greater Milwaukee Education Trust has misused and misinformed the public school children of MPS before the Board in attempts to further its political agenda; and

WHEREAS, This must cease and desist as it may be interpreted as a misappropriation of federal monies for political purposes; and

WHEREAS, These expenditures of Title I funds for non-classroom activities may be deemed inappropriate and a misallocation of federal government funds; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors prohibit schools from contracting directly with the Greater Milwaukee Education Trust or any other vendor who does business with two or more schools without first coming to the Board for approval; and be it further

RESOLVED, That the Board prohibit pass-through services to schools whereby outside agencies or community based organizations (CBOs) are paid to provide services to schools with monies that should be going directly to the schools and to the classrooms; and be it further

RESOLVED, That all Title I fund expenditures be brought to the Board annually for approval; and be it further

RESOLVED, That annual expenditures by any school to a single vendor be limited to $5,000 without coming to the Board for approval; and be it further

RESOLVED, That the combined annual expenditure for all schools to a single vendor be limited to $10,000 without coming to the Board for approval; and be it further

RESOLVED, That the Board prohibit any payments to vendors and outside CBOs for political activities involving any MPS school or the districts; and be it further

RESOLVED, That MPS host its own School Expo Fair; and be it further

RESOLVED, That MPS take over all other activities and functions that the Greater Milwaukee Education Trust supposedly performs for the Board of School Directors; and be it further

RESOLVED, That the administration provide the Board with an itemized list of activities that the Greater Milwaukee Education Trust supposedly performs for the district along with the associated cost and sources of funding associated with each activity.

Referred to the Finance/Personnel Committee.

Resolution 9798R-072

By 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.

Referred to the Finance/Personnel Committee.

Resolution 9798R-073

By Directors Thompson, Gardner, and Todd:

WHEREAS, The Hartford Avenue School, located in the heart of the East Side on the UWM campus, is ideally situated to attract a racially and internationally diverse student body seeking a challenging curriculum; and

WHEREAS, In recent years, by contrast, Hartford Avenue has drawn a decreasing number of students from its attendance area—declining from 86 to 56 (out of 625 students) between 1995 and 1997—such that a school that met the MPS standard for racial diversity in 1995 no longer does; now, therefore, be it

RESOLVED, That the MPS Administration prepare a plan to utilize the Hartford Avenue School building for a school that will attract a diverse group of children, to be implemented by the start of the 1999-2000 school year, and that it report to the Board on options, including

- Negotiations with the University of Wisconsin–Milwaukee to operate a UWM charter school at the Hartford Avenue site;
- A plan to use the Hartford Avenue building to replicate one of the oversubscribed specialty programs, such as Montessori, language immersion, gifted and talented, or International Baccalaureate; and
- A report on the willingness of the present Hartford Avenue staff to offer programs, such as the International Baccalaureate, that will attract students from both the attendance area and the UWM community and that will be enthusiastically supported by the Hartford Avenue staff.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-074

By Director Todd:

WHEREAS, The position of Coordinator of Governmental Relations was established in 1984 as a lobbying arm of the Milwaukee Public Schools district and;

WHEREAS, The Office of Governmental Relations was established 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 is responsible for conveying the Board's vision and goals as well as 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 interest 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; and

WHEREAS, Since the supervision of the Office of Governmental Relations reverted to the Superintendent in 1992, the board has continued to receive negative feedback from various legislators and legislative bodies about the objectives, quality and effectiveness of the MPS lobbying effort; and

WHEREAS, Since the supervision of the Office of Governmental Relations reverted back to the Superintendent in 1992, the Board has not been satisfied with the results of the lobbying efforts of the Office of Governmental Relations in the last few years; now, therefore be it

RESOLVED, That the Office of Governmental Relations, its four-member staff and its $329,745 budget be transferred to the Office of Board Governance effective July 1, 1998.

Referred to the Finance/Personnel Committee.

Resolution 9798R-075

By Director Hardin:

WHEREAS, MPS has numerous specialty schools and programs; and

WHEREAS, Increasing first choice is a Board priority; and

WHEREAS, One of the ways of increasing first choice is to replicate successful specialty schools and programs; and

WHEREAS, Prior to replicating specialty schools and programs it is necessary for the Board to have accurate data on the effectiveness of the schools and programs; now, therefore, be it

RESOLVED, That the administration be directed to conduct an evaluation of all specialty schools and programs in the district to determine their effectiveness; and be it

FURTHER RESOLVED, That the results of this evaluation be presented to the Board in time for use in the development of the FY2000 budget.

Referred to the Accountability/Audit Committee.

Resolution 9798R-076

By Director Hardin:

WHEREAS, The FY98 Title I allocation for MPS is in excess of $48 million; and

WHEREAS, There is currently no provision for Board review of Title I budgets; and

WHEREAS, At one time the Board did review and approve Title I expenditures; and

WHEREAS, Given the significant amount of Title I funds and the district's reliance on them, Board supervision of the expenditure of these funds is appropriate; now, therefore, be it

RESOLVED, That all Title I budgets be brought to the Board for approval, effective with the FY99 fiscal year.

Referred to the Finance/Personnel Committee.

Resolution 9798R-077

By Director Hardin:

WHEREAS, The local school Educational Plan is a critical document to school improvement and reform; and

WHEREAS, The Educational Plan is developed and designed to involve parents, students and staff in setting goals and objectives for school improvement; and

WHEREAS, Schools devote many hours to planning and accountability; and

WHEREAS, The Educational Plan requires that plan development include action plans and funding support strategies for the action plans; and

WHEREAS, The school's action plan funding strategies should drive the budget and not be driven by a cost to continue current operations budget development process; and

WHEREAS, Successful strategic planning processes usually require that program plans be developed prior to the budget process and the budget be developed to support the program plans; and

WHEREAS, The development of the plans now occur after the local school budgets have been established; now, therefore, be it

RESOLVED, That beginning with the FY2000 budget, school Educational Plans be developed on a timeline which allows the schools to use the Education Plan to develop their local school budgets.

Referred to the Innovation/School Reform Committee.

Resolution 9798R-078

By Director Hardin:

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, drop-out 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.

Referred to the Innovation/School Reform Committee.

* * * * *

The Board recessed from 7:25 to 7:30 PM.

The Board adjourned at 9:30 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 8, 1998

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

Present—Directors Gardner, Hardin, Sinicki, Small, Thompson and President pro Tem Braun—6.

Absent and excused—President Fisher and Directors O'Neil and Todd—3.

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

April 1, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:20 PM, Wednesday, April 8, 1998, 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 from April 30, 1998, to April 29, 1998.

SUZANNE M. LUNDIN
Director/Board Clerk

Director Thompson moved to suspend Board Rule 1.02 (2) and reschedule the regular April Board meeting from April 30, 1998, to April 29, 1998.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Hardin, Sinicki, Small, Thompson and President pro Tem Braun—6.

Noes—None.

The Board adjourned at 6:34 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 8, 1998

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:34 PM.

Present—Directors Gardner, Hardin, O'Neil (7:30 PM), Sinicki, Small, Thompson, Todd (7:30 PM) and President pro Tem Braun—8.

Absent and excused—President Fisher—1.

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

April 1, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Pursuant to the provisions of Section 119.16 (8) (a), Wisconsin Statutes, the Board of School Directors will meet at 6:30 PM, Wednesday, April 8, 1998, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed FY99 School Operations, Construction and Extension Fund budgets.

Public hearing will also be given on amendments to the proposed FY99 School Operations, Construction and Extension Fund budgets submitted by Board members. Copies of the amendments will be available to the public in the Office of Board Governance at the address listed below after 9:00 AM, Monday, April 6. Copies will also be available at the time of the meeting.

SUZANNE M. LUNDIN
Director/Board Clerk

In accordance with the provisions of Section 119.16 (8) (a), Wisconsin Statutes, the Board proceeded to give public hearing on the proposed FY99 School Operations, Construction and Extension Fund budgets, and the amendments proposed thereto.

The Board adjourned at 10:47 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 20, 1998

Special meeting of the Board of School Directors called to order by President Fisher at 6:30 PM.

Present—Directors Braun, Gardner, Hardin, Sinicki, Small, Thompson and President Fisher—7.

Absent and excused—Directors O'Neil and Todd—2.

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

April 16, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:20 PM On Monday, April 20, 1998, 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
Director/ Board Clerk

The Director, Office of Board Governance/Board Clerk presented nineteen reports of the Independent Hearing Panel of the Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel for March 18 at 9:30 AM, 11:00 AM and 2:00 PM; March 19 at 9:00 AM; March 23 at 9:00 AM, 11:00 AM and 2:00 PM; March 24 at 9:00 AM and 2:00 PM; March 25 at 9:30 AM and 2:00 PM; March 26 at 9:00 AM, 9:30 AM, 11:00 AM and 2:00 PM; March 27 at 9:30 AM; March 30 at 9:30 AM and 11:00 AM; and March 31, 1998 at 2:00 PM.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Sinicki, Small, Thompson and President Fisher—6.

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
APRIL 28, 1998

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

Present—Directors Braun, Gardner (6:38 PM), Hardin, O'Neil, Sinicki, Small, Thompson, Todd (6:38 PM) and President Fisher—9.

Absent—None.

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

April 23, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:30 PM on Tuesday, April 28, 1998, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on proposed amendments to the Report of the Strategic Planning and Budget Committee with respect to the FY99 School Operations, Construction and Extension Fund budgets recommended for adoption by the Committee.

Since public hearing on the proposed FY99 budget was given on April 8, 1998, there will be no public hearing at this meeting.

SUZANNE M. LUNDIN
Director/ Board Clerk

The Director, Office of Board Governance/Board Clerk presented the following list of amendments submitted by Board members, arranged by subject matter and numbered according to the order they were received in the Office of Board Governance:

BOARD MEMBERS' PROPOSED AMENDMENTS TO THE FY99 BUDGET

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	SCHOOL ALLOCATIONS WEIGHTED FORMULA

#	By	Amendment	Cost
45	Gardner	Reduce by thirty percent (30%) all increases to all schools resulting from the first year transition to the new weighted per-pupil allocation formula.	$0

50	Gardner	Allocate all of the thirty percent (30%) reduction to schools whose budgets increased as a result of the redesigned weighted school allocate formula to schools that suffered losses as a result of the new formula. These funds will be redistributed in direct proportion to schools' loss of funds from this formula, with the exception of North Division High School, Milwaukee Trade and Tech. High School, Custer High School, Hamilton High School, Milwaukee High School of the Arts, and Sarah Scott Middle School, all of whose budgets are adjusted in separate resolutions below.	$0
55	Gardner	Allocate an additional six hundred thousand dollars ($600,000) to North Division High School to cushion the shock of school allocations in the redesigned weighted per student formula, implement part of the first year of the North Division Revitalization Task Force's plan, and pay part of the costs of assisting the Milwaukee Area Technical College develop an auto mechanic's program for high school students and adults at North Division. This allocation is contingent on securing a current Memorandum of Understanding with the Milwaukee Teachers' Education Association to implement the Revitalization Task Force's plan, and contingent on satisfactory progress toward attracting the number of students whose per-pupil funding can sustain North Division at the same level of per-pupil funding as all other MPS high schools.	+$600,000 Admin. alternative = $0
57	Gardner	Allocate an additional two hundred and twenty thousand dollars ($220,000) to Sarah Scott Middle School to cushion the shock of school allocations in the redesigned weighted per student formula. This allocation is contingent on satisfactory progress toward attracting the number of students whose per-pupil funding can sustain Sarah Scott at the same level of per-pupil funding as all other MPS middle schools.	+$220,000 Admin. alternative = $0
58	Gardner	Allocate an additional sixty thousand dollars ($60,000) to Milwaukee High School of the Arts to cushion the shock of school allocations in the redesigned weighted per student formula. This allocation is contingent on satisfactory progress toward enrolling a sufficient number of students whose per-pupil funding can sustain MHSA at the same level of per-pupil funding as all other MPS high schools.	+$60,000 Admin. alternative = $0
64	Gardner, Todd, Fisher, Thompson	Reduce no MPS school's approved base per-pupil allocations for any purpose.	TBD

65	Thompson Sinicki, Braun, Gardner, O'Neil	Amend the weighted formula proposed by the expanded school budget committee as follows: 1. Bilingual Formula. Reduce the factor from 0.22 to 0.1. 2. School Size Allowance. Depends on school level: a. Elementary: Set the size allowance at $100,000 (rather than $126,048) for schools under 250 students. Phase it out between 250 and 400 students (rather than abruptly ending it at 350 students). b. Middle schools. Set the size allowance at $128,048 for schools with enrollments between 700 and 850 students. Below 700, make this allowance proportional to enrollment. Above 900, there is no allowance. Phase out the allowance for schools with between 850 and 900 students. c. High schools. Set the size allowance at $128,048 for schools with enrollments above 900. Below 900 make it proportional to student population. 3. Specialty Allowance. The specialty allowance is set at the lessor of the specialty allowance recommended by the expanded budget committee and the amount needed to keep the school from losing under the new formula. 4. Transition Fund. Add or subtract an amount such that no school will gain or lose more than 3% in its budget.	TBD
36	Thompson	Add the athletic budget to the per-pupil budgets for high schools.	$0

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	SCHOOL ALLOCATIONS SPECIALTY SCHOOLS/PROGRAMS

5	Hardin, Small	Restore specialty school funding for all elementary, middle and high schools to last year's funding levels. In addition, add required funding for new or unfunded specialty programs.	+$24,500
6	Hardin, Small	The budget for specialty funds should be established above the basic school allocations at each level. The Board to establish a funding level for specialty programs which is separate from the total monies available at each level.	$0
26	Hardin	Provide funding to add one additional reading teacher for K-3 at all elementary schools.	+$2,053,500 $0 if done within school's budget)
27	Hardin	Provide funding to automate all libraries.	$0
29	Hardin	Provide funding to update technology at Malcolm X Academy.	Admin. alternative = $0

35	Thompson	Charge 25% of the teacher recruitment budget to the schools, allocated by the number of teachers placed in each school, except for teachers hired due to expansion.	$0 May be some administrative costs to be determined to implement the charge back.
54	Gardner	Allocate an additional eight hundred thousand dollars ($800,000) to Milwaukee Tech., Hamilton, and Custer high schools to update equipment and maintenance in the printing and plumbing programs, and in any other program that can demonstrate it had graduated a minimum of one (1) Wisconsin indentured apprentice per year for the last ten (10) years.	+$800,000 The administration alternative is $0 as trades are part of the school allocations and are ongoing. The remodeling of, or new building for, Milwaukee Tech. is contingent upon financing from the City.

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	SCHOOL ALLOCATIONS AVERAGE DAILY ATTENDANCE

37	Thompson	Base monthly payments to schools on previous month's ADA, adjusted for the average ratio of third Friday count to ADA.	$0 (some modification of MIS will be required)
47	Gardner	Pay all high school programs, including all MPS students in grades 9-12 whether they are enrolled in "regular", "alternative", "partnership", or any other programs based on Average Daily Attendance rather than Third Friday count, annual per-student fee, or other means; with school allocations increased or decreased by the Average Daily Attendance proportional increases or decreases for the previous month starting in October, 1998.	$0

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	SUMMER SCHOOL

31	Fisher, Braun	Provide funds for summer school for June 1999; establish summer school accounts in budget as necessary.	+$8,650,000
33	Thompson	The allocation of summer school funds be dependent on the development of a program for selecting teachers on the basis of demonstrated effectiveness.	$0 (There will be a cost savings only if no agreement can be reached.)

48	Gardner	Require, as a condition of allocating proposed funds for the reinstated summer school program, that (1) all students be evaluated by measurable criteria to assess specific and documented improvement in skills related to WSAS and MPS accountability measures, and (2) that all teachers hired for summer school be required to demonstrated competence to teach summer school, based on demonstrated and documented specified measurable results achieved by their students.	$0
76	Todd, Small, Fisher, Hardin	Fully fund summer school for 1998	+$17,000,000

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	EXCEPTIONAL EDUCATION

12	Todd	Restore the 10% of speech therapist, school psychologist and school social worker position allocations that have been decentralized to centralized accounts in the Department of Special Services.	$0 The Division of Special Services will look at funding a portion of the cost through additional school based services funding (Medicaid), reduced transportation costs, reassignment of existing staff, billing schools for due process complaint and hearings (Buy back Service) and grants, i.e., IDEA foundations.
21	Todd	Eliminate the following positions in the Special Services budget (p. 92): 00555 Two Supervisors, Psychology Services; 000556 One Supervisor, Social Work; and fund two additional field psychologists and one additional field social worker.	Additional field staff salary $150,000 fringe benefits $57,000 totals $207,000 Reduction of supervisory staff salary -$171,131 fringe benefits- $63,147 totals -$234,278 Net -$27,278
39	Thompson	Fund the revised plan for exceptional education by locating savings in exceptional education operations, in related transportation, and from other sources.	$0 Savings will fund the cost of about $2.5 million.

53	Gardner	Allocate an additional one million, ninety-two thousand, four hundred and two dollars ($1,092,402) to the Ex Ed Department to support the addition of at least thirty (30) new Handicapped Children's Assistants, at least seventy-five (75) additional Educational Assistants, and at least six (6) additional Itinerant Learning Disabilities Teachers as front-line staffing for Ex Ed opportunities in every elementary school so that parents have the choice to keep most children in the same schools after they have been evaluated by M-Teams. This allocation also supports compliance with new federal law IDEA-97. This allocation is contingent on the reduction of at least one million, one hundred and sixty-one thousand, eight hundred and eighty-six dollars ($1,161,886).	+$1,092,402

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	REDESIGN/REFORM

1	Hardin	Direct the Administration to establish a separate budget for the Leadership Academy at the Professional Development Center.	$0 Admin. alternative = $0
2	Small, Hardin	Direct the Administration to allocate funds to hire six reading specialists (supervisory positions) in an effort to provide much needed assistance and support for teachers in reading.	+$450,000
3	Small	Establish a centralized account for district-wide parent involvement activities (e.g., conferences, parent education, etc.)	+$15,000
13	Hardin	Move the Parent Center budget to the Office of Board Governance.	$0
15	Todd	Eliminate position of Data Entry Clerk, line #05800 in Field/Shop Operations (page 143).	-$35,801
28	Hardin	Establish a centralized account for parent coordinators.	TBD
30	Todd	Create the position of TV production assistant, to be located in the Radio & TV budget of the Department of Communications an Public Affairs, to oversee the ESCC cable TV operations.	+$45,000 (includes benefits)
44	Gardner	Reduce Central Service budget allocations by twelve million, six hundred and thirty-five thousand, four hundred and eighty-four dollars ($12,635,484) without reducing allocations for the Bilingual and Multicultural Program, Facilities and Maintenance or Food Services.	-$12,635,484

70	Todd, Small, Fisher, Hardin	Move budgets for exceptional education, guidance services, parent and student services, psychological services, social work services and interscholastic athletics under one Pupil Personnel Department.	$0 To be addressed through the Superintendent's reorganization plan. Requires a change in budgetary line items.
71	Todd, Small, Fisher, Hardin	Remove the Facilities and Maintenance budget from the Community Recreation area.	$0 Requires a change in budgetary line items.
72	Todd, Small, Fisher, Hardin	Provide funding to add three positions to establish a Grants Administration Office. The purpose of this office would be to secure funding opportunities for the district.	+$180,000
73	Todd, Small, Fisher, Hardin	Provide funding to add two staff positions in the Labor Relations area.	TBD
80	Todd, Small, Fisher, Hardin	Provide funds for training school councils at each school	+$3,100,000 Admin. alternative $10,000

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANDARDS	PROFESSIONAL SERVICES/ STAFF DEVELOPMENT

14	O'Neil	Reduce the following consultant accounts by 80%: p 11 04699 Small Community Schools $33,823 p 36 03100 Office of Superintendent 20,000 p 47 00426 Alternative Schools 37,639 p 67 02100 Human Resources 11,000 p 70 00700 Board of School Directors 43,854 p 71 01400 Office of Board Governance 9,000 p 73 01180 Office of Superintendent 50,000 p 75 03050 Deputy Superintendent 5,000 p 76 03100 Comm. and Public Affairs 11,528 p 79 03100 Research and Assessment 22,050 p 83 03100 Research and Development (Innovative Schools) 50,000 p 84 07311 Research and Development (Health Resource Center) 10,000 p 89 03110 Educational Services 10,000 p 90 03110 Curriculum and Instruction 36,105 p 99 03400 Human Resources 22,307 p 102 03120 Labor Relations 5,000 p 127 03100 Finance 10,000 p 132 02000 Technology 25,000 p 133 02980 Technology 30,000	-$503,000
22	Todd	Direct the administration to remove the Greater Milwaukee Education Trust from all MPS Budget Expenditures	$0
23	Hardin	Establish a line item in Information Systems to develop a new data base reporting system to capture professional services contracts.	+$30,000 (if implemented for FY99) Much less than $30,000 (if implemented in FY00)

32	Thompson	No funds in this budget be used for "efficacy training" without prior Board approval	$0 (Currently, it is estimated that about $750,000 is being spent on efficacy)

66	Todd, Small, Fisher, Hardin	Provide funding to educate all primary teachers (K-4 to Grade 3) on the teaching of explicit systematic phonics and phonemic awareness gaps. Inservice would be provided initially to district teachers who would in turn teach others in Dr. Robert Nash's method. Training would be for three week periods over the summer.	+$5,600,000 (Fifteen days @ 8 hours per day for 1,265 teachers.)
67	Todd, Small, Fisher, Hardin	Provide funding to educate all primary teachers (K-4 to Grade 3) on the teaching of mathematics. Inservice would be provided initially to district teachers who would in turn teach others. Training would be for three week periods over the summer.	+$5,600,000 (Fifteen days @ 8 hours per day for 1,265 teachers.)
68	Todd, Small, Fisher, Hardin	Transfer and consolidate budgets as specified to establish a principals' academy. The role of the academy would be to provide support and assistance to principals. Functions for the academy would include: inservice training, on-going support, and extensive pre-service training for potential administrators.	$0 Specifics are to be addressed through the Supt's reorganization plan.
69	Todd, Small, Fisher, Hardin	Provide staff and funds for curriculum development in all subject areas. Scope and Sequence guides for teachers would be developed and standardized across the district. Curriculum would be aligned with accountability measures. Four curriculum specialists would have the responsibility for putting the guides together.	$0 Identify and reallocate funds in t he budget to cover costs. Identify specific line items for the project.
74	Todd, Small, Fisher, Hardin	Provide an account in Human Resources for incentives for teacher recruitment.	$600,000; would require use of part of the funding for teacher settlement.
75	Todd, Small, Fisher, Hardin	Provide funds for MPS staff inservice training in racial sensitivity and social issues facing MPS students.	+$7,440,000

GOAL/AREA	**SUBJECT**
ACCOUNTABILITY/HIGH STANARDS	BOARD/ BOARD GOVERNANCE

24	Sinicki	Reduce the Office of Board Governance budget by $19,004 (equipment: $10,704; purchased services: $2,500; supplies: $5,800) and the Board of School Directors Budget by $258 (purchased services).	-$19,262
40	Gardner	Require MPS Board of School Directors to pay the difference of the single or family health insurance they select, and the lowest cost single or family health insurance offered as an MPS benefit.	$0 Reductions are dependent on choices to be made at a future date.
41	Gardner	Eliminate the conference, travel, and consulting budgets for the Office of Board Governance, and for MPS Board of School Directors.	Consultants - $52,854 Travel - $20,500
42	Gardner	Reduce Office of Board Governance budget by one hundred and fifty thousand dollars ($150,000).	-$150,000

79	Todd, Small, Fisher, Hardin	Fund an office of accountability standards under the Office of Board Governance	+$1,000,000 Admin. alternative $0

GOAL/AREA	SUBJECT
EARLY CHILDHOOD	

4	Small	Direct the Administration to increase full-day K5 student enrollment to 89% for FY99 and to achieve 100% by FY2000.	FY99: +$1,150,000 FY2000: +$1,250,000 Admin. alternative = $0 beyond FY99proposed budget Note: There would be no additional budget dollars allocated to the schools by increasing the percentage of K5 students attending full-day to 89%; however, if schools do not have existing space for these students, additional cost would be needed for leasing or acquiring facilities.
20	Todd	Increase Speech & Language Disabilities Budget to reflect an additional 21 teachers.	+$1,160,000
77	Todd, Small, Fisher, Hardin	Fund extended school hours for all elementary schools	+$14,000,000 The administration recommends that additional costs to fund extended school hours be $0 and that this initiative not become solely an MPS initiative. Rather, it needs to be embraced by the community as a city-wide responsibility to meet the needs of our City's future.
78	Todd, Small, Fisher, Hardin	Fund placement of a registered nurse at each elementary school	+$5,200,000

GOAL/AREA	SUBJECT
FIRST CHOICE	SMALL COMMUNITY SCHOOLS

7	Hardin	Amend the budget of Small community Schools (pages 39-41 in the budget book) to specify the dollars expended on Projects Leap and Swell, in order to identify where the total contracted services dollars are going.	$0

9	Todd, Fisher, Hardin, O'Neil, Sinicki, Small	Reinstate the six teachers (Lady Pitts) under the Small Community Schools budget (page 11 of the budget book).	+$392,714 Based on projections for moving similarly sized alternative programs, it would cost $500,000 to move to another facility
10	Fisher	Decrease the non-MPS sites budget in the Division of Small Community Schools by $262,688 (p. 24 summary).	-$262,688
11	Todd	Reinstate two teachers for non-MPS Site Agency programs under the Small Community Schools budget (page 43 of the line item budget).	+$120,000
51	Gardner	Make the 1998-99 allocation for the Lady Pitts Program contingent on a commitment from the board to move the Program to another site to free up desperately needed elementary school classrooms for the 1999-2000 school year.	$0
52	Gardner	Allocate an additional two million, eight hundred and sixty-nine thousand, four hundred dollars ($2,869,400) for an additional five hundred (500) partnerships schools who agree, for all their students, to achieve a minimum of eighty percent Average Daily Attendance, ninety percent retention between the third Friday of September 1998 and the last week of school, and ninety-five percent graduation of all third Friday seniors no later than August of 1999.	+$2,869,400

GOAL/AREA	**SUBJECT**
FIRST CHOICE	RECRUITMENT

60	Todd, Sinicki, O'Neil, Fisher	That the $40,000 identified for high school recruitment under the "School Special Fund" account be centralized and used for district-wide three choice selection.	$0

GOAL/AREA
TECHNICAL AMENDMENTS

16	Todd	Restore position of Architectural Designer, at line #03200 in the Field/Shop Operations (page 143).	$0
17	Todd	Restore (2) Environmental Health Inspector positions at line #03180, in the Field/Shop Operations (page 143).	$0
18	Todd	Restore Brick Layer position Line #003400 at Higher Rank (Foreman) & Eliminate Lower Rank position (Sub-Foreman) Line #03360 in Field/Shop operations (Page 143).	$0

19	Todd	Restore the Hazard Material Supervisor position, line #03160 in the Field/Shop Operations (page 143).	$0

GOAL/AREA
OTHER AMENDMENTS

8	Small	Add funding for additional kitchen and supervisory assistance at Congress Street South for the Early Childhood Program.	+$22,000 Admin. alternative = $0
25	Hardin	Provide needed budget to change all elementary schools to an early start time; and to change all secondary schools to a late start time (not before 8:45 AM).	+$1,900,000
34	Thompson	Limit busing costs to this year's level with the savings used to supplement the per capita payments to schools with either at least 40% black students and at least 40% white students or with at least 30% black, at least 30% white, and at least 20% other students.	-$1,270,715
38	Thompson	Increase the construction fund tax levy to the legal limit over the next four years, with funding this year to move us 1/4 of the way to the full levy.	+$423,121 in the Construction Fund -$423,121 in the Operations Fund Net impact = $0
43	Gardner	Cap bussing costs at ninety-five percent (95%) of the 1997-98 budgeted costs	-$2,584,085
46	Gardner	Allocate a maximum of five thousand dollars ($5,000) to fund a Request For Proposals for an External Evaluator, to be selected by a public competitive bidding procedure in spite of the low cost, to direct, instruct, mentor, and guide MPS research, evaluation, and data staff to conduct a cost-effective study of the employment, earnings, and post-secondary education of former MPS students since 1980.	+$5,000
49	Gardner	Allocate two hundred dollars ($200) for the design, production, and hanging of laminated signs to be posted at all MPS schools and non-school departments during Budget Season stating, in Spanish, Hmong, Laotian, and English, “It is possible to spend less money on lower priorities and more money on higher priorities.”	Approximately $400 to print and laminate 200 signs, 8-1/2 x 11, one-color, for posting at MPS schools and non-school departments.

56	Gardner	Allocate a total of three million, seven hundred and seventy thousand, one hundred and ninety-nine dollars ($3,770,199), which includes an addition of three hundred and three thousand, seven hundred and twenty-eight dollars ($303,728) to Hi-Mount Community school for the purpose of (1) fulfilling the Board's contractual obligations, (2) recognizing that Hi-Mount students are still Hi-Mount students no matter where they study, (3) authorizing the expansion of two first-grade classrooms at the St. Catherine's campus, and (4) letting all schools know that if they follow Hi-Mount's example that the board is prepared to keep its promises. This allocation is contingent on securing a current Memorandum of Understanding with the Milwaukee Teachers' Education Association to sustain the spirit and letter of the MPS contract with Hi-Mount Community School.	+$303,728
59	Gardner	Allocate one hundred and fifty thousand dollars ($150,000) for up to thirty (30) planning grants not to exceed five thousand dollars ($5,000) per school to develop plans to be implemented during the 1999-2000 school year for any one or more of the following three purposes (1) add classrooms within the school building by reconfiguring use, redesigning space, and/or changing schedules; (2) adding classrooms outside the school building by making arrangements with other community-based institutions to add classrooms outside the school building; or (3) reducing class size within limits of existing per-pupil allocation formulas.	+$150,000
61	Sinicki, Todd, O'Neil, Small, Thompson	That the following schools (which will be adding grade levels in the fall) be given start-up monies for purchase of new textbooks: Craig Montessori, Conservatory of Lifelong Learning; Grand Avenue High School; Greenfield Montessori; Marshall High School; MacDowell Montessori; and Westside Academy II.	+$100,000
62	Todd, O'Neil, Fisher, Small	Contingent on negotiations with the MTEA, instruct the administration to include funds in the budget for higher beginning teacher salaries.	TBD, would use part of funding for teacher settlement.
63	Gardner, Sinicki, Todd, Thompson	Contingent on negotiations with the MTEA, raise compensation for debate and forensics coaches to the level of interscholastic athletics coaches.	$450,000; would utilize part of funding for settlement of teacher contract

Director Thompson moved to adopt amendment #65, with the bilingual factor reduced from .22 to .1, the school size allowance depending on the school size level, the specialty allowance as specified to the administration, and a 1% cap on the transition fund.

The amendment was adopted on the following vote:

Ayes— Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Amendments #5, #6, #35, #36, #45, #50, #57, #58 and #64 were withdrawn.

Amendment #26 was withdrawn, with the administration to conduct a study and report back to the Board.

With respect to amendment #27, Director Thompson moved to direct the administration to work with the 13 remaining schools to automate their libraries.

The motion was adopted on the following vote:

Ayes—Directors Hardin, Sinicki, Small, Thompson and President Fisher—5.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Amendment #29 was withdrawn.

With respect to amendment #54, Director Gardner moved to put $800,000 in the budget to expand and improve high school vocational technical programs that significantly expand apprenticeships and employment programs.

The motion was adopted on the following vote:

Ayes—Directors Gardner, Hardin, Sinicki, Todd and President Fisher—5.

Noes—Directors Braun, O'Neil, Small and Thompson—4.

With regard to amendment #37, Director Thompson moved to base payments to schools on previous month's ADA, in a manner to be analyzed by the administration and reported back to the Board for consideration and final adoption.

The motion was adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Amendment #47 was withdrawn.

Director Braun moved to adopt amendment #31.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Noes—Directors Gardner and Thompson—2.

Director Thompson moved to adopt amendment #33.

The amendment failed of adoption on the following vote:

Ayes—Directors Gardner and Thompson—2.

Noes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—7.

With respect to amendment #48, Director Gardner moved that the superintendent be instructed to negotiate a memorandum of understanding the MTEA so that the most competent and effective available teachers are selected to teach summer school this year.

The amendment failed of adoption on the following vote:

Ayes—Directors Gardner and Thompson—2.

Noes—Directors Braun, Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Amendments #12, #21 and #76 were withdrawn.

Director Thompson moved to adopt amendment #39.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—Director Hardin—1.

With respect to amendment #53, Director Gardner moved to allocate an additional $1,092,402 to the exceptional education department to support the addition of additional handicapped children's assistants, additional educational assistants and additional itinerant learning disabilities teachers.

The amendment failed of adoption on the following vote:

Ayes—Directors Gardner, Hardin and Sinicki—3.

Noes—Directors Braun, O'Neil, Small, Todd and President Fisher—5.

Temporarily absent—Director Thompson—1.

Amendments #9 and #10 were withdrawn.

Director Gardner moved to adopt amendment #51.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson and President Fisher—7.

Noes—Directors Hardin and Todd—2.

Director Sinicki moved to adopt amendment #7.

The amendment was adopted on the following vote:

Ayes—Directors Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Noes—Directors Braun, Gardner and Thompson—3.

Director Todd moved to adopt amendment #11.

The amendment was adopted on the following vote:

Ayes—Directors Braun, O'Neil, Small, Todd and President Fisher—5.

Noes—Directors Gardner and Thompson—2.

Temporarily absent—Directors Hardin and Sinicki—2.

With respect to amendment #52, Director Gardner moved to allocate an additional $1,000,000 for an additional 500 seats in partnership schools who agree, for all their students, to achieve a minimum of eighty percent Average Daily Attendance, ninety percent retention between the third Friday of September 1998 and the last week of school, and ninety-five percent graduation of all third Friday seniors no later than August of 1999.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Small, Thompson and President Fisher—6.

Noes—Directors Hardin, Sinicki and Todd—3.

Amendments #1 and #2 were withdrawn.

Director Small moved to adopt amendment #3.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Hardin moved to adopt amendment #13.

The amendment was adopted on the following vote:

Ayes—Directors Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Noes—Directors Braun, Gardner and Thompson—3.

Amendment #15 was withdrawn.

With respect to amendment #28, Director Hardin moved that providers of services to MPS, whether they be the district or whether they be contractors with MPS, pay a minimum of $7.70 per hour and the MPS schools or contractors who are in violation of this rule be fined $5,000.

The motion was adopted on the following vote:

Ayes—Directors Gardner, Hardin, O'Neil, Sinicki and Small—5.

Noes—Directors Braun, Thompson, Todd and President Fisher—4.

Director Gardner moved to adjourn.

The motion to adjourn failed of adoption on the following vote:

Ayes—Directors Gardner and O'Neil—2.

Noes—Directors Braun, Sinicki, Small, Thompson, Todd and President Fisher—6.

Temporarily absent—Director Hardin—1.

Director Braun in the chair.

President Fisher moved that the Board support amendments #62, #66, #67, #68, #69, #72, #74, #75, #77, #78, #79 and #80, with implementation contingent upon increased revenue from the State of Wisconsin, and that the Board direct the Superintendent to seek funding for them from the State of Wisconsin.

Separate consideration was requested of amendments #62 and #66. There being no objection, the request was granted.

The question being on Board support of amendments #67, #68, #69, #72, #74, #75, #77, #78, #79 and #80, with implementation contingent upon increased revenue from the State of Wisconsin, with the Superintendent directed to seek funding for them from the State of Wisconsin, the motion prevailed on the following vote:

Ayes—Directors Fisher, Hardin, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—Directors Gardner and Thompson—2.

The question being on Board support of amendment #62, with implementation contingent upon increased revenue from the State of Wisconsin, with the Superintendent directed to seek funding for them from the State of Wisconsin, the motion prevailed on the following vote:

Ayes—Directors Fisher, Gardner, Hardin, O'Neil, Sinicki, Small, Todd and President pro Tem Braun —8.

Noes—Director Thompson—1.

The question being on Board support of amendment #66, with implementation contingent upon increased revenue from the State of Wisconsin, with the Superintendent directed to seek funding for them from the State of Wisconsin, the motion prevailed on the following vote:

Ayes—Directors Fisher, Hardin, O'Neil, Small and Todd—5.

Noes—Directors Gardner, Sinicki, Thompson and President pro Tem Braun—4.

Director Thompson moved to refer amendments #30, #44, #70, #71 and #73 to the administration for study.

The motion was adopted on the following vote:

Ayes—Directors Fisher, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President pro Tem Braun—8.

Noes—Director Gardner—1.

President Fisher in the chair.

Director Braun moved to place all remaining amendments on file.

The motion failed of adoption on the following vote:

Ayes—Directors Braun, Gardner and Thompson—3.

Noes—Directors Hardin, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Amendments #22, #23 and #32 were withdrawn.

Director Sinicki moved to adopt amendment #24.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Gardner moved to adopt amendment #40.

The motion failed of adoption on the following vote:

Ayes—Directors Braun, Gardner and Sinicki—3.

Noes—Directors Hardin, O'Neil, Small, Todd and President Fisher—5.

Abstaining from voting—Director Thompson—1.

Director Gardner moved to adopt amendment #41.

The motion failed for lack of a second.

Director Gardner moved to adopt amendment #42.

The motion failed for lack of a second.

Amendment #4 was withdrawn.

Director Todd moved adoption of amendment #20.

The motion failed for lack of a second.

Director Todd moved adoption of amendment #60.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Todd moved adoption of amendments #16, #17, #18 and #19.

Separate consideration was requested of amendment #18.

Amendments #16, #17 and #19 were adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Without objection, amendment #18 was withdrawn.

Amendments #8, #25 and #34 were withdrawn.

Director Thompson moved to adopt amendment #38.

The motion failed of adoption on the following vote:

Ayes—Directors Gardner, O'Neil and Thompson—3.

Noes—Directors Braun, Hardin, Sinicki, Small, Todd and President Fisher—6.

Director Gardner moved adoption of amendment #43

The amendment was adopted on the following vote:

Ayes—Directors Gardner, O'Neil, Sinicki, Small and Thompson—5.

Noes—Directors Braun, Hardin, Todd and President Fisher—4.

Director Sinicki moved adoption of amendment #61.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Temporarily absent—Director Hardin—1.

Director Sinicki left at 12:58 AM.

Director Todd moved to adopt amendment #46.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Director Gardner moved to adopt amendment #49.

The amendment failed of adoption on the following vote:

Ayes—Directors Gardner and Thompson—2.

Noes—Directors Braun, Hardin, O'Neil, Small, Todd and President Fisher—6.

Amendment #56 was withdrawn.

Director Gardner moved adoption of amendment #59.

The amendment was adopted on the following vote:

Ayes—Directors Braun, Gardner, O'Neil, Small, Thompson, Todd and President Fisher—7.

Noes—Director Hardin—1.

Director Gardner moved adoption of amendment #63, with the amount of additional funding specified at $55,000.

The amendment was adopted on the following vote:

Ayes—Directors Gardner, O'Neil, Thompson, Todd and President Fisher—5.

Noes—Directors Braun, Hardin and Small—3.

Director Braun moved to adopt amendment #14, with the amount of reduction set at 20%.

The motion failed on a tie vote:

Ayes—Directors Braun, Small, Todd and President Fisher—4.

Noes—Directors Gardner, Hardin, O'Neil and Thompson—4.

Director O'Neil moved adoption of amendment #14, with the original amount of reduction (80%).

The question being on adoption of amendment #14, Director Gardner requested separate consideration of page 85-03100, page 102-03120, page 143-06375 and page 84-07311.

Director Thompson moved to reconsider the vote on the amendment with the 20% reduction.

The motion to reconsider prevailed on the following vote:

Ayes—Directors Braun, Hardin, Small, Thompson and President Fisher—5.

Noes—Directors Gardner, O'Neil and Todd—3.

The question being on the adoption of amendment #14 with a 20% reduction, Director O'Neil moved to amend the amendment by striking 20% and inserting 50%.

The amendment to the amendment was adopted on the following vote:

Ayes—Directors Gardner, Hardin, O'Neil, Small and Todd—5.

Noes—Director Braun, Thompson and President Fisher—3.

The question being on adoption of amendment #14, with the amount of reduction set at 50%, it was adopted, the vote being the same as that preceding:

Ayes—5; Noes—3.

Director Braun moved adoption of the following technical amendments submitted by the Superintendent:

SUPERINTENDENT'S TECHNICAL AMENDMENTS

	Expenditures	Revenues
Include 10 exceptional education teachers in school operations fund	+$550,000	
Medicaid revenue		+$550,000
New City billing for water for services formerly free to MPS	+$40,000	
School operations fund tax levy		+$40,000
Hi-Mount kindergarten (all day 4-year-old impact)	+$36,200	
Miscellaneous revenue-county day care subsidy re W2		+$36,200
Decrease 10-month safety supervisors from 9 to 7 and create 2 12-month safety supervisors	$0	$0
Correct technical error and restore one 12-month secretary position in the Office of the Superintendent. Funds will be provided from with the Superintendent's budget	$0	$0

The technical amendments were adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson, Todd and President Fisher—8.

Noes—None.

Director Gardner moved that the savings of $672,722 be added to the elementary school accounts.

After discussion and without objection, Director Gardner modified his motion to provide that the projected savings be held in a special fund until they are realized.

The motion was adopted on the following vote:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Small, Thompson and President Fisher—7.

Noes—Director Todd—1.

Director O'Neil requested permission to change his vote on amendment #54 from "no" to "aye."

There being no objection, the request was granted, with the vote then being:

Ayes—Directors Gardner, Hardin, O'Neil, Sinicki, Todd and President Fisher—6.

Noes—Directors Braun, Small and Thompson—3.

The Board adjourned at 1:37 AM.

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

SUMMARY

AMENDMENTS TO THE FY99 BUDGET ADOPTED ON APRIL 28, 1998

(The amendments in this list are numbered consecutively)

SCHOOL OPERATIONS FUND

ACCOUNTABILITY/ HIGH STANDARDS:
SCHOOL ALLOCATIONS/WEIGHTED FORMULA

#	Amendment	Expenditures	Revenues
1	Amend the weighted formula proposed by the expanded school budget committee as follows: 1. Bilingual Formula. Reduce the factor from 0.22 to 0.1. 2. School Size Allowance. Depends on school level: a. Elementary: Set the size allowance at $100,000 (rather than $126,048) for schools under 250 students. Phase it out between 250 and 400 students (rather than abruptly ending it at 350 students). b. Middle schools. Set the size allowance at $128,048 for schools with enrollments between 700 and 850 students. Below 700, make this allowance proportional to enrollment. Above 900, there is no allowance. Phase out the allowance for schools with between 850 and 900 students. c. High schools. Set the size allowance at $128,048 for schools with enrollments above 900. Below 900 make it proportional to student population. 3. Specialty Allowance. The specialty allowance is set at the specialty allowance recommended and the amount needed to keep the school from losing under the new formula. 4. Transition Fund. Add or subtract an amount such that no school will gain or lose more than 1% in its budget.	$0	$0

SCHOOL ALLOCATIONS: SPECIALTY SCHOOLS/PROGRAMS

2	Administration to work with 13 remaining schools to automate their libraries.	$0	$0

#	Amendment	Expenditures	Revenues
3	Allocate funds to update, improve and expand vocational technical programs that can significantly expand apprenticeship and employment programs for 1999 graduates.	+$800,000	$0

SCHOOL ALLOCATIONS: AVERAGE DAILY ATTENDANCE

4	Base payments to schools on previous month's average daily attendance, in a manner to be analyzed and reported back to the Board for consideration and final adoption.	$0	$0

SUMMER SCHOOL

5	Provide funding for summer school for FY99 (July 98 and June 99): Expenditures: Instructional Program ..... $6,700,000 Transportation..... $450,000 Wrap-around Services ..... $1,500,000 Meal Program ..... $940,000 Revenues (contingent upon State legislative action to count 15,000 summer school students at 100% F.T.E.): School Operations Fund Tax Levy ..... $3,800,000 School Operations Fund Balance..... $4,850,000	+$9,590,000	+$9,590,000

EXCEPTIONAL EDUCATION

6	Fund the revised exceptional education plan by locating savings in exceptional education operations, in related transportation and from other sources	$0	$0

REDESIGN/REFORM

7	Establish a centralized account for district-wide parent involvement activities (e.g., conferences, parent education, etc.)	+$15,000	$0
8	Move the Parent Center budget to the Office of Board Governance	$0	$0
9	Providers of services to MPS parents must be employees of the district or employees of agencies which pay $7.70/hour. Any school or contractor found in violation of the $7.70/hour provision shall be fined $5,000.	$0	$0

#	Amendment	Expenditures	Revenues
	PROFESSIONAL SERVICES/STAFF DEVELOPMENT		
10	Reduce the following Central Services consultant accounts by 50%: 04699 Small Community Schools $33,823; 03100 Office of Superintendent 20,000; 00426 Alternative Schools 37,639; 02100 Human Resources 11,000 ; 00700 Board of School Directors 43,854; 01400 Office of Board Governance 9,000; 01180 Office of Superintendent 50,000; 03050 Deputy Superintendent 5,000; 03100 Comm. and Public Affairs 11,528; 03100 Research and Assessment 22,050; 03100 Research and Development (Innovative Schools) 50,000; 07311 Research and Development (Health Resource Center) 10,000; 03110 Educational Services 10,000; 03110 Curriculum and Instruction 36,105; 03400 Human Resources 22,307; 03120 Labor Relations 5,000; 03100 Finance 10,000; 02000 Technology 25,000; 02980 Technology 30,000; 03400 Facilities and Maintenance 10,000; 03050 School Safety 4,800; 06375 Field and Shop Operations 166,644; 02400 Playground and Recreation Centers 5,000; TOTAL: $628,750 x.50 = $314,375	-$314,375	$0
	BOARD OF SCHOOL DIRECTORS/OFFICE OF BOARD GOVERNANCE		
11	Reduce the Office of Board Governance budget by $19,004 (equipment: $10,704; purchased services: $2,500; supplies: $5,800) and the Board of School Directors Budget by $258 (purchased services).	-$19,262	$0
	FIRST CHOICE: SMALL COMMUNITY SCHOOLS		
12	Amend the budget of Small Community Schools (pages 39-41 in the budget book) to specify the dollars expended on Projects Leap and Swell, in order to identify where the total contracted services dollars are going.	$0	$0
13	Reinstate two teachers for non-MPS Site Agency Programs under the small community schools budget	+$120,000	$0
14	Make the 1998-99 allocation for the Lady Pitts Program contingent on a commitment from the Board to move the Program to another site to free up desperately needed elementary school classrooms for the 1999-2000 school year.	$0	$0
15	Allocate an additional $1,000,000 for additional seats in partnerships schools who agree, for all their students, to achieve a minimum of eighty percent Average Daily Attendance, ninety percent retention between the third Friday of September 1998 and the last week of school, and ninety-five percent graduation of all third-Friday seniors no later than August of 1999.	+$1,000,000	$0
	FIRST CHOICE: RECRUITMENT		
16	That the $40,000 identified for high school recruitment under the “School Special Fund” account be centralized and used for district-wide three-choice selection.	$0	$0

#	Amendment	Expenditures	Revenues
TECHNICAL AMENDMENTS			
17	Restore position of Architectural Designer, at line #03200 in the Field/Shop Operations	$0	$0
18	Restore (2) Environmental Health Inspector positions at line #03180, in the Field/Shop Operations	$0	$0
19	Restore the Hazard Material Supervisor position, line #03160 in the Field/Shop Operations	$0	$0
OTHER AMENDMENTS			
20	Cap busing costs at 95% of 97-98 budgeted costs	-$2,584,085	$0
21	Allocate a maximum of five thousand dollars ($5,000) to fund a Request For Proposals for an External Evaluator, to be selected by a public competitive bidding procedure in spite of the low cost, to direct, instruct, mentor, and guide MPS research, evaluation, and data staff to conduct a cost-effective study of the employment, earnings, and post-secondary education of former MPS students since 1980.	+$5,000	$0
22	Allocate $150,000 for up to 30 planning grants not to exceed $5,000 per school to develop plans to be implemented during the 1999-2000 school year for any one or more of the following three purposes (1) add classrooms within the school building by reconfiguring use, redesigning space, and/or changing schedules; (2) adding classrooms outside the school building by making arrangements with other community-based institutions to add classrooms outside the school building; or (3) reducing class size within limits of existing per-pupil allocation formulas.	+$150,000	$0
23	That the following schools (which will be adding grade levels in the fall) be given start-up monies for purchase of new textbooks: Craig Montessori, Conservatory of Lifelong Learning; Grand Avenue High School; Greenfield Montessori; Marshall High School; MacDowell Montessori; Westside Academy II; and Milwaukee School of Languages.	+$100,000	$0
24	Contingent on negotiations with the MTEA, raise compensation for debate and forensics coaches to the level of interscholastic athletics coaches.	+$55,000	$0
SUPERINTENDENT'S TECHNICAL AMENDMENTS			
25	Include 10 exceptional education teachers in school operations fund	+$550,000	
26	Medicaid revenue		+$550,000
27	New City billing for water for services formerly free to MPS	+$40,000	
28	School operations fund tax levy		+$40,000
29	Hi-Mount kindergarten (all day 4-year-old impact)	+$36,200	

#	Amendment	Expenditures	Revenues
30	Miscellaneous revenue-county day care subsidy re W2		+$36,200
31	Decrease 10-month safety supervisors from 9 to 7 and create 2 12-month safety supervisors	$0	$0
32	Correct technical error and restore one 12-month secretary position in the Office of the Superintendent. Funds will be provided from with the Superintendent's budget	$0	$0
33	Special Contingent Fund pending realization of savings	+$672,722	$0

		Expenditures	Revenues
	TOTAL	**+$10,216,200**	**+$10,216,200**

Note:

The Board supported the following amendments with implementation contingent upon increased revenue from the State of Wisconsin and directed the Superintendent to seek funding for them from the State of Wisconsin:

Contingent on negotiations with the MTEA, instruct the Administration to include funds in the budget for higher beginning teacher salaries.

Provide funding to educate all primary teachers (K-4 to Grade 3) on the teaching of explicit systematic phonics and phonemic awareness gaps. Inservice would be provided initially to district teachers who would, in turn, teach others in Dr. Robert Nash's method. Training would be for three-week periods over the summer, $5,600,000.

Provide funding to educate all primary teachers (K-4 to Grade 3) on the teaching of mathematics. Inservice would be provided initially to district teachers who would, in turn, teach others. Training would be for three-week periods over the summer, $5,600,000.

Request funding to establish a principals' academy. The role of the academy would be to provide support and assistance to principals. Functions for the academy would include: inservice training, on-going support, and extensive pre-service training for potential administrators.

Provide staff and funds for curriculum development in all subject areas. Scope and Sequence guides for teachers would be developed and standardized across the district. Curriculum would be aligned with accountability measures. Four curriculum specialists would have the responsibility for putting the guides together.

Provide funding to add three positions to establish a Grants Administration Office. The purpose of this office would be to secure funding opportunities for the district, $180,000.

Provide an account in Human Resources for incentives for teacher recruitment, $600,000.

Provide funds for MPS staff inservice training in racial sensitivity and social issues facing MPS students, $7,440,000.

Fund extended school hours for all elementary schools, $14,000,000.

Fund placement of a registered nurse at each elementary school, $5,200,000.

Fund an office of accountability standards under the Office of Board Governance, $1,000,000.

Provide funds for training school councils at each school, $3,100,000.

The Board referred the following amendments to the Superintendent for study in conjunction with the Central Services reorganization plan, with a report due by June 1998:

Create the position of TV production assistant, to be located in the Radio & TV budget of the Department of Communications and Public Affairs, to oversee the ESCC cable TV operations, $45,000.

Reduce Central Service budget allocations by $12,635,484 without reducing allocations for the Bilingual and Multicultural Program, Facilities and Maintenance, or Food Services.

Move budgets for exceptional education, guidance services, parent and student services, psychological services, social work services, and interscholastic athletics under one Pupil Personnel Department.

Remove the Facilities and Maintenance budget from the Community Recreation area.

Provide funding to add two staff positions in the Labor Relations area.

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 29, 1998

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

Present—Directors Braun, Gardner, Hardin (6:05 PM), O'Neil (6:05 PM), Sinicki, Small (6:03 PM), Thompson and President Fisher—8.

Absent and excused—Director Todd—1.

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

April 28, 1998

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of the Board of School Directors will be held at 6:00 PM on Wednesday, April 29, 1998, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, Educational Assistants, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers and Building Service Helpers), Local 1053 and Local 1616.

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

SUZANNE M. LUNDIN
Director/ Board Clerk

Director Small moved that the Board retire to executive session for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the bargaining units listed in the call of the meeting.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Sinicki, Small, Thompson and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:05 PM.

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

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 29, 1998

Regular meeting of the Board of School Directors called to order by President Fisher at 6:40 PM.

Present—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence in honor of Cresia Nash, Delisha Smith, and Randi Tatum, MPS students who had died during the previous month.

The Board also observed a moment of silence for Dr. Ron Simpson, a former principal of North Division High School, who passed away earlier this month.

AWARDS AND RECOGNITIONS

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

Franklin Pierce Elementary School has been selected for national recognition by the United States Department of Education's National Title 1 Office for its excellence in education. The school will be honored at the National Title 1 Awards Luncheon to be held in Orlando, Florida, on May 5.

Rufus King High School students traveled to Edinburgh, Scotland, to compete in the 1998 International LifeSmarts competition and won the championship. King took the international crown in the transatlantic challenge by defeating the Scottish National champions. The team included Paul Getto, Stephen Meer, Sylaja Murikipudi, Ryan Peterson, and Gregory Whitten, captain. Team managers are Allyson Modra, Erin Modra, and Eleonore Wesserle. Their coach is Dr. James Kroll, Guidance Director.

Anthony Moore, a student at North Division High School, recently secured an internship as a welder/mechanic with DUECO as a result of the collaborative partnership with Work for Wisconsin and the Milwaukee Public Schools. He currently attends school part-time to earn the credits he needs for high school graduation and is continuing to receive advanced training as a mechanical systems technician through his internship. Anthony's goal is to have his own business. The program has helped Anthony recognize the value of continuing his education and preparing for a successful career.

Five students and five teachers have been named recipients of the 1998 Herb Kohl Foundation Scholarship and Fellowship Awards and will receive grants of $1,000 each. The Kohl awards are given to students and teachers on the basis of demonstrated academic excellence and to support teaching innovation. Five students were also selected as recipients of the Kohl Student Achievement Award.

Kohl Student Scholarship Recipients

Corey Foster, Rufus King High School
Dallas Groce, Rufus King High School
Melissa Jones, Bay View High School
Anne Koller, Riverside High School

Eleanore Wesserle, Rufus King High School
Kohl Teacher Fellowship Recipients
Amy Domagalski, Lincoln Ave. Elementary
Michael Fendry, Milw. Education Center
Amy Gruszewski, Wisc. Conservatory of Lifelong Learning
Stacy Klein, Wisc. Conservatory of Lifelong Learning
Darlene Rzezotarski, Rufus King High
Kohl Student Achievement Award Recipients
Khoa Dinh, Pulaski High School
Thomasine Glover, Milwaukee Trade & Technical High School
Kelly Patek, Custer High School
Shantel Reed, Washington High School
Karen Zemek, Madison High School

Artwork by students from several Milwaukee area school districts was featured in a display during the month of March at the University of Wisconsin — Milwaukee's School of Education in Denemark Lounge, Enderis Hall. Schools that were represented include 65th Street School, Congress Elementary, Hamilton High School, Hi-Mount Elementary, Lincoln Avenue Elementary, Milwaukee High School of the Arts, Milwaukee Spanish Immersion School, Pulaski High School, and Roosevelt School of the Arts.

The *Milwaukee Times Weekly Newspaper* announced its 13th Annual Black Excellence Awards recipients. They include Jessica Kern, a senior at Washington High School; Angela White, an eighth-grader at Morse Middle School; Harold Gray, a senior at Rufus King High School; and Mr. Larry Lampkin, a teacher at Milwaukee High School of the Arts.

Karen Scharrer-Erickson, a teacher at Robinson Middle School, was awarded the 1997 Carl E. Guell Award, sponsored by the Bureau of Aeronautics, a department of the State Department of Transportation. This award is presented to the educator who has made the most significant contributions to aviation progress in Wisconsin.

Milwaukee High School of the Arts finished first at the fifth annual Hartford Union High School Forensic Tournament in March. Six hundred students from 44 schools from throughout the state competed in 19 different categories.

The Second Annual P-5 Spelling Bee Competition was held on Saturday, March 14, at the Central Services Building for third-, fourth-, and fifth-grade students. The winners include:

Third Grade

1st Place — Rosa Inostrosa, Riley Elementary School
2nd Place — Cordell Robinson, Dr. King, Jr. Elementary School
3rd Place — Soraayah Carter, Clarke Street Elementary School

Fourth Grade

1st Place — Lurena Kearney, Lee Elementary School
2nd Place — Jayna Prather, Westside Academy II
3rd Place — Darla Honeycutt, Keefe Avenue Elementary School

Fifth Grade

1st Place — Antwaun Dyson, Hopkins Street Elementary School
2nd Place — Jermese Taylor, LaFollette Elementary School
3rd Place — Vanessa Viruet, Kagel Elementary School

The Sir Thomas J. Lipton Sportsmanship Award, named in honor of the famed yachtsman and sports competitor, is presented annually by the Boys & Girls Club of Milwaukee to the Club member who displays outstanding sportsmanship and fair play in Club activities. Awards were presented to the following

MPS students: Jannelle Keizer. a junior at Milwaukee Trade and Technical High School; Kelyanna Austin, a junior at Milwaukee School of Entrepreneurship; Tyre Kern, a ninth-grader at Madison High School; Adam Nelson, a 7th-grader at Sarah Scott Middle School; Denvelt Harris, a third-grader at MacDowell Elementary; and Anna Williams, a third-grader at Brown Street Elementary.

On Friday, April 3rd, seven students from the Milwaukee School of Languages competed in the Divine Savior Holy Angels' Academic Excel-A-Thon against 270 girls from 35 different schools throughout the Milwaukee area. Four students from the seven-member team received ribbons: Christina Dang, who placed 2nd in 6th-grade Social Studies; Christina O'Brien, who placed 3rd in 6th-grade Current Events; Anna Chay, who placed 2nd in 7th-grade Math; and Elizabeth Brander, who placed 2nd in both 7th-grade English and Science. The other members of the team are Monica Crenshaw, Courtney Nelson, and Vanessa Parker.

Cliff Gribble, Director of Jazz Studies at the Milwaukee High School of the Arts, was awarded an International Achievement Award in the 7th Annual Down Beat Achievement Awards For Jazz Education program sponsored by Down Beat magazine.

Christopher Schmitt, a junior at Rufus King High School, has been awarded the Xerox Award in the Humanities/Social Sciences Scholarship Program administered by the University of Rochester, New York.

Corry Durrell, a senior at Rufus King High School, won the first-place award of $500 in the 1997-98 Wisconsin Labor History Society Labor History Contest, and Chantal LaParl-Green, a senior at Riverside University High School, won the second prize of $300. They had to submit essays on the theme, "Unions have been important to my family because . . . ." They will receive their awards at the Society's 1998 Annual Conference at the University of Wisconsin — Oshkosh on May 2.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular Board meeting of March 25, 1998, were approved as printed.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Recommendation to Ratify a Contract with Local 950 and on a Recommendation to Approve Salary Schedules for Local 1053 Exempt Clerical Employees

April 29, 1998

TO THE BOARD OF SCHOOL DIRECTORS:

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

Local 950 (The International Union of Operating Engineers)

- One-year contract (January 1, 1997, through December 31, 1997)
- Three-year contract (January 1, 1998, through December 31, 2000)

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

It is also recommended that the Board approve the implementation of the clerical study for Local 1053 exempt clerical employees, which includes a three-percent (3.0%) wage increase for the 1997-98 school year.

Sincerely,

ALAN S. BROWN, Ed.D.
Superintendent of Schools

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND LOCAL 950 (OPERATING ENGINEERS)

JANUARY 1, 1997, THROUGH DECEMBER 31, 1997

1. One (1) –year contract (January 1, 1997, through December 31, 1997).
2. Salary: Effective 1/01/97 — 3.0%

JANUARY 1, 1998, THROUGH DECEMBER 31, 2000

1. Three (3) –year contract (January 1, 1998, through December 31, 2000)
2. Health insurance language — design changes:
   $5 prescription co-pay
   $25 emergency room/urgent care center co-pay
3. Salaries: Effective 1/01/98 — 3.0%
   Effective 1/01/99 — 3.0%
   Effective 1/01/2000— 3.0%
4. Travel allowance.
5. Language regarding repayment of tuition reimbursement.
6. Increase in shift differential: 2nd shift — 5¢ increase
   3rd shift — 10¢ increase

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

* * * * *

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small and Thompson—7.

Noes—None.

Voting "present"—Director Todd and President Fisher—2.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Small 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 by Dr. Robert Nash, Professor, UW-Oshkosh

Your Committee reports having received a presentation by Dr. Robert Nash regarding reading reforms in the Milwaukee Public Schools.

* * * * *

(Item 2) Action on Resolution 9798R-073 by Directors Thompson, Gardner and Todd Regarding a Plan to Utilize the Hartford School Building for a School that will Attract a Diverse Group of Students

Background

At its meeting on March 25, 1998, the Board referred the following resolution 9798R-073 by Directors Thompson, Gardner, and Todd to the Innovation / School Reform Committee:

WHEREAS, The Hartford Avenue School, located in the heart of the East Side on the UWM campus, is ideally situated to attract a racially and internationally diverse student body attracted by a challenging curriculum; and

WHEREAS, In recent years, by contrast, Hartford Avenue has drawn a decreasing number of students from its attendance area — declining from 86 to 56 between 1995 and 1997 (out of 625 students) — such that a school that met the MPS standard for racial diversity in 1995 no longer does; now, therefore, be it

RESOLVED, That the MPS Administration prepare a plan to utilize the Hartford Avenue School building for a school that will attract a diverse group of children, to be implemented by the start of the 1999-2000 school year, and that it report to the Board on options, including

- Negotiations with the University of Wisconsin–Milwaukee to operate a UWM charter school at the Hartford Avenue site;
- A plan to use the Hartford Avenue building to replicate one of the oversubscribed specialty programs, such as Montessori, language immersion, gifted and talented, or International Baccalaureate; and
- A report on the willingness of the present Hartford Avenue staff to offer programs, such as the International Baccalaureate, that will attract students both from the attendance area and the UWM community and that will be enthusiastically supported by the Hartford Avenue staff.

Administration's Preliminary Analysis

1. What determinations need to be made?
   - Determine if replicating a specialty at Hartford Avenue School would be beneficial for the district as a whole. Is another specialty needed? If promoting neighborhood attendance, restoring a community center, and reducing busing are the objectives, will this new specialty accomplish these goals? (Presently 56 of the 176 students living in the Hartford attendance area attend Hartford.)
   - Determine what kind of specialty school should be replicated at Hartford and does it fit into the district's new strategic plan.
   - Determine if MPS should make Hartford Avenue a charter with or without UWM. This would involve policy questions for the Board if it would become an MPS charter, and policy questions for UWM if it would become a UWM charter.
2. What steps need to be taken to make the determinations?
   - Complete the district's strategic plan to identify the role that Hartford Avenue will have in this plan.
   - Meet with the present Hartford Avenue staff, parents and community members to discuss their willingness and support in offering new programs, such as the International Baccalaureate, that will attract students from both the attendance area and the UWM community.
   - Ensure that contractual guidelines are followed in developing a new specialty at the school.

3. What are the suggested timelines for implementation of the resolution?

   April-Aug 1998 Hartford Avenue staff would consider a new program for Hartford Avenue School.

   A report would be given to the Board concerning the willingness of the present Hartford Avenue staff to offer a new program and how this program would be implemented.

   Sept-Oct 1998 The Administration will submit recommendations to the Board regarding a new educational focus for Hartford.

   Nov-Dec 1998 Information will be disseminated to the public. Enrollment information would be made available through the Directions publication.

   Depending on the program, staff recruitment may be necessary.

   Depending on the program, Memoranda of Understanding may have to be signed by the MTEA and the Administration.

4. What are the implications if the resolution is adopted?

   - Are significant policy questions involved?

     There are significant policy questions related to the Board's making Hartford Avenue a charter school or negotiating with UWM and making Hartford a UWM charter school.

   - Is a City Attorney's opinion required and how long will it take?

     The City Attorney may have to be consulted if Hartford Avenue should become a charter school.

   - Is there a significant cost to implement the plan?

     There will be start-up program costs, staff development costs, and costs to allow staff to visit existing specialty schools.

     There may be a need for a specialty school funding allocation determined by the weighted formula.

     To the extent that the program includes qualifications beyond the applicable DPI license, there may be tuition reimbursement costs associated with the training of current staff.

   - Is an assessment plan needed?

     The district's accountability plan would apply to the school and program.

   - Is extensive public input needed? What type?

     Public input would be handled at the local school level. This would involve asking the school council and all parents about the type of program that would attract neighborhood students, implementation of the new program, and involvement of parents and community in the new program.

     Public input would also be solicited at the time the Board's Innovation/School Reform Committee considers a revised educational plan for the school.

   - Will significant staff time be needed to implement the plan?

     Time will be needed for professional development and implementation of a new program. The amount of time will depend upon the program design.

Committee Recommendation

Your Committee recommends that the Administration work with the Hartford Avenue school community regarding the development of a new educational focus for the school for the 1999-2000 school year and submit recommendations to the Committee and the Board no later than October 1998.

* * *

(Item 3) Action on Recommendations Regarding Resolution 9798R-066 by Director Hardin to Encourage and Support Children Attending Youth Conferences

Administration's Analysis

1 At its meeting on February 25, 1998, the Board referred the following resolution, which was introduced by Director Hardin, to the Innovation School Reform Committee:

WHEREAS, Character-based education is important for the personal development of our city's children and to the academic mission of each school; and

WHEREAS, Learning experiences that encompass the values of respect, responsibility, trustworthiness, caring, justice and fairness, civic virtue citizenship, a right to know, and the building of relationships with others lead to important personal qualities that promote safety and security within schools; and

WHEREAS, The school district provides for, and encourages, educational field trips that provide positive learning experiences for children; and

WHEREAS, Students who are part of an extended community should be encouraged to invite their fellow classmates to share in field trips; and

WHEREAS, It is important to provide for learning experiences both inside and outside the school district, now, therefore, be it

RESOLVED, That the Milwaukee Public Schools Board of School Directors encourage and support, as legitimate field trips, district students' participation in youth conferences that will enhance positive character development; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools Board of School Directors authorize the Administration to negotiate extended-day school bus passes for youth conferences held within the City of Milwaukee.

The Administration provided a preliminary analysis at the March 10, 1998, Innovation/School Reform Committee meeting. The Board referred the resolution to the Administration for further analysis and recommendation.

Students are excused to attend various youth conferences if they are related to a school's academic program and parent consent has been given. Students who fail to provide some type of parent consent for attendance at such conferences are marked as unexcused absences.

Currently schools have the authority to provide extended-day bus passes to students attending youth conferences related to a school's academic program.

Student attendance at non-school-related youth conferences is approved on a case-by-case basis at the local school level. Schools do not provide extended-day bus passes to students attending non-school-related youth conferences.

Depending on the number of students whose parents request that they be excused to attend youth conferences, implementation of this resolution could require significant staff time for maintaining accurate records of the number and types of youth conferences students are attending. Schools would also need to maintain a record of the number of extended-day bus passes that were given to students attending school and non-school-related youth conferences in order to address any liability issues that may arise.

The current Board policies as they relate to transportation and field trips and excursions are as follows:

Policy 4.04 Student Transportation Services

Field Trips

Transportation services for field trips will be provided as follows:

a. Regular students. Transportation service for field trip experiences will be arranged and paid for by the respective school involved.

b. Exceptional Education Students. Transportation service for field trip experiences will be processed by the department of parent and student services within the budgetary provisions for this service.

Policy 7.30 Field Trips and Excursions

Field trips represent a conscious effort to extend the classroom walls to include such community elements as will effectively assist in the teaching/learning process; and field trip activities should grow out of the units of classroom study and become an integral part of the total educational effort.

The Board approves of and encourages school-sponsored trips to parks, museums and institutions, both public and private, within the local area. It also believes that field trips to more distant locations can be an important part of a student's education.

Therefore, local field trips and those to more distant locations may be approved by the administration provided realizable objectives set for the experience and methods are devised for the attainment of these objectives. Readiness must be provided for and a follow-up program must be developed by the administration to reinforce the learning. Appropriate evaluation procedures must also be used to test the effectiveness of the field trip.

Student Safety and Staff Responsibility

As a part of good planning, safeguards must always be taken to ensure the safety of students at all times. However, unforeseeable and preventable accidents may occur.

Board employees and authorized volunteers are covered as additional insureds under the Board's comprehensive general liability coverage. This covers unintentional property damage or bodily injury caused by the negligence of the Board, its employees and volunteers arising from the scope of approved field trips and excursions whether on school premises or not. The coverage also provides a legal defense for the employee or volunteer acting within the scope of their assignment. The extent of the coverage is based on the circumstances which cause the claim or loss and the conditions and exclusions of the insurance contract.

Strategic Plan Compatibility Statement

This resolution meets the Board goals of achievement, particularly in supporting the strategic objective that addresses community support and involvement and student involvement/empowerment and equity.

Statute, MPS Policy, or Board Rule Implication Statement

The Board policies relating to field trips and excursions (7.30) and transportation services for field trips (4.04) would have to be amended if students were to be excused to attend non-school-related youth conferences.

Policy 7.30 states that, as a part of good planning, safeguards must also be taken to ensure the safety of students at all times. A city attorney's opinion has been requested to address the issue of liability if students are provided extended-day bus passes to attend non-school-related youth conferences that are not supervised or chaperoned by district employees.

The current transportation services policy 4.04 provides transportation services for field-trip experiences that are arranged and paid for by the respective school involved. Student attendance at non-school-related youth conferences would require an amendment to the current policy.

Fiscal Impact Statement

The cost to implement would be based on the number of students whose parents request that their children be excused and provided transportation to attend school- and/or non-school-related youth conferences during the school year. The cost of an extended-day bus pass is $10.50 per week.

Implementation And Assessment Plan

School-related youth conferences that are a part of a school's academic program are identified and selected at the local school level. A committee of principals, teachers, and parents would be needed to identify non-school-related youth conferences that would be appropriate for students to attend and to determine the number of days that students could attend such conferences. Such conferences would also have to be within the city's limits in order for students to receive an extended-day bus pass.

Any changes to the current policies relating to field trips or transportation would have to be shared with staff, parents and students.

Committee Recommendation

Your Committee recommends that the Board direct the Administration to continue to follow the current field trips and excursions policies which allow schools to approve student attendance at non-school-related youth conferences on a case-by-case basis and which do not authorize the school district to pay for transportation costs for non-school-related youth conferences.

* * *

(Item 4) Action on Resolution 9798R-077 by Director Hardin Regarding the Timeline for the Development of School Educational Plans

Background

At its meeting on March 25, 1998, the following resolution was introduced by Director Hardin:

WHEREAS, The local school Educational Plan is a critical document to school improvement and reform; and

WHEREAS, The Educational Plan is developed and designed to involve parents, students and staff in setting goals and objectives for school improvement; and

WHEREAS, Schools devote many hours to planning and accountability; and

WHEREAS, The Educational Plan requires that plan development include action plans and funding support strategies for the action plans; and

WHEREAS, The school's action plan funding strategies should drive the budget and not be driven by a cost to continue current operations budget development process; and

WHEREAS, Successful strategic planning processes usually require that program plans be developed prior to the budget process and the budget be developed to support the program plans; and

WHEREAS, The development of the plans now occur after the local school budgets have been established; now, therefore, be it

RESOLVED, That beginning with the FY2000 budget, school Educational Plans be developed on a timeline which allows the schools to use the Education Plan to develop their local school budgets.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

The Educational Plan is the map which schools use to reach district and school goals. The "One Educational Plan" was designed in 1996 in response to the concern that schools are often asked to prepare variations of their plans to meet requirements for numerous programs and initiatives. The current due date for Educational Plans is June 30. This timeline accommodates the requirements for a variety of programs (e.g., Title I, P-5, North Central Association). The Educational Plans, however, are developed and updated by schools throughout the spring of the year, based on information from multiple sources including district and school accountability data; district and categorical funding; and school and district priorities. Many schools use a spring banking-time day (e.g., May 6, 1998) to develop the Educational Plan.

Schools use the Educational Plan as an implementation, staff development, monitoring, assessment, and funding support guide throughout the year. Submitted Educational Plans are used at the district level for a variety of purposes, including teaching and learning support, North Central Association review team visits, and principal performance appraisal.

School budgets are developed in late April and early May, following approval of the district budget by the Board of School Directors.

As specified in Administrative Policy 9.11 for Establishment of School Councils, School Councils will participate in the development of the Educational Plan and the school budget.

There must be a direct correlation between Educational Plans and school budgets. The Educational Plan must have a high probability of improving student achievement, and the school budget must support the Educational Plan.

2. What is the suggested timeline for implementation of the resolution?

January 1999	Update the district Educational Plan template consistent with district priorities
February 1999	Provide staff development for principals and school staff regarding Educational Plan development and updating
March-May 1999	Schools review data, analyze progress towards goals and develop and update Educational Plans
mid-May 1999	Educational Plans due in the Office of the Deputy Superintendent

3. What are the implications if the resolution is adopted?

   - Are significant policy questions involved?

     No.

   - Is a City Attorney's opinion required and how long will it take?

     No.

   - Is there a significant cost to implement the plan?

     No.

   - Is an assessment plan needed?

     No.

   - Is extensive public input needed? What type?

     The current June 30 submission due date was developed in response to needs expressed by schools. A change in the timeline should include an opportunity for schools to comment.

   - Will significant staff time be needed to implement the plan?

     No. The timeline would change, not the amount of staff time required.

Committee Recommendation

Your Committee recommends that the development of Educational Plans occur on a timeline parallel to the development of school budgets. School Educational Plans and school budgets would be submitted in mid-May, beginning in May 1999.

* * *

(Item 5) Action on Resolution 9798R-069 by Director Todd Regarding Utilization of Work Keys in MPS

Background

At its meeting on March 25, 1998, the Board referred the following resolution by Director Todd to the Innovation/School Reform Committee:

WHEREAS, American College Testing Inc. (ACT) has developed the Work Keys system of workplace skills assessment and reporting as an educational tool that links the classroom to the workplace, allowing educators and employers to work together in preparing students for the world of work; and

WHEREAS, The Work Keys system encompasses a complete spectrum of job analysis, assessment, instructional support, reporting, and training services; and

WHEREAS, The Work Keys measures skills in applied mathematics, applied technology, listening, writing, locating information, observation, reading for information, and teamwork; and

WHEREAS, The Work Keys system includes instructional materials for schools and a process for businesses to profile specific jobs according to what skill levels are required; and

WHEREAS, The Work Keys assessments are criterion-referenced, measuring a person's performance on the assessment not against others who have taken the assessment, but against an established skill scale; and

WHEREAS, Unlike aptitude tests, Work Keys provides a way for students who have been tested to improve their skills;

WHEREAS, Four states and a number of cities nationwide are currently using Work Keys to assess and report their students' job-skills levels, use of the system having increased 41% last year; and

WHEREAS, The National Association of Secondary School Principals has made three of the eight Work Keys assessments a requirement for students who post their records on SCRIBE, a new on-line job service; and

WHEREAS, For the Work Keys system to be fully effective, Milwaukee Public Schools must work to get local and state government, business, and industry involved in its use; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instruct the Administration to investigate the Work Keys system to determine whether its implementation might benefit the students of the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the Administration be instructed to investigate possible strategies to form a partnership among MPS, state and local government, and state and local business and industry to promote the implementation and use of the Work Keys system; and be it

FURTHER RESOLVED, That the Administration report back to the Board the results of its investigation and the process and cost of implementing use of the Work Keys system, including strategies to obtain possible funding for this program from:

1) Federal state, and local government workplace and educational grants and initiatives;

2) Private educational foundations; and

3) Business and industry.

Administration's Preliminary Analysis

Description of Work Keys

Work Keys is a national system developed by ACT, Inc., for documenting and improving workplace skills. It is used nationwide by employees to identify the skills employees need to be successful on the job and to determine where additional training will help build a higher performance workforce.

Work Keys has been adopted by business, industry, government agencies, and educational institutions in 39 states and several countries.

The components of Work Keys are as follows:

Job Profiling — A detailed analysis of jobs that will identify the specific skills needed to perform each job well.

Assessments — Measure skill levels and determine how they compare with the skills required for specific jobs. Work Keys focuses on these skills in eight criterion-referenced assessments:

Communication Skills

Listening
Reading for Information
Writing

Problem-Solving Skills

Applied Mathematics
Applies Technology
Locating Information
Observation

Interpersonal Skills

Teamwork

Instructional Support — Helps educators and trainers tailor instruction to help improve the skills of students and workers.

Research and Reporting — Offers databased-compiled skill references for jobs and occupations, individual and aggregate reports of assessment data, and consulting services. The reports provide individuals, educators, and employers with the information they need to make career choices, plan and evaluate training programs, and identify qualified employees.

Training — Work Keys staff can assist in providing instruction on how to do job profiling, develop instructional programs, or successfully implement the system.

1. What steps need to be taken to proceed with the resolution?

   MPS staff must engage in an initial discussion with Work Keys representatives about the overall program. Further discussions should involve guidance counselors, teachers, parents, and business representatives. Buy-in from the business community is critical to the success of such an endeavor.

2. What is the suggested timeline for implementation of the resolution?

   April - June 1998 Discussion and input from Central Services staff, school administrators, guidance counselors, teachers and parents to identify and address all issues related to the resolution.

   August 1998 Administration's Response and Recommendations.

3. What are the implications if the resolution is adopted?

   This is a workplace skills assessment tool designed to link the classroom to the workplace and allow educators and employers to work together in preparing students for the world of work.

   A. Policy Questions:

      Concerns about the number of assessments given to students in this district may be raised. New policies need not be written nor do existing policies need revision.

   B. City Attorney's Opinion:

      No city attorney's opinion is required.

   C. Cost:

      Estimated costs of administering Work Keys assessments in reading, applied mathematics and locating information, including three teaching guides per school, to every student in the following grade levels:

9th Grade	9,422 students x $10.20	$96,104
10th Grade	7,221 students x $10.20	$73,654
11th Grade	5,364 students x $10.20	$54,713
12th Grade	4,016 students x $10.20	$40,963

      The total figure per grade level includes three sets of teaching guides per school. The $10.20 represents the cost of the assessment package containing reading, applied mathematics and locating information. These were assessments suggested by a Work Key representative.

   D. Assessment Plan:

      The Board of School Directors should receive statistics regarding the impact this resolution has on academic achievement, employability skills, and obtainment of employment.

   E. Public Input:

      A public hearing should be conducted. In addition, input from various segments of the employer community is especially critical.

   F. Implementation:

      A time estimation can be given once additional details of the program are learned.

Committee Recommendation

Your Committee recommends that the Board refer the resolution to the Administration for further analysis and recommendation.

* * * * *

(Item 6) Action on Resolution 9798R-070 by Director Todd Regarding the Development of a Comprehensive Curriculum Across All Subject Areas

Background

At its regular monthly meeting held on March 25, 1998, the Board referred the following resolution by Director Todd to the Innovation and School Reform Committee:

WHEREAS, The high academic standards adopted by the Board apply to all students in the district; and

WHEREAS, There is a need for a unified approach to curriculum to ensure that all students achieve these high standards; and

WHEREAS, The scope and sequence of the courses of instruction for all MPS students, which once formed the bases of instruction in the district, have recently fallen into disuse; and

WHEREAS, The problem of high student mobility and its effect on achievement can be addressed in part by a unified approach to curriculum; now, therefore, be it

RESOLVED, That the Administration develop a plan for a comprehensive curriculum across all subject areas; and be it

FURTHER RESOLVED, That this plan be presented to the appropriate Committee of the Board no later than six months after the adoption of this resolution.

Administration's Preliminary Analysis

The Administration has prepared the following preliminary analysis of the resolution:

1. What steps need to be taken to proceed with the resolution?

   The following current activities directly relate to this resolution: The state of Wisconsin has established academic content and performance standards, which MPS is reviewing to determine if the district will adopt or adapt these standards. Additionally, implementation of the FY99 High Standards and Accountability Plan will include the following actions related to the development of a comprehensive curriculum plan. The actions listed are represented in the FY99 High Standards and Accountability Plan presented to the Board's Strategic Planning and Budget Committee on March 24, 1998.

   At the elementary level for reading, mathematics and science:

   - Adopt/adapt the Wisconsin Model Academic Standards
   - Develop grade-level expectations, including documentation of phonic skills instruction
   - Align MPS curriculum and materials with the Wisconsin Reading Comprehension Test and the Wisconsin Student Assessment System subtests for reading, mathematics and science. (Implement TargetTeach in reading.)

   At the middle-school level for the proficiencies in communications, mathematics, science and research:

   - Adopt/adapt the Wisconsin Model Academic Standards
   - Develop grade-level expectations
   - Align the curriculum with standards and assessments
   - Develop student work samples for each proficiency

     At the high-school level:

   - Align curriculum for math and writing proficiencies.
   - Develop proficiency practice materials.
   - Develop 2004 proficiencies for high schools.

   Review of the Wisconsin standards and development of grade-level expectations for K-12 art, health, music, physical education, and social studies is also currently underway. For any subject areas not represented, the district will have to review the current curriculum, including policies, district and state standards and frameworks, guides, etc. Appropriate plans for these subject areas would have to be developed.

2. What is the suggested timeline for implementation of the resolution?

   April .....Board approves resolution

   May-September .....Develop a comprehensive curriculum plan. The district will ensure that the plan is in alignment with the district's Strategic Plan that will be submitted to the Board in June.

October.....Submit plan to the Board for approval

3. What are the implications if the resolution is adopted?

   A. Are significant policy questions involved?

      The current Board policies on curriculum apply to this resolution. No changes to Board policy are anticipated at this time.

   B. Is a City Attorney's opinion required and how long will it take?

      A City Attorney's opinion is not required.

   C. Is there a significant cost to implement?

      No additional costs are required to develop a plan. It is anticipated that costs will be required to develop and implement the comprehensive curriculum across all subject areas. These costs will be covered by district and local school funds.

   D. Will significant staff time be needed to implement?

      There will be significant staff time devoted to the development of a comprehensive plan, since the implementation of such a plan carries considerable implications for student achievement across the district.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution with the procedures and timeline listed above.

* * *

(Item 7) Progress Report Regarding the Development of a Comprehensive Discipline Plan for Disruptive Youth (Follow-Up to Resolution 9798R-004 by Director Thompson)

Your Committee reports having received the following informational report from the Administration:

Background

At its meeting on August 27, 1997, the Board referred the following resolution by Director Thompson (9798R-004) to the Administration:

WHEREAS, Students, parents, and teachers identify disruptive students as interfering with the education of other students and driving out serious students from MPS, and

WHEREAS, Disruption is often a sign that the student is not benefiting from his or her school, with many of these students having been programmed to fail by not receiving the support and structure they need, and

WHEREAS, Too often the response to disruptive students meets neither the needs of the other students or their own needs, now therefore, be it

RESOLVED, That the administration develop a comprehensive plan to handle students who would otherwise disrupt classes, including:

- A tabulation of the numbers and types of students with a history of disruption, including (but not limited to) students who are promoted socially, but are academically unprepared, and those reentering MPS from institutions such as Wales;
- An assessment of present and potential programs to meet the needs of these students, including summer school, various support services, charter schools, evening programs, contracts, alternative programs, etc.

Administration's Report

To develop the plan, the Administration formed a broadly based design team composed of 28 members comprising parents, principals, assistant principals, teachers and Central Services personnel. Staff from the Division of Small Community Schools facilitated the design team meetings.

On January 12,1998, the Administration provided an interim report to the Innovation/School Reform Committee.

On March 1, the Design Team presented to the Administration a draft report describing the work of the team and providing recommendations to address the behavior of unruly students.

The Administration has assembled a group to review the draft report and determine:

- Which recommendations require a change in district policy and Board approval.

  For example, some recommendations have budget implications, such as increasing the number of alternative schools serving behaviorally difficult students, and others have district-wide impact, such as requiring all schools to develop a School Behavioral Management Plan.

- Which recommendations can be implemented by the Administration without changes in Board policy.

  Some recommendations; such as promoting greater cooperation with law enforcement and community agencies, teaching of social skills, and promotion of effective classroom management skills, do not require Board action.

- The short-term and long-term fiscal impact of implementation of the recommendations.

  This includes costs associated with increasing the number of alternative seats for the placement of behaviorally difficult students, and increasing staff development in classroom management strategies.

- The relationship of the recommendations to other school district initiatives and reforms and how the reforms relate to initiatives associated with providing first choice, avoiding duplication of costs, and ensuring equity for all children.

The Administration anticipates submitting recommendations to the Board at the May, 1998, Innovation/School Reform Committee meeting. The report and recommendations will include:

A. A definition identifying students eligible for participation in programs for chronic disrupters.

B. Identification of promising strategies to address the needs of students with chronic challenging behaviors.

C. Longitudinal data associated with the discipline climate in our schools, based on information on the frequency of suspension, the number of school discipline referrals, and the number of adjudicated students re-entering MPS schools.

D. Recommendations associated with programs for chronic disrupters within traditional MPS schools and in special out-of-school alternative programs.

* * * * *

(Item 8) Progress Report on the North Division Revitalization Plan

Your Committee reports having received the following informational report from the Administration:

Administration's Report

1. On July 30, 1997, the Board of School Directors adopted Resolution 9798R-023 by Director Charlene Hardin to approve the creation of a Revitalization Task Force for North Division High School.

2. On January 28, 1998, the Board of School Directors received a progress report from the Revitalization Task Force relative to the plans being developed for improving student achievement and learning at North Division High School.

3. On March 25, 1998, the Board of School Directors accepted the North Division Revitalization Task Force's report, which called for a comprehensive redesign of North Division High School's educational delivery system. The school would become a virtual university high school to advance the renaissance of learning at the school. The program would include sophisticated technology in all aspects of learning; advanced rigorous academic curriculum; and full-service student-centered social/support services systems, including extracurricular offerings via extensive parent involvement initiatives.

4. The Administration, working in collaboration with the North Division High School principal and the North Division Revitalization Task Force, recommends a four-year phase-in of the recommendations, beginning in FY99. The FY99 priorities will be to improve student achievement, stabilize the school enrollment, increase the average daily attendance, reduce the drop-out rate, and increase the graduation rate.

5. The FY99 fiscal support required to implement the first phase of the redesign totals $461,400. This represents curriculum support, with the proposed addition of a technology implementor, computer hardware, software, and implementation of a distance learning lab; climate and safety support, with the proposed addition of a human services coordinator and a school safety assistant; stability support, with the installation of an outdoor electronic marquee and additional bus passes for students; and leadership support, with the proposed addition of an activities director.

6. The FY99 fiscal support required to implement the first phase of the redesign of North Division High School's educational delivery system is $461,400. The FY99 components are:

Curriculum	
Technology Implementor	$ 57,400
Computer Hardware and Software	110,000
Distance Learning Lab	45,000
Climate/Safety	
Human Services Coordinator	57,400
Safety Assistant	25,200
Stability	
Outdoor Electronics Marquee	25,000
Bus Passes for Students	84,000
Leadership	
Activities Director	57,400
Total	$ 461,400

7. FY99 support will be provided from a combination of school and district funds. Upon Board approval of the FY99 budget, the Administration will analyze the North Division High School FY99 budget allocation and identify additional district funds needed to support the first phase of the North Division High School redesign.

8. The Administration will collaborate with the North Division community (parents, staff, students, School Council, Task Force members, and other supports) to ensure successful implementation of the first phase of the redesign.

9. Assessment of the effectiveness of the redesign in improving student achievement, stabilizing the school enrollment, increasing the average daily attendance, reducing the drop-out rate, and increasing the graduation rate will be determined on an annual basis. The assessment will be used to develop recommendations in regard to subsequent phases of implementation of the North Division High School redesign.

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(Item 9) Progress Report on Summer School

Your Committee reports having received the following informational report from the Administration:

Administration's Report

At its regular March 25, 1998, meeting, the Board of School Directors asked the Administration to provide additional information on the following regarding the 1998 Summer School Program:

- Hiring of Teachers
- Profile of Students Enrolling in Summer School (Measurable Inputs)
- Measurable Outcomes

Hiring Of Teachers

Part VI of the contract with the Board and the Milwaukee Teachers' Education Association (MTEA) requires the Board to negotiate the wages, hours and conditions of employment for teachers employed in summer-school assignments. The contract already allows for hiring teachers with the appropriate teaching license who have taught in the subject area within the past three years. If the Administration needs to change the hiring practice from a seniority-based system, it has to negotiate such change with the MTEA.

The Summer Program Office provides a copy of the proposed teacher application to the MTEA for its review and discussion. The Administration regularly negotiates with the MTEA when seniority is inappropriate for hiring teachers (e.g., certain specialized programs require teachers with particular training or expertise). A Memorandum of Understanding is then negotiated with the MTEA to modify the hiring process in Part VI of the teachers' contract.

For the Summer School in 1997, the Administration spent considerable time in negotiation with the MTEA regarding the qualifications of the teachers for the elementary program. The Administration required the hiring of reading teachers with experience in the Early Reading Empowerment intervention method. These negotiations delayed the distribution of the teacher application and resulted in two rounds of teacher hiring with two separate teacher applications. The MTEA has filed a grievance at the third step regarding the hiring practices used in the summer of 1997.

For the 1998 Summer School, some requests have been made to deviate from the seniority system. For example, schools providing their own funding for the summer program and teaching students from their same schools will develop a Memoranda of Understanding that would allow the hiring of teachers from their faculties and not from the city-wide seniority list.

The Administration will continue to negotiate with the MTEA in situations where the seniority hiring process under Part VI of the teachers' contract should not be used and diligently work to hire the "most demonstratedly competent teachers."

Profile Of Students Enrolling In Summer School (Measurable Inputs)

At the Board meeting on March 25, 1998, the Administration was asked to give a report on measurable inputs to include "what is a successful school . . . [including] some evaluation of home status, home environment as well as teacher performance." A complete report will be given to the Board at the June Board meeting.

The Administration has interpreted measurable inputs in the context of summer school to mean a profile of the type of students who will enroll in summer school. Because students are just beginning to be enrolled in summer school, a complete profile of which students have enrolled in summer school will not be available until the June Board meeting.

The enrollment criteria schools will use for summer school follows: Title 1 summer school sites represent schools with more than 50% of their student body from homes at the federal level of poverty. Elementary students recommended for summer school are reading a year or more below grade level or have repeated a grade in the past three years. Grade 6 students recommended for summer school are students who

appear to be at risk for failing the proficiencies. Grade 7 and grade 8 students enrolling in summer school have failed and must attend to be promoted to the next grade in fall. Grade 8 graduates can attend summer school at the high-school level to take Algebra Readiness and an English/Study skills class. High-School students enrolled in summer school are attending to make-up high-school credit or to repeat courses they failed. Additional student profiles will be reflected in the June report.

Measurable Outcomes

The Summer School Planning Committee, comprising Curriculum Specialists from all areas offering summer classes, will develop goals and measurable outcomes for classes offered in Summer 1998. For example, in the Algebra area the Board will receive data indicating the number of students passing the class as compared with the total number of students who took the class and failed during the 1997-98 school year. Most standardized test instruments are not sensitive enough to reflect the progress achieved with twenty-nine days of instruction provided in summer school. Alternate assessment measures are being explored. Given the broad array of courses offered this summer, it was not possible to make a comprehensive report on measurable outcomes for each course at this time. A report will be given to the Board at the June meeting.

The program outcomes for the Summer Recreation Wrap-Around Program are outlined below:

I. Assist Summer School personnel in reducing the overall dropout rate of elementary students by:

- Providing parents with a safe setting, caring adults and structured activities for their children during wrap-around program hours.
- Providing a wide variety of recreation activities for children to choose from on a daily basis that are flexible to the needs of children, provide a sense of belonging and directly engage children.
- Providing a full-day wrap-around program with early drop-off (7 AM - 8:15 AM) and late pick-up hours (4-6 PM) to support the child care needs of working parents.
- Contacting parents on a daily basis regarding student absences and encouraging regular attendance.

II. Support Summer School efforts and the Governor's Challenge to MPS to have all elementary children performing at or above grade level in reading by:

- Teaching children to access and use public libraries.
- Assisting children in the process of obtaining a library card.
- Enrolling each child in the Milwaukee Public Library Summer Library Club.
- Providing supplemental reading materials.
- Providing designated reading time on a daily basis.
- Encouraging children to read at home with parents and siblings.
- Engaging children in journaling and creative writing experiences.

III. Supplement the Milwaukee Public Schools goal of having all students performing at high levels by:

- Reinforcing math skills through innovative, practical and fun math applications.
- Providing hands-on science experiences through field trips to nature centers and county parks.

IV. Enrich the lives of children in this community through a variety of recreational activities by:

- Providing children with an introductory water safety program.
- Providing specialized instruction in music, art, dance and drama.

Providing opportunities to participate in and receive instruction in various sports and games.

- Providing children with opportunities to attend community outings.

* * * * *

On the motion of Director Braun, the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

COMMITTEE ON FINANCE/PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance/Personnel presents the following report:

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

Authorization To Make Purchases

Authorization to make purchases for April 1998

Request for Waiver of Board Policy on Contract Length

The Administration is requesting that the Board grant a waiver to its policy #4.09, which requires contracts to be rebid after three years. The technology projects listed below will require considerable plant construction by the successful bidders. In order to ensure reasonable costs to MPS, we recommend that the successful bidders be allowed to amortize these projects over longer periods of time. It is anticipated that the additional renewal options would further enable MPS to secure favorable pricing.

The specific requests for proposal are:

RFP-248 Cisco Switches, Associated Electronics and Installation

Requesting permission for a potential maximum of four years — a two-year initial contract, plus two annual options to renew if prices and terms are mutually agreeable.

RFP-250 PBX Telephone Systems

Requesting permission for a potential maximum of five years — a two-year initial contract, plus three annual options to renew if prices and terms are mutually agreeable.

Request for Waiver of Board Policy on Contract Length

The Administration is requesting that the Board grant a waiver to its policy #4.09, which requires contracts to be rebid after three years. The technology project listed below may require considerable plant construction by the successful bidder. In order to ensure

reasonable

costs to MPS, we recommend that the successful bidder be allowed to amortize this project over longer periods of time. It is anticipated that the additional renewal options would further enable MPS to secure favorable pricing. The service is designed to be coordinated with the services provided in the proposal #RFP-246, wide-area network.

RFP-252 Primary-Rate Access, Local and Long Distance Telephone Services

Requesting permission for a potential maximum of ten years — a five-year initial contract, plus five annual options to renew if prices and terms are mutually agreeable.

The TAC (Technology Advisory committee) has reviewed and approved the following projects. Because these technology purchases are needed for new programs that will begin approximately May 1, the TAC also authorized the Purchasing Division to make the necessary purchases and/or enter into lease-purchases:

SS-409 Enterprise Windows Computers

An informal bid award has been made to purchase Hewlett-Packard Vectra model Pentium II Windows computers as needed from the low bidder, Vanguard Computers, Inc. This model was selected on MPS' Technology staff's evaluation of several brands available on the State of Wisconsin's current contract. Since the State's contract was a multiple award to three Hewlett-Packard dealers, MPS solicited informal quotes from the three firms.

	Bidder	Unit Price	Terms
(H)*	Vanguard Computers	$1671.00	Less 1% 10 Days
(alt)†	AE Business Solutions	$1871.00	Net
	GE Capital IT Solutions	$1996.00	Net

*(H) = Historically Underutilized Business
†(alt) = Price does not include required installation of Ethernet cards.

This purchase will streamline the requisition approval process, particularly for the majority of schools who will be using these for the new MPS school management system and the new MPS human resources/payroll system. It is our intent to offer this as our current MPS standard Enterprises Windows computer. Schools will be able to acquire these either by outright purchase or by MPS' established lease-purchase with CitiCorp.

SS-410 30 Compaq Laptop Computers (South Division)

Purchases totaling $77,085.00 have been made for 30 Compaq laptop computers with rechargeable batteries. Funds from the local school budget and the Innovative Schools budget are being used.

SS-411 106 Windows Computers (Hi-Mount)

Because the computers will be used for the new school management system, purchases have been made for 106 of the current MPS standard Enterprise model Hewlett-Packard Vectra computers. They total $194,856.00. Funding is from the school's local budget.

SS-414 Lease-Purchase of 150 Compaq Windows Computer (Hamilton)

Because the computers will be used for the new school management system, a three-year lease-purchase with CitiCorp has been entered into for 150 Compaq Windows computers totaling $258,750.00. The MPS Technology Department will pay for the first year's payment of $91,305.11. The TAC approved the school's request for this brand, instead of the current

MPS standard, because of the school's prior investment in equipment and training. The model is comparable to the current Hewlett-Packard standard and is on a State of Wisconsin bid that MPS is eligible to use.

SS-415 Lease-Purchase of 150 Compaq Windows Computer (Vincent)

Because the computers will be used for the new school management system, a three-year lease-purchase with CitiCorp has been entered into for 150 Compaq Windows computers totaling $258,750.00. The MPS Technology Department will cover the first year's payment of $91,305.11. The TAC approved the school's request for this brand, instead of the current MPS standard, because of the school's prior investment in equipment and training. The model is comparable to the current Hewlett-Packard standard and is on a State of Wisconsin bid that MPS is eligible to use.

SS-416 Lease-Purchase of 120 Compaq Windows Computer (Pulaski)

Because the computers will be used for the new school management system, a three-year lease-purchase with CitiCorp has been entered into for 150 Compaq Windows computers totaling $207,000.00. The MPS Technology Department will cover the first year's payment of $73,044.09. The TAC approved the school's request for this brand, instead of the current MPS standard, because of the school's prior investment in equipment and training. The model is comparable to the current Hewlett-Packard standard and is on a State of Wisconsin bid that MPS is eligible to use.

SS-417 Computer Purchases and Lease-Purchases (Technology Training and Support Center and COSMIC Center)

Because training classes for the new school management system will start in May, purchases have been made and a three-year lease-purchase has been issued with CitiCorp with Apple Education Finance for this site. The computers are the current standard MPS Enterprise Hewlett-Packard Vectra and the Apple Macintosh G3 models.

The equipment is for the new Technology Training and Support Center and COSMIC Center. The two Macintosh and two Windows computer labs will greatly increase the District's ability to deliver high-quality technology training for all MPS staff members. A help desk will also be developed for this new center, to enable district staff members to telephone one office for all of their technology problems.

The COSMIC Center is used by the math-science resource teachers for curriculum development and for teacher training.

The purchases includes 6 Hewlett-Packard file servers; installation; software site licenses; 5 networked printers; 6 scanners; 17 storage drives; and related items totaling $72,771.12. The Apple Education Finance lease-purchase includes 40 Apple Macintosh G3 computers totaling $122,848.00. The CitiCorp lease-purchase includes 42 Hewlett-Packard Vectra computers totaling $101,730.00. Technology and Construction funds are being used.

SS-418 Computer Instructional Management Program

Recommend authorization to enter into a sole-source contract with Evans Newton, Inc., for approximately $390,000 to provide the TargetTeach instructional management program, which includes instructional management software and manuals for twenty-five elementary schools that are implementing TargetTeach in reading; 25 optical scanners and scanner sheets; and technical training and customer support. Title 1 funds will be used.

SS-419 25 IBM Computers and Modems

Recommend authorization to purchase 25 IBM computers and related items totaling an estimated $67,000. Title 1 funds will be used.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of March 31, 1998:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School	$709,711,816	$3,400,000	$713,111,816	$486,212,828	$226,898,988	68.2%
Categorically	75,906,479	25,457,880	101,364,359	49,351,331	52,013,028	48.7%
School Nutrition	25,382,268	0	25,382,268	17,332,383	8,049,885	68.3%
Construction	14,200,000	11,121,991	25,321,991	14,258,944	11,063,047	56.3%
Extension	6,889,122	0	6,889,122	6,269,003	620,119	91.0%

B. Statement of Expenses as of March 31, 1998:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School	$709,711,816	$18,335,763	$728,047,579	$492,545,067	$235,502,512	67.7%
Categorically	75,906,479	28,525,062	104,431,541	59,972,458	44,459,083	57.4%
School Nutrition	25,382,268	33,083	25,415,351	18,000,903	7,414,448	70.8%
Construction	14,200,000	21,510,107	35,710,107	25,131,252	10,578,855	70.4%
Extension	6,889,122	46,306	6,935,428	5,080,149	1,855,279	73.2%

(1) Represents Board approved transfers during fiscal year 1998 and appropriations for purchases encumbered in fiscal year 1997.
(2) Encumbrances and expenditures included through March 31, 1998, and payrolls through March 20, 1998.

The monthly expenditure control report has been attached to the minutes of your Committee's meeting of April 22, 1998.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Barton	W.H. Brady	$ 1,000	Science camping trip
Bell	Wal-Mart Foundation	250	Wrestling Program
Carleton	Northwest Side CDC	2,000	School supplies
Carleton	PTO	2,000	School supplies
Congress	PTO	2,500	Field trips, classroom materials
Congress	PTO	2,177	Ellison machine, dyes, Book Talk
Dover	Barbara & Neal Hall	100	Basketball shirts, trophy
Garden Homes	PTO	400	Chairs for school
Garden Homes	SDC — Food Service Dept.		Sheet cakes — Black History Celebration
Garden Homes	SDC - Food Service Dept.		250 Swiss Creme Cookies — Attendance
Garden Homes	Faith Lutheran Church	300	Mittens/gloves/scarves

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Garden Homes	Outpost Natural Foods	150	Outerwear
Garden Homes	New Hope Baptist Church	220	Outerwear

Goodrich	Gerald & Maxine Johnson	100	Playground equipment
Grantosa	Nadine Drobac	75	Transportation to Discovery Zone
Grantosa	Milwaukee Jaycees	50	Ex. Ed. classrooms
Hamilton	Progressive Tool & Die	635	Cannon PC720 Photocopier
Hamilton	LoDuca Bros. Inc.	1,476	School boxes/cases
Lowell	American International	25	RIF books
Manitoba	O'Neill, Cannon & Hollman	100	Fax machine
Marshall	Time Warner Cable	180	VCR — classroom use
Marshall	Social Security Office	750	Miscellaneous equipment
MHSA	Sherry's Candy Bouquet	20	Theatre Festival
MHSA	Becman Com, LLC	70	Theatre Festival
MHSA	David Yourell	25	Theatre Festival
MHSA	Benbow Cheeseman	25	Theatre Festival
MHSA	Art Heitzer	25	Theatre Festival
MHSA	Clifford Gribble	300	Laser printer
Milw. French Immersion	Countrywide Funding, Inc.	5,400	12 IBM computers/monitors
Milwaukee Sign Language	Elizabeth Brinn Foundation	10,000	Develop media stations
Morse	P.T.O.	2,500	Compuater equipment, blinds — office
Neeskara	LoDuca Bros. Inc.	1,476	246 multipurpose instrument cases
River Trail	PTO	2,000	Printing of schoolwide book project
Sherman	Capita Productions	375	Bus for African Dance & Drummers
Sherman	Heritage Chorale	50	Bus for African Dance & Drummers
Silver Spring	Craftsman Computer	100	Field trips
Urban Waldorf	Jewish Comm. Foundation	10,000	Gift
Walker	Sam's Club - Franklin	1,000	Washington, D.C. trip
Walker	Fan Appreciation	150	Jacket — Attendance lottery

Report on Administrative and School Fund Transfers

The listing of administrative and school transfers required by Board Policy 4.04 is attached. This is an informational report, and no action is required.

Committee Recommendations

Your Committee recommends:

1. That the Board authorize the purchases as listed above.

2. That the Board accept the report of revenues and expenses.

3. That the Board accept the donations as listed above, with appropriate acknowledgment to be made on behalf of the Board.

* * *

(Item 2) Action on a Revised Format for Requesting Award of Contracts

Administration's Analysis

1. At its meeting of March 25, 1998, the Board took action relative to two contracts for window replacement at Jackie Robinson Middle School and electrical service work at the 39th Street Service Building. As part of this action, the following recommendations were approved:

a. For future contracts, the Administration supply information regarding the impact of the size of the company, the status of the business (e.g., whether it is family-owned), and whether there are any subcontractors involved; and

b. The Administration seek a City Attorney's opinion as to what the court parameters have been that have exempted small firms.

2. At the present time, the Administration furnishes information on HUB status, amount of HUB participation, percentage of minority employees, and percentage of women employees for each prime contractor to the Board, in addition to the amount of the contract to be awarded. (A sample is attached.)

During their discussions relative to this issue, Board members indicated that, in addition to the current information, they desired that the type of business (e.g., family-owned) and the size of the company be provided, not only for the prime contractor, but also for all subcontractors involved in the proposed contract.

3. The Administration has developed a sample format to comply with the Board action of March 25, 1998. This format takes into account all of the information requested by the Board. The attached copy of the proposed format clearly shows the difference between the existing format and the proposed new method.

4. On March 18, 1998, the Administration requested an opinion from the City Attorney relative to this matter. The request posed numerous questions concerning the effects on contract award, requirements for bidders, firms that could be exempted, and bidder responsiveness. This opinion had not been received at the time of publication of the agenda, but is expected to be available at the time of the Finance and Personnel Committee meeting.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the Board goal of Fiscal Responsibility to aid in informed decisions about allocation of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

6. The information is consistent with the requirements of Board Policies 3.09 and 3.10, relating to Purchasing and Bidding Requirements and Historically Underutilized Business Program, respectively. Depending upon the response received from the City Attorney, changes to one or both of these policies may be required.

Fiscal Impact Statement

7. The additional reporting requirements, if required for all prime and sub contractors, will increase staff time and add to operation costs. It is estimated that an additional five (5) hours per month will be required to check and verify information on the bid forms and to type the expanded recommendation letter. Total cost is estimated at $75 per month, or $900 per year. In addition, it is estimated that, given the number of projects which are scheduled to be bid, the expanded reporting requirements may add up to 50 pages to the monthly Board materials. These extra pages would add $159 per month to the current duplicating costs, or $1,908 annually.

Additional staff time would also be required to modify current bidding documents, including specifications, bid forms, etc. No estimate of additional time has been calculated to accomplish these tasks.

It should be noted that the additional information can easily be accommodated for prime contractors with negligible fiscal impact since much of the requested information is already being collected and reported. Little staff time or cost will be required.

Implementation and Assessment Plan

8. These additional reporting requirements would have to be phased in over several months due to advertisements which are currently underway or already received but not reported to the Board. This phase-in could commence with recommendations for award of contracts at the June Board meeting.

It should also be noted that experience with past changes has shown that it is likely to take as much as six months to accustom contractors to the new requirements, if required at time of bidding.

Committee Recommendation

Your Committee recommends that the additional information requested by the Board regarding information on impact of size of the company, status of business and employees be collected and reported for prime contractors only.

* * *

(Item 3) Action on Recommendations to Authorize the Award of a Contract for Operational Review of the MPS Health Insurance Program and Transfer of Funds for the Contract

Authorization to Transfer Funds and Award Contract

Item: RFP-247: Operational Audit of MPS' Employee Health Insurance Program

The Board-approved 1997-98 Annual Plan of Audits included a Hospital and Surgical Insurance audit. The overall objectives of the audit are to: (1) evaluate MPS administration of the employee health insurance program, including the processes used to bid and award contracts and to monitor the contract performance requirements; (2) assess the allocation of internal resources to determine that the most significant needs of the operation are being met; and (3) evaluate the TPA's claims adjudication and administration services through an operational process review and an in-depth statistical analysis of the various aspects of claims adjudication.

During January 1998, RFP-247,Operational Audit of MPS' Employee Health Insurance Program, was issued to solicit vendor proposals to conduct an operational audit of MPS' employee health insurance program. As required by Board Policy 3.09, the RFP was publicly advertised in the Daily Reporter. Requests for Proposals were also solicited from 18 consulting firms. Eight of the 18 firms were minority firms. Additionally, copies of the bid were sent to the following six resource centers for minority and women-owned businesses for posting and distribution to any interested suppliers:

- 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

Proposals were received from three firms: Andersen Consulting, Deloitte & Touche LLP, and KPMG Peat Marwick LLP. The three responses were evaluated by a committee comprising the Chief Auditor, the Director of Insurance and Risk Management, and the staff auditor assigned to the project. Each proposal was evaluated for five criteria: (1) the comprehensiveness of the proposal and 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 three firms.

The proposal from KPMG Peat Marwick LLP was ranked the highest due to the vendor's qualifications, expertise, and experience in conducting health insurance operation reviews; the proposed fee; and the comprehensiveness of the proposal (i.e., the extent to which the proposal demonstrated an understanding of the project scope). The proposal includes an 18% HUB participation commitment.

Funding for this project currently resides in Office of Board Governance salary accounts. Accordingly, it will be necessary to transfer funds from unexpended auditor salary accounts to the auditing service account to fund the project.

Committee Recommendations

Your Committee recommends that the Board authorize:

1. The transfer of $85,000 from Office of Board Governance salary accounts to the Office of Board Governance – auditing service account.

2. The Office of Board Governance to negotiate with and award a contract to KPMG Peat Marwick LLP for an amount not to exceed $85,000.

* * *

(Item 4) Action on Recommendations Regarding Construction Management Services for Roosevelt Middle School and Rufus King High School

Administration's analysis

1. At its meeting of May 28, 1997, the Board approved the 1998-2002 multi-year capital plan to permit negotiations with the City so that funds for the projects could be included in its FY98 budget. Contained in the plan were projects for renovations at Roosevelt Middle School of the Arts and Rufus King High School. These projects were funded on a multi-year basis, with Roosevelt at $9.0 million over five years and King at $11.0 million over a four-year period.

2. Given the multi-year funding which will be required for the projects, the Division of Facilities and Maintenance Services solicited proposals for various alternative project delivery service options. The proposals were to provide a project delivery system which would be flexible enough to accommodate possible termination at any time during the completion of the project due to the lack of funding, yet permit continuity of construction control and accountability with one firm. As a part of this delivery system, each firm would be responsible for bidding and awarding of contracts and must be capable of providing bonding for the entire project costs.

3. The Request For Proposal (RFP) detailed a lengthy list of requirements and responsibilities which would have to be met by the successful responder. The major responsibilities included:

a. Recommend scope of work for each bid package based upon level of funding available for each phase.

b. Develop and continuously update project cost estimates.

c. Develop bidders list, solicit bids, evaluate bids, and award contracts.

d. Manage all aspects of the construction process, including inspection and project close-out.

e. Achieve a Historically Underutilized Business (HUB) participation rate of 10 percent on the construction management portion of the contract and a minimum of 25 percent on the construction contracts.

4. A total of four proposals was received for each project from the teams of Barton-Malow Company/B&D Contractors, Grunau Project Development, The Jansen Group, Inc./ACM of Milwaukee, and Voss-Jorgensen-Schueler Co./Vijay & Associates/Bay Construction Advisors. Each firm/team was interviewed during the week of March 23, 1998, as part of the evaluation of the proposals. Based on the interviews and evaluation of the proposals, it is recommended that contracts be awarded to Grunau Project Development and The Jansen Group for the Roosevelt and King projects respectively.

5. The following information is presented relative to each firm/team:

Rufus King High School

	Jansen Group	ACM of Milwaukee
Certified M/WBE	No	Yes
Required HUB Participation	0%	0%

Anticipated HUB Participation	0%	10%
Number of Employees	134	15
Percent Minority Employees	10.5%	80%
Percent Women Employees	12%	20%
Type of Company	Corporation	Corporation

Roosevelt Middle School

	Grunau	Thomas A. Mason Co.
Certified M/WBE	No	Yes
Required HUB Participation	0%	0%
Anticipated HUB Participation	0%	10%
Number of Employees	40	49
Percent Minority Employees	7.5%	16%
Percent Women Employees	27.5%	14%
Type of Company	Corporation	Corporation

Strategic plan compatibility statement

6. The recommendation is consistent with the Board goal of Fiscal Responsibility to aid in making informed decisions about allocations of resources for district programs, functions, and operations.

Statute, board policy or rule statement

7. Board Policy 3.09 (3) requires that all contracts in excess of $50,000 be approved by the Board.

Fiscal impact statement

8. Funding of the construction management contract, as well as the construction contracts, is dependent on receipt of funds on an annual basis from borrowing by the City of Milwaukee. Projects will be adjusted as funding resources change, with projects being eliminated if funding is eliminated. A portion of the funds for each project was included in the FY97 and FY98 budgets. Funds for the FY99 portion of each project are included in the proposed FY99 budget.

Implementation and assessment plan

9. The services of the recommended firms will be evaluated on an annual basis and may be terminated due to a lack of funding, lack of performance, failure to meet/maintain HUB requirement, or for other reasons which may arise.

Committee Recommendations

Your Committee recommends:

1. That a contract for construction management services related to the renovations at Roosevelt Middle School of the Arts be awarded to Grunau Project Development at a cost not to exceed $7,882,215, including $1,024,338 for the project management fee, contingent upon annual funding for the period of 1999-2002.

2. That a contract for construction management services related to the renovations at Rufus King High School be awarded to The Jansen Group at a cost not to exceed $8,380,175, including $1,144,746 for the project management fee, contingent upon annual funding for the period of 1999-2001.

* * * * *

(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

1. In accordance with action taken by the Board on August 1, 1971, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, effective as of the dates indicated.

Approval of Certificated Appointments — Teachers

2. The Superintendent recommends that the Board approve the following appointments of teachers, effective as indicated.

Approval of Leaves of Absence

3. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

4. The following resignations have been accepted by the Superintendent, effective as of the dates indicated. This is an informational report, and no action is required.

Affirmative Action Report

5. The Affirmative Action Report for the month of March 1998 has been attached to the minutes of your Committee's meeting of April 22, 1998. 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 below:

Report on Classified Personnel Transactions

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Edward Bleske Duplicating	Duplicating Equipment Operator I $20,776.08/yr.	03-25-98
Theodore Boone School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	03-23-98
Paul Clemons Duplicating	Duplicating Equipment Operator I $19,964.88/yr.	04-06-98
Margie Duncan Hartford	Clerk Typist I $14,480.00/yr.	03-09-98
Christopher Kuester Fac. & Main. Services	Plumber $24.77/hr.($49,540.00/yr.)	04-13-98
Sherri Underwood Westside Academy I	Clerk Typist I $14,480.00/yr.	03-05-98

PROMOTIONS

Joseph Byrd Milw. Ed. Center	Boiler Attendant Trainee $22,936.42/yr.	03-09-98
Kim Fahringer School Nutrition	Food Service Manager Trainee $9.25/hr.($12,367.25/yr.)	03-23-98
Sharon Haft Madison	School Secretary I $16,562.89/yr.	03-04-98
Curtis Hardiman Malcolm X	Boiler Attendant Trainee $22,936.42/yr.	04-06-98
Donna Hinzman North Division	Boiler Attendant Trainee $22,936.42/yr.	04-06-98
Linda Kartye Finance	Data Entry Lead Worker $29,791.58/yr.	03-23-98
Mary Mitchell Siefert	School Secretary I $16,562.89/yr.	03-17-98
Shirlene Moore Muir	School Secretary I $16,562.89/yr.	03-04-98
Patricia Mueller Milw. Ed. Center	Food Service Manager VI $23,496.40/yr.	01-14-98
Jeanette Norwood Finance	Account Clerk I $26,314.60/yr.	03-23-98
Valerie Patton Steuben	School Secretary I $16,562.89/yr.	04-20-98
Michael Payne Fac. & Main. Services	School Engineer I $31,653.44/yr.	03-09-98
Stuart Smith Hamilton	Building Service Helper II $21,896.42/yr.	04-05-98
Lydia Vazquez Forest Home	School Secretary I $16,562.89/yr.	03-04-98
Donnis Whiting Fac. & Main. Services	Steamfitter Chargeman $25.36/hr.($50,720.00/yr.)	02-02-98
Ann Zarling Carleton	Food Service Manager III $17,169.20/yr.	03-26-98

CHANGES IN STATUS

Susan Beresford Custer	School Secretary I $25,340.12/yr.	04-20-98
Najala Garrette Fairview	Handicapped Children's Assistant $12,301.67/yr.	03-03-98
LeCrystal Griffin Garden Homes	Food Service Manager III $18,978.40/yr.	03-17-98
Adrienne Lathan Townsend	School Secretary I $17,926.00/yr.	04-06-98
Wendy Miller Kluge	Handicapped Children's Assistant $12,301.67/yr.	03-16-98

Patty Thompson Burroughs	School Secretary I $18,600.00/yr.	04-23-98
Carmia Thornton Holmes	Handicapped Children's Assistant $12,301.67/yr.	03-16-98
Carol Wilson Recreation	School Secretary I $25,340.12/yr.	04-13-98

Certificated Appointments — Teachers

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
r	Rosemary E. Barilla Grade 1-6	B	$24,684	0	3/9/98
r	Lester D. Binns Tech Ed/Carpentry	B	$24,684	0	3/16/98
nr	Melony A. Bukosky Grade 4	B	$24,684	0	4/1/98
r	David M. Dinan Grade 1-6	B	$24,684	0	3/6/98
r	Darren H. Fisher Upper Elementary	B	$29,621	4.5	2/17/98
nr	Michael A. Fox P.E./Health	B	$24,684	0	3/23/98
nr	William J. Gaynor Grade 1	B	$25,919	1	2/4/98
r	Meghan P. Hanlon Grade 1-6	B	$24,684	0	3/10/98
r	Anderson Irvin Elementary	B	$24,684	0	3/2/98
nr	Michelle R. James Grade 1	B	$24,684	0	1/23/98
nr	Michelle A. Jenkins EC/EEN	B	$24,684	0	2/11/98
nr	Monica L. Johnson Grade 1-6	B	$24,684	0	3/9/98
r	Angela M. Lea Pre-K – Gr 3	B	$24,684	0	3/5/98
r	Maureen M. McFarland Grade 6	B	$24,684	0	2/12/98
r	Julian G. Menocal Spanish	B	$28,387	3	3/16/98
r	John D. Michel Headstart	B	$24,684	0	2/17/98
r	Janet M. Neis Music	C	$27,893	0	3/16/98
r	Charles E. Nichols L.D.	B	$28,387	3.5	1/26/98
r	Kelly A. O'Keefe English	B	$24,684	0	2/17/98
r	Lynne C. Offord L.D.	B	$24,684	0	3/9/98

r	Hilda Ortiz Spanish	B	$24,684	0	3/2/98
r	Carrie A. Pocquette Grade 4	B	$24,684	0	2/9/98
r	Terri L. Seitz Pre-K - Grade 3	B	$24,684	0	3/10/98
r	Eden Shadis C.D./E.D.	B	$24,684	0	8/25/98
nr	Tammy A. St. John Grade 1-9	B	$24,684	0	3/6/98
r	Lynn M. Staples Grade 3	B	$24,684	0	2/9/98
r	Angela R. Twinde Grades 1-8	B	$24,684	0	3/23/98
nr	Kami J. Warren Grade 6	B	$24,684	0	2/2/98
r	Camille L. Winston Music	B	$24,684	0	2/27/98
nr	James A. Wisniewski Jr. C.D./L.D.	B	$24,684	0	8/25/98

CODES

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Resident who must become a resident
(r) Resident who must remain a resident

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, to June 15, 1998:		
Lori Deemer	Madison	October 28, 1997
Martha Donnell	Edison	November 3, 1997
Larry Gnatzig	Douglas	January 19, 1998
Sarah Harrigan	Custer	March 2, 1998
Alice Jorgensen	Kluge	April 24, 1998
Maternity Leave, to June 15, 1998:		
Heidi Brandt	Grantosa	June 3, 1998
Tammy Reed	Milw. Sch. of Entrepreneurship	March 31, 1998
Lisa Sarenac	Washington	March 26, 1998
Michelle Thompsen	Hampton	April 1, 1998
Personal Leave, to June 14, 1999:		
Roger Anderson	Milwaukee Tech	August 25, 1998
Jan Kramschuster	Forest Home	August 25, 1998
Sabbatical Leave, to January 22, 1999:		
Mary Bowie	Malcolm X	August 25, 1998
Nana Ollenburg	Malcolm X	August 25, 1998
Linda Owens	Illness Leave	August 25, 1998
Sabbatical Leave, to June 14, 1999:		
Lisa Marie Menefee	Riverside	August 25, 1998
JoAnne Williamson	Trowbridge	August 25, 1998

Report on Resignations Accepted

Name	Position	Effective Date
Leona Allen	Teacher	02/20/98
Rebecca M. Asbeck	Teacher	03/06/98
Janet E. Barmore	Teacher	06/15/98
Lynda G. Beller	Teacher	06/15/98
Jimmy L. Berry	Teacher	06/15/98
Amelia R. Campbell	Teacher	06/15/98
Vicky A. Carmen	Teacher Mentor	06/19/98
Alma Fay J. Coleman	Teacher	06/15/98
Helen H. Collins	Staff Spec	05/29/98
Herbert P. Curran	Teacher	08/08/98
Thomas W. Davis	Teacher	06/15/98
Robert A. DiDonato	Asst Principal	06/19/98
Barbara R. Drake	Teacher	06/15/98
David R. DuBord	Schl Psych	06/19/98
Julie J. Dunn	Teacher	06/15/98
Carol A. Eary	Teacher	06/15/98
Frances M. Eliot	Teacher	06/15/98
Ida L. Fair	Teacher	06/15/98
Barbara M. Fitzgerald	Teacher	06/15/98
Peter R. Flaig	Teacher	06/15/98
Zoe Ganos	Teacher	06/15/98
Lawrence E. Gardner	Teacher	06/15/98
Janelle J. Gibson	Teacher	06/15/98
Harriet E. Gibson	Teacher	06/15/98
Bettye L. Gilmore	Teacher	06/15/98
Idell W. Glenn	Teacher	06/15/98
Sandra Goller	Teacher	04/10/98
Richard J. Grabowski	Counselor	06/15/98
Kenneth F. Greiczek	Teacher	06/15/98
Nancy J. Griesberg	Teacher	06/27/98
James R. Grover	Teacher	06/15/98
Clare A. Hanrahan	Teacher	06/15/98
Ernestine L. Hansbrough	Teacher	06/16/98
Carmella M. Hartzell	Teacher	06/15/98
Margaret A. Haugstad	Teacher	06/15/98
Mary E. Jackson	Teacher	06/15/98
Mary J. Jacobs	Teacher	06/15/98
Margaret Johnson	Teacher	06/15/98
Maxine A. Johnson	Teacher	06/15/98
Kathleen R. Johnston	Teacher	06/15/98
Kenneth J. Kaestner	Teacher	06/15/98
Barbara L. Kahn	Speech Path	06/15/98
Adele Kamau	Teacher	06/15/98
Darlene M. Kanera	Teacher	06/15/98
Harriet A. Karst	Teacher	06/15/98

Janet M. Kastelic	Teacher	06/15/98
Sheila L. King	Teacher	06/15/98
Dorothy J. Knox	Teacher	06/15/98
Kathleen S. Knutsen	Teacher	06/28/98
Sandra J. Koeshall	Teacher	06/15/98
Robert J. Kubacki	Schl Psych	06/19/98
Joan M. Koch	Teacher	06/15/98
Kenton D. Koch	Teacher	06/15/98
Mary A. Kois	Teacher	06/15/98
Monique M. Laritson	Teacher	06/15/98
Eldon F. Lee Jr.	Asst Principal	06/18/98
Pierre E. LeSage	Teacher	06/15/98
Laura L. Love	Teacher	06/15/98
Mary Ann Malek	Teacher	03/10/98
Richard L. Martzke	Teacher	03/10/98
Sandra B. May	Teacher	06/15/98
Patricia A. McKay	Teacher	06/15/98
Roger W. Meier	Teacher	06/15/98
Roger L. Meyer	Teacher	06/15/98
Eddie B. Moore	Teacher	06/15/98
Ay Moua	Teacher	02/20/98
James K. Myers	Teacher	06/15/98
Betty J. Nabors	Teacher	06/15/98
Donna R. Neudauer	Teacher	06/15/98
Mildred E. Palmisano	Teacher	06/15/98
Lois Pera	Teacher	06/15/98
Janice M. Piechocki	Teacher	06/15/98
Marlyn E. Plaman	Counselor	06/17/98
Charles A. Pofahl	Teacher	04/17/98
Julia E. Polk	Teacher	06/15/98
James Radke	Teacher	06/15/98
Zula M. Rayford	Teacher	06/15/98
Ellen E. Ritter	Schl. Psych.	06/19/98
Raymond A. Robinson Jr.	Principal	06/21/98
Jane Frances Rose	Teacher	06/15/98
Robert L. Rush	Supervisor	03/13/98
James E. Russell	Teacher	06/15/98
Rene L. Sadowsky	Teacher	06/15/98
Sharon L. Sanderson	Teacher	06/15/98
Ellen B. Sauve	Teacher	06/15/98
Carol M. Schaeve	Teacher	06/15/98
Nancye B. Schmit	Teacher	04/15/98
Elaine R. Schreiber	Teacher	06/15/98
Lisa T. Seitz	Teacher	03/23/98
Kay E. Shellestad	Teacher	06/15/98
LaVerne E. Smith	Teacher	06/15/98
Penelope L. Smith	Teacher	06/15/98
Barbara J. Springer	Teacher	06/15/98
Patricia A. Swanson	Teacher	06/15/98
Theadoll Taylor	Principal	06/19/98

Rita K. Thomas	Teacher	06/15/98
Mildred M. Vachon	Teacher	06/15/98
William K. Wagner	Teacher	06/15/98
John C. Weatherall	Principal	06/19/98
Richard L. Weber	Teacher	06/15/98
Dennis J. Weerts	Schl. Psych.	06/19/98
Joseph T. Williams	Teacher	06/15/98
Ronald M. Wosoba	Asst Principal	06/17/98
John Wronski	Teacher	06/15/98
Rosalie Yanacheck	Teacher	03/27/98
Robert J. Young	Teacher	06/15/98
Janice A. Zera	Teacher	06/15/98
Joseph M. Zimmerman	Asst. Principal	06/23/98

* * *

(Item 6) Approval of Prevailing Wage Rates

Pertinent Facts

1. 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.

2. 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 is attached, dated April 6, 1998.

Committee Recommendations

Your Committee recommends:

1. That authorization be granted to pay the prevailing wage rates detailed in the above-mentioned communication in contract with contractors and subcontractors.

2. That increases for MPS construction craftsmen be authorized as of the date indicated on the above-mentioned communication.

* * *

(Item 7) Action on Resolution 9798R-071 by Director Todd to Regarding Contracting with the Milwaukee Education Trust and Other Vendors, Pass-Through Services, and Board Approval of Title I Expenditures and Payments to Vendors

Background

At its meeting on March 25, 1998, the Board referred the following resolution by Director Todd to the Finance and Personnel Committee.

WHEREAS, The Greater Milwaukee Education Trust has produced misinformation which has provided an inaccurate picture of the Milwaukee Public Schools (MPS); and

WHEREAS, The Greater Milwaukee Education Trust has demonstrated a lack of understanding of and insight into basic issues in urban education and the related distress factors which school children must cope with on a daily basis; and

WHEREAS, The Greater Milwaukee Education Trust has been outclassed and countermanded in objective and independent studies and analyses of what truly has been going on within public

education and within MPS by: 1) The Institute for Wisconsin Futures study of the true nature of the dollar increase in MPS spending revenues; 2) The Education Week analysis of urban environmental distress factors which clearly shows where the responsibility for student achievement truancy and dropout statistics lie; 3) The Federal Reserve Policy Review, Princeton Research, of the positive impact of the MPS RISE school efforts, such as lower class size on underachieving students of color, and summer school for failing children; 4) Dennis Redovich's research on the nature and essence of achievements, truancy and dropouts in MPS; 5) Jonathan Coleman's study on Milwaukee as one of the most racist cities in the nation and the impact of racism on the lives of children of color in this city; and 6) The Panel of National Experts On Reading & Literacy conclusions that direct systematic phonics (which is largely missing from MPS curriculum) is essential to producing reading achievement; and

WHEREAS, The report card data provided by MPS has been misinterpreted, misunderstood, and misused for political purposes; and

WHEREAS, The Greater Milwaukee Education Trust has failed to address the numerous distress factors and urban issues which should be addressed in order to make a positive impact on the lives of and learning opportunities for children in our city; and

WHEREAS, The Greater Milwaukee Education Trust has demonstrated a lack of understanding of MPS with respect to dropouts; class size; Maslow's hierarchy of needs as it relates to poverty class children, particularly poverty class children of color; urban poverty distress factors like employment opportunities, housing, teen pregnancy, crime and street violence; livable wage opportunities; and the intricate nature of the school district's finances in coping with the distress factors children bring to school; and

WHEREAS, District schools currently contract with the Greater Milwaukee Education Trust for approximately $300,000 worth of parent services, much of it with unauthorized Title I funds, and much of it used for political purposes against the district itself; and

WHEREAS, Currently MPS contracts with the Greater Milwaukee Education Trust for a School Expo Fair at MECCA, which has had a negligible impact on students and parents in securing first choice of schools and where the Board has received negative comments and complaints from parents and students about the operations and professionalism of the School Expo; and

WHEREAS, Employees of the Greater Milwaukee Education Trust have advocated before the Board for a curriculum that would lead to the miseducation of children of color about the true nature and history of the continent of Africa, its people and their culture; and

WHEREAS, Employees of the Greater Milwaukee Education Trust have advocated before the Board for this spurious curriculum with religious cult members and leaders; and

WHEREAS, The Greater Milwaukee Education Trust appears to be more interested in establishing Charter and Choice Schools than it is in helping public education or in helping MPS deal with the urban environmental distress factors with which it must cope; and

WHEREAS, The Greater Milwaukee Education Trust has misused and misinformed the public school children of MPS before the Board in attempts to further its political agenda; and

WHEREAS, This must cease and desist as it may be interpreted as a misappropriation of federal monies for political purposes; and

WHEREAS, These expenditures of Title I funds for non-classroom activities may be deemed inappropriate and a misallocation of federal government funds; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors prohibit schools from contracting directly with the Greater Milwaukee Education Trust or any other vendor who does business with two or more schools without first coming to the Board for approval; and be it further

RESOLVED, That the Board prohibit pass-through services to schools whereby outside agencies or community based organizations (CBOs) are paid to provide services to schools with monies that should be going directly to the schools and to the classrooms; and be it further

RESOLVED, That all Title I fund expenditures be brought to the Board annually for approval; and be it further

RESOLVED, That annual expenditures by any school to a single vendor be limited to $5,000 without coming to the Board for approval; and be it further

RESOLVED, That the combined annual expenditure for all schools to a single vendor be limited to $10,000 without coming to the Board for approval; and be it further

RESOLVED, That the Board prohibit any payments to vendors and outside CBOs for political activities involving any MPS school or the districts; and be it further

RESOLVED, That MPS host its own School Expo Fair; and be it further

RESOLVED, That MPS take over all other activities and functions that the Greater Milwaukee Education Trust supposedly performs for the Board of School Directors; and be it further

RESOLVED, That the administration provide the Board with an itemized list of activities that the Greater Milwaukee Education Trust supposedly performs for the district along with the associated cost and sources of funding associated with each activity.

Administration's Preliminary analysis

Background regarding Contracting Issues:

1. The Administration will begin its response to Resolution 9798R-071 by identifying current Board policies as they relate to purchasing and contracting for goods and services. Administrative Policy 3.09 details the requirements for the purchase and bidding of supplies, equipment, services, new construction and remodeling. Major provisions of Policy 3.09 are:

- Formal bids or request for proposals shall be solicited for the purchase, rental or lease of materials, supplies, equipment and computer systems with an estimated unit cost or combined cost of $25,000 or more.

- Formal bids or request for proposals shall be solicited for the contracting of new construction or remodeling with an estimated prime contract cost of $50,000 or more.

- All formal bids, as well as all proposed sole source purchases in excess of $50,000, shall be presented to the Board with the recommendation of the Superintendent. The contracts may be executed after approval by the Board.

- All formal bids under $50,000, as well as sole-source purchases, shall be presented to the Superintendent for approval. Such purchases may be executed after approval by the Superintendent. The Board shall also be provided with quarterly reports concerning bids, contract awards, sole-source purchases and contract extensions under $50,000 approved by the Superintendent. The Administration has not provided such quarterly reports in the past, but is prepared to do so.

- Informal quotes are required for contracts under $25,000. Buyers are required to solicit quotes from a minimum of three vendors. HUB vendors are directly targeted for these quotes.

2. Board Policy 3.09 also directs the Administration to develop the appropriate procedures to ensure compliance with policies and to ensure equity in the award of contracts. Administrative procedures grant schools the authority to make purchases of equipment and supplies up to a per unit or combined cost of $5,000. The $5,000 limit corresponds to the district's $5,000 requirement for inventorying equipment.

Schools that purchase equipment and supplies directly must follow the following procedures:

a. Schools will pay the vendor by check drawn upon their own checking accounts at the time the purchase is made.

b. Schools will submit original receipts from vendors to the Accounting Division with the budget account to be charged for reimbursement.

c. Schools will maintain the proper accounting and audit trails as necessary (3 years minimum).

d. Schools are responsible for all returns of improper or damaged goods, as well as conflicts over payment.

e. Schools are responsible for the repair of items purchased, unless agreed to be the Division of Facilities and Maintenance Services.

f. Schools will ensure that all school Board policies are adhered to, especially those that apply to conflicts of interest.

These administrative procedures were presented in the October 10, 1997, MPS Administrator's Bulletin.

3. The Administration believes that the Board has the requisite policies in place to effectively govern the purchase of goods and services in the district. The Administration will communicate these policies and procedures with school staffs and can enhance the reporting of purchases to the Board, if the Board desires.

Background regarding Allocation of Title I Funds

4. Federal law stipulates that Title I funds must always supplement, not supplant, funds in a school. Funds provided to a Title I-status school must be comparable to funds that are provided to a school which does not receive Title I funds.

Currently, Title I funds are allocated to schools based on the following procedure:

Because the governing legislation of Title I allows schools with a 50-100% poverty level to write, plan, and implement a schoolwide program, several years ago the district began to fund eligible schools as schoolwide program schools. Each spring, before the Title I grant award arrives, a school allocation projection is compiled and presented to the school budget committee. After its review, the school budget committee then forwards a recommendation to the superintendent.

According to law, all district schools are ranked from highest percent of poverty to lowest. Funds are set aside to provide services to non-public schools and for administration and supervision of the program. The remaining funds are then allocated to those schools with a 50-100% poverty level.

Schools then expend the funds according to the federal government's statement of purpose: 'To enable schools to provide opportunities for children served to acquire the knowledge and skills contained in the challenging state, district and local school performance standards developed for all children."

Background regarding programs and activities of the Greater Milwaukee Education Trust

5. The resolution requests that the Administration provide the Board with an itemized list of activities which the Greater Milwaukee Education Trust sponsors, along with the associated cost and sources for all funding associated with each activity.

The Greater Milwaukee Education Trust has co-sponsored a number of programs over the years in support of education in the community. An overview of the Trust's programs or activities is summarized below. The information was obtained from the Trust's most recent annual report, covering 1996, and other recent publications issued by the Trust.

The 1996 Annual Report of the Greater Milwaukee Education Trust provides the following overview of revenues and expenses.

1996 Revenues
25% — Contributions
29% — Grants
43% — Program revenue

3% — Investment and other 1996 Expenses
33% — Administration
38% — Parent Empowerment program
6% — Teacher Awards Program
3% — Byron Kilbourn Awards
12% — School Expo/Parent Conferences
5% — Learning Line
3% — School to Work/Partnerships

Specific costs and sources of funding for each program would have to be obtained from the Trust. At the Board's request, the Administration will ask the Trust to provide updated information on its current and planned programs and services.

Trust Programs/Activities from its 1996 Annual Report

MPS Report Card

The Trust sponsors an annual event for the presentation of the MPS Report Card to the community.

School Governance Study

The Trust is currently studying the issue of governance to determine what the relationship is, and what it should be, between school board leadership and student achievement. The purpose of the analysis is to help stimulate public discussion about, interest in, and action upon public school governance policies. The Trust was recently awarded an $85,000 grant from the Bader Foundation to continue its MPS governance study.

Byron Kilbourn Awards

In conjunction with the Business Journal, the Trust sponsors the Byron Kilbourn Awards program to recognize businesses whose partnerships with schools are deemed most innovative and likely to produce positive student achievement results. Schools are asked to nominate businesses for the award.

Teacher Awards Program / Teacher Awards Program for Arts

The Teacher Awards Program is a mini-grant program for public, private, and suburban school teachers. The program is aimed at funding innovative, creative classroom projects developed by educators to enhance the learning environment for students. The Trust has not secured funding for the TAP program for spring 1998; however, the TAP arts award program will be implemented this year.

Wisconsin Kids Vote

The Trust co-sponsored this program with the National Student/Parent Mock Election, Children's Hospital, Milwaukee Journal Sentinel, Wisconsin Public Television, and the League of Women Voters of Wisconsin. Students from Wisconsin in kindergarten through grade 12 were able to participate in a mock election to teach students about the importance of voting and the process in which elections take place. It was last held on October 30, 1996.

The Math Game

The Math Game is a partnership between Milwaukee area schools, the Milwaukee Journal Sentinel, and the Trust. The program is designed to make math more relevant to "real-world" activities. Each week students are given a series of math problems to solve either by themselves or in class. The problems and solutions are printed in the Milwaukee Journal Sentinel and broadcast on WKKV Radio. Winners are eligible for prizes based on their scores.

Learning Line

The Learning line allows select schools in the Milwaukee area to record homework and other school activities, which parents can retrieve by using their touch tone phones. It is a free service provided by the Milwaukee Journal Sentinel and the Trust.

School Expo

The annual School Expo is co-sponsored by the Trust, Children First, and the Helen Bader Foundation. It provides area schools with an opportunity to showcase their educational programs to the community at large. Parents can learn more about the educational programs available to their children. MPS schools who participate at the Trust's School Expo pay a booth fee of $150 and are charged additional fees for electrical outlets or audio-visual needs.

Word Series

The Word Series is a citywide spelling and grammar competition involving middle-school students. Students are coached by business partners and compete for prizes. It is co-sponsored by the YMCA's One on One Program, the Greater Milwaukee Committee, the Milwaukee Journal Sentinel, and the Trust.

Parent Empowerment

The Parent Empowerment program provides services to assist schools in involving parents in their children's education. Training is provided to parents to enable them to serve as informed committee members and leaders within their children's schools. Schools contract with the Trust and pay a fee for these services.

Business Partnerships

The Trust has encouraged and helped facilitate a variety of partnerships between Milwaukee area schools and businesses. It has also published a partnership directory.

Administration Recommendations

The Administration recommended that the Board:

1. Maintain its current policies and procedures as they relate to purchasing and bidding requirements; and

2. Determine what actions it wishes to take with respect to the remaining issues entailed in this resolution.

Committee Recommendation

Your Committee recommends that the Board order the resolution held in committee until May 1999, with the Superintendent to submit periodic progress reports to the Committee on the issues put forward at your Committee's meeting.

* * * * *

(Item 8) Action on Resolution 9798R-072 by Director Todd Regarding a Feasibility Study to Increase Safety and Security Around MPS Schools

Background

At its meeting on March 25, 1998, the Board referred the following resolution by Director Todd to the Finance/Personnel Committee:

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.

Administration's Preliminary analysis

1. There are no policy issues that need to be reviewed, nor will a City Attorney's ruling be required.

2. We will review the current use of security devices at all MPS schools. Working with principals and other appropriate staff, we will develop a plan to meet the specific needs of each school or MPS facility. It will include a comprehensive evaluation of each school's needs, cost estimates, and an implementation schedule.

3. A complete cost estimate detailing all components will be prepared.

4. The study will be presented to the Board for its consideration in August 1998.

Committee Recommendation

Your Committee recommends that the Board refer the resolution to the Administration for further analysis, with recommendations to be submitted in August 1998.

* * * * *

(Item 9) Action on Resolution 9798R-074 by Director Todd to Move the Office of Governmental Relations to the Office of Board Governance

Background

1. At its regular monthly meeting of March 25, 1998, the Board referred the following resolution by Director Todd to the Finance/Personnel Committee:

WHEREAS, The position of Coordinator of Governmental Relations was established in 1984 as a lobbying arm of the Milwaukee Public Schools district and;

WHEREAS, The Office of Governmental Relations was established 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 is responsible for conveying the Board's vision and goals as well as 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 interest 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; and

WHEREAS, Since the supervision of the Office of Governmental Relations reverted to the Superintendent in 1992, the Board has continued to receive negative feedback from various legislators and legislative bodies about the objectives, quality and effectiveness of the MPS lobbying effort; and

WHEREAS, Since the supervision of the Office of Governmental Relations reverted back to the Superintendent in 1992, the Board has not been satisfied with the results of the lobbying efforts of the Office of Governmental Relations in the last few years; now, therefore be it

RESOLVED, That the Office of Governmental Relations, its four-member staff and its $329,745 budget be transferred to the Office of Board Governance effective July 1, 1998.

Administration's Preliminary Analysis

2. The Board has referred other resolutions dealing with the reorganization of Central Services departments to the Administration for study. The resolutions are being held in committee for consideration at the time when the Superintendent will submit recommendations related to the redesign of Central Services, which is anticipated for June 1998. The pending resolutions include the following:

— Resolution 9798R-021, by Director Todd, to Amend the Board's Previous action to make the transfer of the Parent Service Center to the Office of Board Governance, effective for FY98.(held in committee on July 30, 1997)

— Resolution 9798R-022, by Director Todd, to transfer the Division of Educational Research and Assessment to the Office of Board Governance, effective for FY98 (held in committee on July 30, 1997)

— Resolution 9798R-045, by Director Todd, to move the Department of Communications and Public Affairs to the Office of Board Governance (held in committee on December 9, 1997)

Committee Recommendation

Your Committee that the Committee refer Resolution 9798R-074 to the Superintendent for consideration in his Central Services redesign plan.

* * *

(Item 10) Report on Staff Selection and Placement

Your Committee reports having received a report from the Administration on the processes and procedures used in the selection and placement of staff. Your Committee has scheduled this report for further consideration in June.

* * *

(Item 11) Action on Recommended Administrative Appointments and Promotions

Committee Recommendation

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

2(r) Estell Sprewer	Director Division of Special Services	Schedule 3E, Range 14A $87,351
2(r) Walter Washington	Assistant Principal Malcolm X Academy	Schedule 3, Range 11Z $61,419

* * *

Separate consideration having been requested of Items 1, 7 and 11, on the motion of Director Braun, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 1, monthly finance and facility matters, Director Thompson moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

With respect to Item 7, a resolution regarding contracting with the Greater Milwaukee Education Trust, Director Sinicki moved to lay the report on the table.

The motion to table failed of adoption, the vote being as follows:

Ayes—Directors Braun, Gardner, Sinicki and Thompson—4.

Noes—Directors Hardin, O'Neil, Small, Todd and President Fisher—5.

Director Braun moved that the Board order the resolution held in Committee until May 1999.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson and President Fisher—8.

Noes—Director Todd—1.

Consideration of Item 11 was postponed until the end of the meeting.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Directors Sinicki and Thompson 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) Action on the Proposed FY99 Budget and Budget Resolutions for the School Operations, construction and Extension Funds, as amended by the Board at a Special Meeting Held on April 28, 1998

Your Committee reports that it has concluded its review of the proposed FY99 budget.

Your Committee recommends:

1. That the Board adopt the FY99 Budget for the School Operations, Construction and Extension Funds, as submitted to the Committee by the Superintendent on February 23, 1998.

2. That the Board adopt the following resolutions:

SCHOOL OPERATIONS FUND
(as amended to reflect April 28 actions)

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 ~~$762,913,830~~ $773,130,030 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 1999 Fiscal Year; and that ~~$146,143,905~~ $149,983,905 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 1998, 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 $16,150,000 will be required for the 1999 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $7,700,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1998, 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 $7,120,371 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1999 Fiscal Year, and that $5,718,371 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 1998, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

On the motion of Director Braun the report, as amended by the Board on April 28, 1998, was adopted the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

Director Braun moved that the Board adopt the budget resolutions, revised to reflect the Board's actions of April 28, 1998.

The resolutions were adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance/Board Clerk, presented 24 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of April 2, 1998, at 9:30 AM; April 2, 1998, at 2:00 PM; April 3, 1998, at 2:00 PM; April 6, 1998, at 9:30 AM; April 6, 1998, at 11:30 AM; April 6, 1998, at 2:00 PM; April 7, 1998, at 9:30 AM; April 9, 1998, at 9:30 AM; April 9, 1998, at 11:00 AM; April 20, 1998, at 9:30 AM; April 20, 1998, at 2:00 PM; April 21, 1998, at 9:00 AM; April 21, 1998, at 9:30

AM; April 21, 1998, at 11:00 AM (2); April 21, 1998, at 2:00 PM; April 22, 1998, at 9:30 AM; April 22, 1998, at 11:00 AM; April 22, 1998, at 2:00 PM; April 23, 1998, at 9:30 AM; April 23, 1998, at 11:00 AM; April 24, 1998, at 9:00 AM; April 27, 1998, at 9:30 AM and April 27, 1998, at 2:00 PM.

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

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—6.

Noes—Directors Hardin and Todd—2.

Abstaining from voting—Director Thompson—1.

* * * * *

The Board took up Item 11 of the report of the Finance/Personnel Committee, administrative appointments.

Director Thompson moved that the Board retire to executive session to consider personnel matters, under the provisions of Wisconsin Statutes 19.85 (1) (c).

The motion to retire to executive session prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board retired to executive session at 7:23 PM.

The Board reconvened in open session at 7:29 PM.

Director Thompson moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Hardin, O'Neil, Sinicki, Small, Thompson, Todd and President Fisher—9.

Noes—None.

The Board adjourned at 7:32 PM.

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

SUMMARY OF 1998-1999 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY		
HIGH SCHOOLS	$	110,717,318
MIDDLE SCHOOLS		89,143,077
ELEMENTARY SCHOOLS		233,699,125
FRITSCHE MIDDLE SCHOOL		5,512,235
CONGRESS SCHOOL		3,678,300
HI-MOUNT BOULEVARD SCHOOL		3,112,017
K-8 SCHOOLS		31,504,413
CONTRACTED KINDERGARTENS		3,336,489
SCHOOL SPECIAL FUNDS		4,206,000
EDUCATIONAL PROGRAMS		
EXCEPTIONAL EDUCATION		
EARLY CHILDHOOD-EEN		682,607
VISUALLY IMPAIRED		775,714
ORTHOPEDICALLY IMPAIRED		3,181,733
HEARING IMPAIRED		995,007
HOME AND HOSPITAL INSTRUCTION		463,991
SCHOOL AGE PARENTS		1,114,442
LEARNING DISABILITIES		1,133,359
SPEECH AND LANGUAGE DISABILITIES		1,120,217
EMOTIONALLY DISTURBED		320,904
SCHOOL TO WORK TRANSITION		1,501,306
COGNITIVE DISABILITIES		619,324
PSYCHOLOGICAL SERVICES		1,596,397
SOCIAL WORK SERVICES		1,699,310
CURRICULUM AND INSTRUCTION		
DRIVER EDUCATION		498,119
INSTRUMENTAL MUSIC		1,329,531
MUSIC FESTIVAL		0
SCIENCE MATERIALS/INSERVICE CENTER		388,626
URBAN HOUSEHOLD REHABILITATION		230,825

SCHOOL TO WORK		529,682
TEACHER PEER EVALUATION		601,853
MENTOR TEACHER PROGRAM		1,393,084
SCHOOLS PROGRAM FUNDS		122,009
BILINGUAL EDUCATION		
ENGLISH AS A SECOND LANGUAGE	$	162,795
SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM		246,000
COMMUNITY RECREATION AND EDUCATIONAL SERVICES		
INTERSCHOLASTIC ATHLETICS		3,204,737
INTERSCHOLASTIC ACADEMICS		260,630
SCHOOL SAFETY OPERATIONS		4,256,255
SUMMER SCHOOL		10,182,168
TABS		619,783
ALTERNATIVE EDUCATION		
AGENCY PROGRAMS		12,992,009
ALTERNATIVE SCHOOLS		4,059,758
ALTERNATIVE PROGRAMS - MILWAUKEE COUNTY COLLABORATIVE		967,709
ALTERNATIVE PROGRAMS - MATC		490,031
TOTAL - PROGRAM ACCOUNTS	**$**	**542,648,889**
ADMINISTRATION AND SUPPORT		
BOARD OF SCHOOL DIRECTORS	$	286,003
OFFICE OF BOARD GOVERNANCE		1,647,941
OFFICE OF SUPERINTENDENT/RESEARCH AND DEVELOPMENT		1,701,750
OPERATIONAL LEADERSHIP - DEPUTY SUPERINTENDENT		369,886
DEPARTMENT OF COMMUNICATION AND PUBLIC AFFAIRS		1,008,519
OFFICE OF RESEARCH AND ASSESSMENT		1,591,202
OFFICE OF GOVERNMENTAL RELATIONS		329,745
EQUAL OPPORTUNITY PROGRAMS		340,213
DEPARTMENT OF LEADERSHIP SERVICES		920,667
DEPARTMENT OF EDUCATIONAL SERVICES		10,265,255
DEPARTMENT OF HUMAN RESOURCES		3,714,364
DEPARTMENT OF PARENT AND STUDENT SERVICES		84,833,255
DEPARTMENT OF FINANCE		2,879,303
DEPARTMENT OF TECHNOLOGY		9,206,016
DEPARTMENT OF SCHOOL AND COMMUNITY SERVICES		45,376,037

TOTAL - ADMINISTRATION AND SUPPORT	**$**	**164,470,156**
OTHER ACCOUNTS		
EMPLOYEE BENEFITS	$	23,825,377
SCHOOL DISTRICT INSURANCES		5,610,000
DEBT SERVICE		7,510,752
SPECIAL AND CONTINGENT FUNDS		30,314,856
BUDGET OFFSETS		(1,250,000)
TOTAL - OTHER ACCOUNTS	**$**	**66,010,985**
TOTAL EXPENDITURES - SCHOOL OPERATIONS FUND	**$**	**773,130,030**

CONSTRUCTION FUND

EXPENDITURES

PROJECT ACCOUNTS	$	16,150,000
TOTAL EXPENDITURES - CONSTRUCTION FUND	**$**	**16,150,000**

EXTENSION FUND

EXPENDITURES

DEPARTMENT OF SCHOOL & COMMUNITY SERVICES

OFFICE OF DIRECTOR	$	267,761
PLAYGROUNDS AND RECREATION CENTERS		5,402,748
HI-MOUNT PROJECT		4,868
DISTRICT INSURANCES		52,241
EMPLOYEE BENEFITS		1,254,651
SPECIAL AND CONTINGENT FUND		138,102
TOTAL EXPENDITURES -EXTENSION FUND	**$**	**7,120,371**

CATEGORICALLY FUNDED PROGRAMS

FEDERAL	$	74,922,720
STATE		20,090,402
OTHER		2,727,143
TOTAL CATEGORICALLY FUNDED PROGRAMS	**$**	**97,740,265**

SUMMARY OF 1998-1999 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

EQUALIZATION AND INTEGRATION AIDS	$	528,976,861
HANDICAPPED AIDS		38,250,000
OTHER CATEGORICAL AND SPECIAL AIDS		10,468,000
FEDERAL AIDS		29,253,334
LOCAL REVENUES (NON-PROPERTY TAX)		9,556,200
APPLIED SURPLUS/RESERVE FOR CARRYOVERS		6,641,730
TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	**$**	**623,146,125**
TAX LEVY	**$**	**149,983,905**
TOTAL REVENUES	**$**	**773,130,030**

CONSTRUCTION FUND

REVENUES

PROPERTY TAX LEVY	$	7,700,000
PROCEEDS FROM BORROWING		8,450,000
TOTAL REVENUES - CONSTRUCTION FUND	**$**	**16,150,000**

EXTENSION FUND

REVENUES

PROPERTY TAX LEVY	$	5,718,371
OTHER LOCAL REVENUES		1,402,000
TOTAL REVENUES - EXTENSION FUND	**$**	**7,120,371**