BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 29, 1996

Annual organizational meeting of the Board of School Directors called to order by the Director, Office of Board Governance, at 6:30 PM.

The following members responded to roll call:

Present—Directors Bills, Braun, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and Todd—9.

Absent—None.

Director Sinicki nominated Director Bills to be temporary presiding officer.

At the request of Director Braun, a unanimous ballot was cast for Director Bills.

ELECTION OF BOARD PRESIDENT

Director Bills, 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:

1ST BALLOT

Director Bills	Director Johnson
Director Braun	Director Fisher
Director Fisher	Director Fisher
Director Gardner	Director Fisher
Director Johnson	Director Johnson
Director O'Neil	Director Fisher
Director Sinicki	Director Johnson
Director Small	Director Johnson
Director Todd	Director Fisher

Director Fisher—5
Director Johnson—4

Director Bills asked that a unanimous ballot be cast for Director Fisher.

The motion carried on a voice vote without opposition.

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

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 Bills	Director Small
Director Braun	Director Braun
Director Gardner	Director Braun
Director Johnson	Director Small
Director O'Neil	Director Braun
Director Sinicki	Director Small
Director Small	Director Small
Director Todd	Director Braun
President Fisher	Director Braun

Director Braun—5
Director Small—4

Director Bills asked that a unanimous ballot be cast for Director Braun.

The motion carried on a voice vote without opposition.

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 did not wish to serve as a member of the Library Board and that, in accordance with Board Rule 1.17 (7), the Board should elect a representative at the regular May 1996 Board meeting.

APPOINTMENT OF REPRESENTATIVES TO THE MILWAUKEE AREA TECHNICAL COLLEGE APPOINTMENT COMMITTEE

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

APPOINTMENT OF REPRESENTATIVE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS

The appointment of the Board's representative to the Wisconsin Association of School Boards was held over until the May 29, 1996, meeting.

APPOINTMENT OF REPRESENTATIVE TO CESA #1

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

REPORTS OF SPECIAL COMMITTEES

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

Director Bills moved to accept the reports of the Independent Hearing Panel of April 15, 16, 19, 23 and 24, 1996.

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

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

Noes—None.

UNFINISHED BUSINESS

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

Board of School Directors

Communication from MTEA: Request to Address Board regarding Educational Planning Process for Schools to be Reconstituted (9596C-031) 3-27-96

Communication from AFSCME: Request to Address Board regarding 1994-96 Contract Negotiations (9596C-030) 3-27-96

Communication from Dennis Conta: Proposal for a Student Mobility Study (9596C-028) 2-28-96; 3-20-96

Communication from the Milwaukee Rescue Mission: Released Time for Religious Instruction (9596C-026) 1-31-96

Communication from the Milwaukee Tech Shared Decision Making Council: Request for Hearing on the School Selection Process (9596C-024) 1-31-96; 3-20-96

Communication from Local 150: Custodial & Maintenance Staff at Demmer Building, Kilmer Site and Appleton Ave. Site (9596C-022) 11-29-95

Motion: Authorization to sell a portion of Board-owned property near N. 107th St and W. Mill Rd.9-20-95; 10-25-95

Communication from Frank Zeidler: Naming of a Recreation facility after Harold "Zip" Morgan (9596C-009) 7-26-95

Resolution by Director Small: Increased transportation costs resulting from expansion of the choice program (9596R-012) 7-26-95; 8-16-95

Communication from Mr. Tom Phillipson: Funding for School/Community Counseling Center (9596C-001) 5-31-95

Resolution by Director Sinicki: Banking time (9596R-006) 5-31-95

Resolution by former Director De Bruin: Unitary Status (9596R-004) 5-31-95; 8-30-95

Communication from Local 150: Request to Address Board regarding Contract Negotiations (9596C-032) 3-27-96

Accountability/Audit Committee

Resolution by Director Small: Proficiency Testing (9596R-025) 10-25-95

Resolution by former Director De Bruin: Parents' Bill of Rights and Responsibilities (9596R-013) 7-26-95; 8-30-95

Resolution by Director Bills: Establishment of an agenda to educate Milwaukee's children to twenty-first century standards (9596R-011) 7-26-95; 8-16-95; 1-17-96; 2-20-96 (Item 4)

Innovation/School Reform Committee

Communication from Tyrone Dumas: Request to Address Board regarding Current Directions of MPS (9596C-029) 3-27-96

Resolution by Directors Bills and Johnson: Educating MPS Staff in the District's Reform Plan (9596R-028) 12-20-95

Resolution by Director Bills: Holding Schools Responsible for Children Reading on Grade Level and Hiring Teachers with Early Childhood Certification (9596R-027) 12-20-95; 1-17-96

Resolution by Director Small: Replication of Successful Specialty Programs (9596R-026) 10-25-95; 11-29-95

Communication from the Milwaukee Parents Education Association: Request for the Board to Replicate the Rufus King College Bound Program 9495C-001) 9-20-95

Resolution by Director Bills: Establishment of an agenda to educate Milwaukee's children to twenty-first century standards (9596R-011) 7-26-95; 8-16-95; 1-17-96; 2-20-96 (Items 1, 2,3 ,5 10, 11 and 13)

Communication from Woodson Academy: Hearing on Alternative School Proposal (9596C-002) 6-28-95

Legislation, Rules and Policies Committee

Resolution by Director Gardner: Authorizing the Board President to Represent MPS with Respect to Child Care Provisions in Governor Thompson's Wisconsin Works Proposal (9596R-022) 10-25-95

Communication from The Public Accountants: Board Approval of Chapter 1 Grants and Proposals (9596C-003) 6-28-95

Strategic Planning and Budget Committee

Resolution by Directors Bills, Sinicki and Small: Modify the Facilities Standards to Accommodate Early Childhood Needs (9596R-033) 2-28-96; 3-20-96

Resolution by Directors Bills, Sinicki and Small: Community Facilities Study to Determine Appropriate Early Childhood Center Sites for Education and Childcare that Would Serve Children from 6 AM to 6 PM Year Round (9596R-032) 2-28-96; 3-20-96

Communication from Mike Soika: Present proposal for a new school to be located at the former St. Thomas Aquinas facility (9596C-010) 7-26-95

Resolution by Director Bills: Establishment of an agenda to educate Milwaukee's children to twenty-first century standards (9596R-011) 7-26-95; 8-16-95; 1-17-96; 2-20-96 (Items 6, 8 and 9)

There being no objections, the items were so referred.

NEW BUSINESS

In view of the Board's previous action with respect to the establishment of the standing committees on Accountability/Audit and Innovation/School Reform, Director Small moved to approve a 1996-97 calendar with the Innovation/School Reform Committee and the Accountability/Audit Committee meeting on the Tuesday and Wednesday respectively of the second week of the month, with the regular Board meeting to be held on the last Wednesday of the month.

The motion prevailed, the vote being as follows:

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

Noes—None.

RESOLUTIONS

RESOLUTION 9697R-001

By Director Braun:

WHEREAS, Board Rule 1.15 (4) on Board Proceedings, requires that "verbatim transcripts shall be made of each regular and special meeting of the Board;" and

WHEREAS, Board Rule 2.04 on Meeting Minutes of Committees, requires that "minutes of each meeting shall be kept," and that such public records are available for public inspection; and

WHEREAS, A survey of other local governments and school districts in the area, including the City of Milwaukee and Milwaukee County, revealed that no local taxing unit employs the use of court

reporters to prepare written verbatim transcripts of regular and special and committee meetings of the legislative body; and

WHEREAS, The majority of other local taxing units provide and make available for public inspection, audio tapes of regular and special meetings of the legislative body, in addition to the written action of basic actions and votes of the meetings; and

WHEREAS, Although a survey of Board member use of the current written verbatims revealed a majority favored their continuation, cost savings and more effective use of staff time can be achieved by converting to the less expensive audio tape system; now therefore be it

RESOLVED, That Board Rule 1.15 (4) be amended to read, "Audio recordings shall be made of each regular and special meetings of the Board. These recordings shall be kept by the Office of Board Governance and copies made available upon request to interested public at cost. Such tapes shall be kept by the Office of Board Governance for six years;" and be it

FURTHER RESOLVED, That Board Rule 2.04 be amended to read "Audio recordings shall be made of each Board committee meeting. These recordings shall be kept by the Office of Board Governance and copies made available upon request to interested public at cost. Such tapes shall be kept by the Office of Board Governance for six years;" and be it

FURTHER RESOLVED, While the effect of this resolution terminates the use of court reporters for regular and special Board meetings and committee meetings, that the use of court reporters and formal written transcripts, if needed, be continued for disciplinary and expulsion hearings.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-002

By Director Bills:

WHEREAS, Board members recognize that they are public officials who are accountable to the citizens of the City of Milwaukee; and

WHEREAS, It is stated in the preamble of the Board's Code of Ethics that Board members "seek to maintain the highest standards of ethical conduct, avoiding both the actuality and appearance of conflict of interest;" and

WHEREAS, It is further stated in the Board's Code of Ethics regarding Gifts and Gratuities, that "no Board member shall accept any gift or gratuity from any person, persons, group or firm which does business with or is currently attempting to do business with the Milwaukee Public Schools;" and

WHEREAS, The Board's Code of Ethics is silent on whether other forms of financial support or political campaign contributions to Board members apply to the section on Gifts and Gratuities; and

WHEREAS, Unlike the Common Council of the City which rarely directly approves contracts to outside vendors, leaving this task to a central board of purchases, the Milwaukee Board of School Directors routinely and directly approves a large number of contracts to vendors; and

WHEREAS, The Milwaukee Board of School Directors is now engaged in a wide range of initiatives and contractual arrangements involving private agencies, schools and individuals providing services and programs to the school district; and

WHEREAS, The Milwaukee Board of School Directors approves negotiated labor contracts with its various bargaining units; and

WHEREAS, It is essential for Board members to not compromise the integrity of these existing or potential working relationships; now therefore be it

RESOLVED, That Board members shall disclose to the full Board in writing, the acceptance of any financial support, political campaign contributions, real or in kind, or services of $25 or more from any individuals, organizations or political action committees, prior to Board consideration and action on any existing or potential contracts represented by or affecting such individuals and organizations; and be it

FURTHER RESOLVED, That Board members shall excuse themselves from discussion and vote on such contracts, so as to avoid both the actuality and appearance of conflict of interest; and be it

FURTHER RESOLVED, That the Board Clerk be directed to incorporate the substance of this resolution in the Board's Code of Ethics.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-003

By Director Bills:

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The Board is on record in support of expanding learning opportunities which represent the best educational practices and offer parents true choice; and

WHEREAS, The Board wants to tie its goals of achievement and equity (equality of opportunities), and accountability to its budget process; and

WHEREAS, It is time for the Board to put its money where its mouth is; now, therefore, be it

RESOLVED, That the administration be directed to identify schools which exemplify our best learning practices and educational philosophies for the Board’s Strategic Planning and Budget Committee meeting in May 1996; and be it

FURTHER RESOLVED, That those schools be given five year contracts with no funding cuts beginning in the FY98 budget; and be it

FURTHER RESOLVED, That, after each student assignment period, the administration develop requests for proposals for both new and unique innovative programs, as well as for programs which are oversubscribed, to be brought to the Board for its consideration in October of each year.

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9697R-004

By Director Bills:

WHEREAS, The FY97 budget decentralizes 70% of the MPS funding to schools, which represents the present decentralization floor; and

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The Board wants to tie more closely its goals of achievement and equity (equality of opportunity), as well as accountability, to its budgets; and

WHEREAS, This Board supports and wants to expand learning that works for children (best practices) and offers true choice; and

WHEREAS, The Board has made known some of its expectations and "values," during its last budget cycle; and

WHEREAS, We need to put our money where our mouth is and begin to pay for performance; now, therefore, be it

RESOLVED, That the Board, at its Strategic Planning and Budget Committee meeting in May, 1996, develop a "Values Scale" to put a value on what the Board's expectations and values are for the district, such as: 1) schools that meet grade level standards, benchmarks or graduation standards; 2) include additional diversity (e. g., exceptional education, race or economics); 3) incorporate community schools or lighted school houses; and 4) utilize extended day programming and/or year round schooling; and be it

FURTHER RESOLVED, That it is the policy of this Board to reward performance by allocating between 70% and 100% of the per pupil cost of the school operations budget to a school based on the school's adherence to that "Values Scale."

Referred to the Strategic Planning and Budget Committee.

RESOLUTION 9697R-005

By Director Bills:

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The floor for school funding is 70% per pupil of the operations fund; and

WHEREAS, The administration's role in a decentralized system of schools is to provide needed services and resources to be determined by each school; and

WHEREAS, A decentralized funding plan requires a charge back/buy back plan for administrative services; now, therefore, be it

RESOLVED, That the Board hire a consultant to help it develop an administrative charge back/buy back plan to be brought to the Board by October 1996, for implementation in the 1997-98 school year; and be it

FURTHER RESOLVED, That, for a two-year transition period, each central services or support services administrator will be funded at 70% of his or her salary, with any additional funding to come from buy back services paid for by the schools.

Referred to the Strategic Planning and Budget Committee.

The Board adjourned at 6:53 PM.

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

STANDING COMMITTEES

Accountability/Audit

Directors Todd chair; Bills, Gardner, Johnson, Small

Innovation/School Reform

Directors Braun chair; Fisher, Gardner, O'Neil, Sinicki

Personnel

Directors O'Neil, chair; Braun, Fisher, Gardner, Todd

Strategic Planning and Budget Committee

Directors Gardner, chair; Bills, Braun, Fisher, Johnson, O'Neil, Sinicki, Small, Todd

Legislation and Rules Committee

Directors Fisher, chair; Braun, Gardner, O'Neil, Todd

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 1996

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

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

Absent and excused—Director Sinicki—1.

The Board observed a moment of silence for Evelyn Pfeiffer, a Board member for 24 years and Board President for 2 years, who died recently.

The Board also observed a moment of silence for Alexis Flores, a South Division High School student, who was killed this month.

AWARDS AND RECOGNITIONS

Excellence in Education Awards

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member. The honorees are chosen based on their display of excellence, achievement, and innovation that is an example of excellence 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 Madison High School's Chess Team and the Milwaukee High School of the Arts' Forensics Team.

Madison High School's Chess Team

Madison High School's chess team *tied for third place in the 1996 National High School Chess Championship held in Somerset, New Jersey*, on April 25, 1996. The winning team members include: **Martin Weddle** (who finished in 21st place out of about 350 participants), **Clifford King** (a two-time state champion), **Eric Lechmaier** (who won 5 games), **Michael Rennicke** (the current individual state champion), and **Steven Schallock**. This is the fifth consecutive year that Madison's chess team competed in the national tournament. The chess team finished in fourth place in the state tournament held at the University of Wisconsin-Oshkosh on March 16-17, 1996.

Madison's junior varsity team had a fine performance as well, finishing 24th out of 80 teams in the national competition. The chess teams are coached by **Kevin Berlin**.

The chess season runs from September through April and the team competes in numerous local tournaments throughout the season.

The Milwaukee High School of the Arts Forensics Team

The Milwaukee High School of the Arts Forensics Team *won the 1996 State Forensics title for the second consecutive year*. The MHSA won the most individual trophies and crowned the most state champions of any other team in the tournament held on April 27, 1996, in Oshkosh. Only three of the 93 schools in the league scored over 300 points in a tournament. The forensics team from the Milwaukee High School of the Arts accomplished this five times this season. In addition, the team is a ten-time defending city champion.

Students compete in 17 different categories, ranging from writing, researching, reading, and interpreting literature. Students write and perform informative, persuasive, and demonstration speeches as well as interpret drama, poetry, and prose.

The team has 60 students who competed this season. At the state tournament, nine of the Milwaukee High School of the Arts' entries made it to the championship round and three were named state champions. They state winners are:

-- Lori Dillon - Four Minute Informative Speaking,
-- Jeff Lee, J. J. Shebesta, and Michael Hawkins-Burgos - Group Interpretation Speaking
-- Karly Crain and Alex Balestrieri - Play Acting

Angela Kane is the team's president, **Alex Balestrieri** is the vice president, and **Andrew Riebau** is the national's president. The forensics coach is **David Valdes**.

Other Awards and Recognition:

Congratulations are extended to the more than 7,000 Milwaukee Public Schools' students who participated in the *36th Biennial All-City Music Festival* at the Wisconsin Center Arena on May 8 and 9, 1996. The music festival included performances by nine student groups: the elementary school festival chorus, middle school festival chorus, high school honors chorus, all-city honors band, all-city honors orchestra, all-city swing choir, all-city jazz ensemble, all-city Suzuki violin ensemble, and pageantry groups. Appreciation is extended to all of the parents for continuing to provide support to their children involved in the music festival as well as to all of the current and retired staff members who generously volunteered countless hours to ensure the festival's success.

Congratulations to the more than 350 Milwaukee Public Schools' students selected to attend the *Fifth Annual Student Dinner with the Superintendent* at the Wisconsin Center Auditorium on May 16, 1996. The purpose of the event is to recognize the academic achievement of students -- both high achievers as well as those students who have shown tremendous improvement in their grades, attendance, and attitude. Two students from each of our schools attended the event, along with one parent or guardian and the school principal. Appreciation is extended to all of the corporate sponsors and other organizations that made contributions to support the event.

The following Milwaukee Public Schools' students were *named semifinalists in the 1996 National Merit Scholarship competition*:

Timothy Bobinski, Rufus King High School
Matthew Brien, Rufus King High School
Julia Carian, Rufus King High School
Summer Curtis, Rufus King High School
Mary Grundle, Rufus King High School
Elias Holman, Rufus King High School
Elizabeth Johnson, Rufus King High School
Richmond Kinney, Rufus King High School
Adam Smith, Rufus King High School
Scott Krepel, Milwaukee High School of the Arts
Jennifer Qualls, Riverside University High School

Commended students in the National Merit Scholarship competition are:
Tim Dale, Bay View High School
Michelle Eide, Riverside University High School
Rachel McGraw, Riverside University High School
Edward Purcell, Riverside University High School
Joshua Gramling, Rufus King High School
Dean Nardelli, Rufus King High School

Commended students in the National Achievement Scholarship competition are:
Charise Artis, **Rufus King High School**
Mario Breedlove, Rufus King High School
Chenda Parsons, Rufus King High School
John Mitchell, Riverside University High School

Elizabeth Bailey, senior at Juneau Business High School, was named one of the 90 students statewide selected as *1996 All-State Academic Scholars.* She was selected from among the 638 seniors nominated for recognition by public and private high school principals. The all-state academic scholars were selected based on their overall high school grade point averages as well as the number of courses taken and grades received in the academic areas of language, mathematics, social studies, science, and foreign language. The scholars were recognized at a ceremony on May 5th in Madison, Wisconsin.

The following Milwaukee Public Schools' students were named as *1996 Kohl Scholarship winners* on the basis of demonstrated academic excellence:

Elizabeth Bailey, Juneau Business High School
Deanna Berger, Vincent High School
Kui Kiu Chan, Riverside University High School
Jason Czarnezki, Rufus King High School
Adam Hobach, Milwaukee Trade and Technical High School
Jeremy Kimble, Rufus King High School
Tamira Levy, Juneau Business High School
Grant McLean, Rufus King High School
Theresa Morgan, Rufus King High School
Dean Nardelli, Rufus King High School
Karen Wiesner, Milwaukee Trade and Technical High School

The following Milwaukee Public Schools' teachers were named as *1996 Kohl Fellowship winners* for demonstrating innovation in teaching:

Michele Cheyne, Hamilton High School
Corinne Derleth, Walker Middle School
Rosann Hollinger, Fritsche Middle School
Johnathan Knopp, Rufus King High School
Henry Kranendonk, Rufus King High School
Elizabeth Kwass, Lincoln Avenue Elementary School
Barbara Lipski, Sholes Middle School
June Litkowski, Lincoln Avenue Elementary School
Christine Sylvester, LaFollette Elementary School
Marie Thompson, Congress Elementary School
Meredith Leigh and Jessica Caflisch, students at Samuel Morse Middle School, *were selected to participate in Science World '96.* They were among 256 students selected from nearly 800 applicants statewide. The program is sponsored by the Wisconsin Department of Public Instruction.

Six Milwaukee Public Schools' teachers are among 59 teachers statewide selected to participate in *Science World '96,* a week-long intensive science workshop for Wisconsin's leading science educators. They were chosen because of their leadership in science education, enthusiastic and effective teaching, work in

curriculum development, and involvement in professional growth activities. Science World '96 is sponsored by the Wisconsin Department of Public Instruction. The teachers selected are:

Pat Baka, Hi-Mount Elementary School
John Gifford, Philipp Elementary School
Hazel Luckette, Kagel Elementary School
Kevin McDonald, Burroughs Middle School
Rhona Schnoll, Congress Elementary School
Sandra Zelewski, Whittier Elementary School

Glenn Diedrich, history teacher at Walker Middle School, was awarded a *1996 Keizai Koho Center Fellowship* for study and travel in Japan this summer. He was one of 16 North American educators selected from several hundred applicants. He will tour Japan as a guest of the Keizai Koho Center (the Japan Institute for Social and Economic Affairs), an organization that is widely supported by Japanese business and industry. As a part of this fellowship, Diedrich will be a contributing author to a curriculum development project which will be jointly published by the National Council for the Social Studies, the National Clearinghouse for US Japan Studies and the ERIC (Educational Resources Information Center) Clearinghouse for Social Studies / Social Science Education, based at Indiana University, Bloomington.

Milwaukee Trade and Technical High School *was selected as an United States Air Force ROTC Honor School for 1995-96*. This distinction was earned through the accomplishments and efforts of the school's aerospace science instructors, their students, and the school administration. Having attained this honor status, the school is eligible to nominate up to five students to the U. S. Air Force Academy and three students to the U. S. Military Academy and the U. S. Naval Academy.

The following students were *winners in the MPS Milwaukee Women Making History Essay Contest* sponsored by The Center for Women's Studies in the Graduate School of the University of Wisconsin-Milwaukee.

Reigne Brown, 7th grade, Burroughs Middle School,
Essay title: "Helen Hopkins, The Welfare Board Nominee"
Christine Mangi, 12th grade, Hamilton High School
Essay title: "Ellen Sabin: Educator and Leader"
Keetah Smith, 8th grade, Walker Middle School
Essay title: "Strong Women of Today: Charlene Smith"
Chhoeurn Yium, 12th grade, Washington High School
Essay title: "Mrs. A. V. Williams: A Great Teacher"

Hawley Environmental Elementary School *won second place in the Northwestern Mutual Life Insurance Company Green Olympics* held on April 19, 1996. Hawley received the award for an ongoing project the fifth graders are conducting to help save the Jacobus Park pond. In entering the contest, the students developed and submitted a brochure describing their project and a videotape produced by film majors attending the University of Wisconsin-Milwaukee.

Riley Elementary School *won a silver medal in the Northwestern Mutual Life Insurance Company Green Olympics* held on April 19, 1996. The students created a brochure to educate students on neighborhood pride.

Stuart Elementary School *students won first prize in the Wisconsin Safe Kids Check America Challenge.* Fifteen students in grades 4, 5, and 6 developed a videotape, designed a poster, and developed a checklist addressing awareness to safety precautions that can save lives and prevent injuries, with a focus on smoke and carbon monoxide detectors, bike helmet safety, and others. The competition is a program of Children's National Medical Center and held locally in cooperation with Children's Hospital of Wisconsin.

Cyndi McKesson, third grade teacher at Congress Elementary School, *has been chosen a Fulbright Exchange Teacher for the 1996-97 school year.* She will be teaching at Moulsecoomb Junior School in Brighton, East Sussex, England. A teacher from Moulsecoomb will teach at Congress during 1996-97. Fulbright Exchange Teachers are selected for their outstanding success in the classroom.

The following teachers have been selected from nearly 700 nominated to participate in the *1996 Wisconsin Academy Staff Development Initiative's Lead Teacher Institute.* They are among 60 Wisconsin teachers

who will participate in the academy which is part of a five-year $25 million project funded by the National Science Foundation to advance science, mathematics, and technology education through the professional development of teachers. The teachers are:

Linda Cram, Pulaski High School
Laura Hellman, Robinson Middle School
Joan Jennings, Brown Street Academy
Jude Kesl, Grand Avenue School
Kaye Mitchell, Browning Elementary School
Diane Price, Mentor Teacher
William Weber, Rufus King High School
Sharon Zagorski, Mentor Teacher

Abbey Kranendonk, third grade student at Elm Creative Arts School, received a *special merit in Channel 10 & 36's local Reading Rainbow Young Writers and Illustrators Competition.*

Arlah Bates, fifth grade student at Elm Creative Arts School, *was cast as an acting intern in the First Stage Milwaukee production "Lyle, Lyle, Crocodile,"* which opened on May 14, 1996.

Darrell Jacobs, principal of Elm Creative Arts School, received the *Education Administrator Award at the Civic Music Association's Second Award Banquet.*

Elm Creative Arts School received a *U. S. Postal Service recognition plaque for outstanding contributions and creative excellence for decorating the Mid-city post office.*

Malcolm X Academy *took first place in the Channel 10 & 36's Black Nouveau "Know Your History" quiz.* They won the championship by a final score of 190-110, beating out Lakeshore Middle School of Mequon. The Malcolm X team members include: **Kalin Jackson, Corey Scott, Tatiana Gant, and Mary Hortman. The team's advisor is Josephine Hill.**

Manuel Cordero, a sophomore at South Division High School, *was honored by the United Community Center* for his personal achievements, community involvement, and role model behavior. Manuel coaches elementary school basketball and flag football teams, is active in sports at South Division, and plans to continue working with youth in the community.

The Milwaukee High School of the Arts Jazz Lab Combo *was chosen to receive DOWNBEAT Magazine's "Outstanding Performance Award" in the jazz combo category at the JAZZFEST USA* held at Universal Studios in Orlando, Florida, April 24-28, 1996. The group was selected from among other public and private performing arts high schools from throughout the United States and Canada. The students in the Jazz Lab Combo are: **Desmond Henry, Zack Lozier, Brendan Kelly, Jon Westover, and Ellis Murchison**. The teacher/director of jazz studies at the school is **Cliff Gribble**.

The Milwaukee High School of the Arts Concert Chorale *received a Gold Superior rating and ranked second in the Heritage Festival in Toronto, Ontario, Canada.* The chorale students competed for ratings and rankings with over 1,500 students from other schools from across the country. The Concert Chorale is a group of 48 students whose repertoire centers on major choral/orchestral works, as well as a cappella masterpieces representative of every musical era. The group has performed at state and regional music educators' conferences through taped auditions and with the Milwaukee Symphony Orchestra.

The following Milwaukee Public Schools' students *were selected among the 12 grand prize winners of THE MATH GAME conducted by the Greater Milwaukee Education Trust.* The students were honored at an awards ceremony on May 23, 1996, at the Allen-Bradley Company.

Juan Coria, Kosciuszko Middle School
Joanna Lithpaseuth, Steuben Middle School
Tawny Martinez, Fritsche Middle School

Mya Smith, Lincoln Middle School of the Arts
Nate Stallings, Milwaukee Education Center
Sarah Staples, Robinson Middle School
Stephanie Sura, Roosevelt Middle School
Ia Xong, Edison Middle School

The following Milwaukee Public Schools' *students were winners in the 20th Annual Milwaukee Area Skill Olympics held on February 16, 1996,* for public and private school students in the metro Milwaukee area. The event is sponsored by Milwaukee area high schools and Milwaukee area industry and labor and held at the Milwaukee Area Technical College.

Bay View	**Adam Muszynski, 1st place Demonstration Speech**
Hamilton	**Richard Balaka, 1st place Foundry**
	Shenandoah Gallitz, 1st place Job Interview
	Mary Sunn, 2nd place Foundry
	Andrew Kowalski, 3rd place Foundry
Milwaukee H. S. of the Arts	**Eric McDonald, 2nd place Commercial Art**
	Keith Salfer, 2nd place Photography
	James Fleischmann, 3rd place Art
Milwaukee Tech	**Matt Engel, 1st place Commercial Art**
	Jordan Edinger, 1st place Electrical Wiring
	Charles Toy, 1st place Surveying/Trigonometry
	Chuong Duc Trvong, 2nd place Drafting-Mechanical
	Adam Reed, 2nd place Carpentry
	Jeffery Buzzell, 2nd place Electrical Wiring
	Shawn Garrison, 3rd place Cabinet making
	Antonio Holmgren, 3rd place Commercial Art
	Mary Harris, 3rd place Job Interview
	Quentin Tucker, 3rd place Welding
Pulaski	**Mark Peterson, 1st place Art**
	Susan Sanders, 2nd place Job Interview
Vincent	**Joe Wick, 1st place Auto Body**
	Eric Brock, 3rd place Auto Body

The following students were selected winners in the first annual School to Work Art Project, sponsored by the Downey Corporation, the School to Work Business Community Committee, and the Milwaukee Public Schools. Students in all of the MPS School to Work schools were invited to create an art project centered on the theme, "What School to Work Means To Me." A wide variety of art pieces were created by individual students and/or group projects. The following were chosen as winners out of about 200 entries.

Forest Home	**Maria Mendoza, grade 5, Best of Category**
	David Nowicki, grade 1, Best of Category
Hayes Bilingual	**Maria Avina, grade 5, Honorable Mention**
Honey Creek	**Thomas Gondek, grade 5, Best of Category**
	Irma Casteneda, grade 5, Honorable Mention
	Karen Larsen, grade 5, Honorable Mention
	Michael Fields, grade 4, Honorable Mention
	Michael Nehlsen, K4, Honorable Mention
	Craig Pettis, grade 1, Honorable Mention
Kosciuszko	**Silvia Macias, grade 8, Honorable Mention**
	Tolulope Omokaiye, grade 8, Best of Show

Two group projects, Honorable Mention

Lloyd	**Group project, Honorable Mention**
Manitoba	**Ryan Lockett, grade 4, Honorable Mention** **Noelle Racer, grade 5, Honorable Mention**
Milwaukee Tech	**Antonio Holmgren, grade 12, Honorable Mention** **Armando Ibarra, grade 12, Honorable Mention** **Lucia Zarate, grade 12, Best of Category**
Roosevelt	**Eric Brott, grade 8, Honorable Mention**
78th Street	**Luka Djordjevic, grade 5, Honorable Mention** **Sarah Stotts, grade 1, Honorable Mention**
Sholes	**George Lasley, grade 6, Honorable Mention**
South Div.	**Edgardo Nieves, grade 11, Honorable Mention** **Ernesto Herrera, grade 10, Honorable Mention**
Starms Early	**Two group projects, Honorable Mention**
38th Street	**Sonja Drummond, grade 5, Honorable Mention**
Thoreau	**Amanda Kelm, grade 2, Honorable Mention**

As a part of the *1995 United Performing Arts Fund Campaign*, an option was developed whereby MPS employees could designate a portion of their contribution for use within the Milwaukee Public Schools. This fund was named *MPS ARTS*. Employee donations created a fund in excess of $9,000 for use during the 1996-97 school year. A district mini-grant program was established to fund arts related proposals solicited from any employee in the district.

A total of 41 proposals were received and the following were selected to receive funding out of the MPS ARTS fund. This project was coordinated by Dr. Richard Doornek, art curriculum specialist, and Mr. Richard Mennicke, music curriculum specialist.

Bay View	**Pearl Bedford**	$500
Engleburg	**Ruth Maegli**	$500
Fairview	**Wendy Novak**	$500
Forest Home	**Patricia Mockus**	$499
Fratney	**Patricia Colloton-Walsh**	$500
Fritsche	**Joan Schmidt**	$500
Gaenslen	**Cynthia Sackman**	$500
Garfield	**Kris Leopold**	$500
Garland	**Jean Oswald**	$500
Grand High School	**Mary Angell**	$500
Hamilton	**Dani Graf**	$500
MacDowell	**Kris Snapp**	$500
Milwaukee H.S. of Arts	**David Valdes**	$500
Pierce	**Mary Kramer**	$500
Roosevelt	**Karen Staples**	$500
Sherman	**Linda Bohan**	$500
Thurston Woods	**Laurie Sanders**	$500
Tippecanoe	**Christy Robers**	$440
Trowbridge	**Celene Mueller**	$220

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APPROVAL OF MINUTES

The minutes of the April 17, April 18, April 22, April 23 and April 25, 1996, Board meetings were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Approval of a Negotiated Labor Agreement between the Board and the MTEA—Educational Assistants

May 29, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

MTEA (Educational Assistants)
Two-year contract (January 1, 1995, through December 31, 1996).

Therefore, it is the recommendation of the superintendent that the Board approve and adopt the above contract with the amendments as indicated below.

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

Contract Amendments

1. Two year contract (January 31, 1995, through December 31, 1996).

2. Salaries: Effective January 1, 1995—3%.
   Effective January 1, 1996—3%.

3. Elimination of arbitration for probationary employees.

4. "Me too" commitment on health insurance charges.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Bills—1.

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REPORTS OF STANDING COMMITTEES

REPORT OF THE INNOVATION/SCHOOL REFORM COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report on Public Hearing and Recommendation on a Request for a Waiver from Chapter PI 11 of Wisconsin Administrative Code to Allow Diagnostic Teachers to Function Cross Categorically as Part of the Exceptional Education Reform Plan

Administration's Analysis

1. The Board approved the exceptional education reform plan at its meeting on February 28, 1996.

2. The reform plan proposes to have exceptional education diagnostic teachers function on a cross-categorical basis for initial evaluations in the areas of learning disabilities, cognitive disabilities, and emotional disturbance in order to facilitate implementation of a school-based model of diagnostic service delivery.

3. The administration recommends cross-categorical evaluation for these three disability areas as it believes diagnostic teachers in these areas have the skills and background necessary to be successful in cross-categorical diagnosis with appropriate training and support.

4. As Chapter PI11.04 (2)(b)2 requires evaluation by at least one person certified to teach in the area of suspected disability of a child, a waiver from this requirement is necessary.

Strategic Plan Compatibility Statement

5. Allowing exceptional education diagnostic teachers to function on a cross-categorical basis for initial evaluations is a critical component of the Board approved exceptional education reform plan.

Statute, Board Policy or Rule Statement

6. Wisconsin statutes 118.38 (1)(b) requires a school board to hold a public hearing on a waiver request, with the testimony from that public hearing to be included as part of the application for a waiver.

7. This public hearing will allow the administration to proceed with application for a waiver of PI11.04 (2)(b)2 of the Wisconsin Administrative Code.

Fiscal Impact Statement

8. There will be no fiscal impact as a result of holding a public hearing.

Implementation and Assessment Plan

9. As part of the exceptional education reform plan, the administration will provide training and support for skill development in this cross-categorical model, as well as maintaining access to specific expertise where necessary.

Committee Recommendation

Your Committee reports having given public hearing regarding a waiver of PI11.04 (2)(b)2 of the Wisconsin Administrative Code.

Your Committee recommends that the Board direct the administration to request a waiver consistent with the Exceptional Education Reform plan.

* * * * *

(Item 2) Communication from Tyrone Dumas Regarding the Current Direction of MPS

1. At its meeting on March 27, 1996, the Board received a communication from Mr. Tyrone Dumas requesting an opportunity to address the Board regarding the current directions of MPS. The communication was referred to the Innovation/School Reform Committee.

2. At the request of Board members, the Office of Board Governance requested Mr. Dumas to provide a written statement of the issues he intended to address before the Committee. Mr. Dumas' response has been attached to the minutes of your Committee's meeting of May 7, 1996.

Your Committee reports having given hearing to Mr. Tyrone Dumas and other interested parties.

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(Item 3) Informational Reports

Your Committee reports having received the following informational reports from the Superintendent. Copies of the reports are attached.

a. Report on Reconstituting Schools.

b. Report on Possible Negotiations with Downtown Montessori School and HR Academy.

c. Report on Contract Negotiations with Highland Community School.

Your Committee further reports that Director Gardner entered into the record of the meeting a statement that he had discussed with the City Attorney a possible conflict of interest with regard to his participation in matters related to the Downtown Montessori School and that there does not appear to be any conflict of interest. Director Gardner further indicated that he would file copies of any correspondence with the City Attorney in this matter in the Office of Board Governance.

* * * * *

Director Braun moved to adopt the report of the Committee.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORT OF THE STRATEGIC PLANNING AND BUDGET COMMITTEE

Director Gardner 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) Recommendation Regarding a Resolution by Director Bills Regarding the Development of a Values Scale for the Board's Expectations and Rewarding Schools for Performance (9697R-004)

Background

At its meeting on April 29, 1996, the following resolution was introduced by Director Bills.

WHEREAS, The FY97 budget decentralizes 70% of the MPS funding to schools, which represents the present decentralization floor; and

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The Board wants to tie more closely its goals of achievement and equity (equality of opportunity), as well as accountability, to its budgets; and

WHEREAS, This Board supports and wants to expand learning that works for children (best practices) and offers true choice; and

WHEREAS, The Board has made known some of its expectations and "values," during its last budget cycle; and

WHEREAS, We need to put our money where our mouth is and begin to pay for performance; now, therefore, be it

RESOLVED, That the Board, at its Strategic Planning and Budget Committee meeting in May, 1996, develop a "Values Scale" to put a value on what the Board's expectations and values are for the district, such as: 1) schools that meet grade level standards, benchmarks or graduation standards; 2) include additional diversity (e. g., exceptional education, race or economics); 3) incorporate community schools or lighted school houses; and 4) utilize extended day programming and/or year round schooling; and be it

FURTHER RESOLVED, That it is the policy of this Board to reward performance by allocating between 70% and 100% of the per pupil cost of the school operations budget to a school based on the school's adherence to that "Values Scale."

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

The administration suggests that the Board seek input from schools and the community regarding the construction of a values scale and the specific items that would be included on such a scale. This could be in the form of a public hearing.

2. What are the suggested timelines for implementation of the resolution?

The administration feels that it would be important to have this values scale evolve over the next several years out of the implementation of the revised accountability system. Values scales should be carefully identified, and much input sought from principals and schools. There is not enough time before the start of the FY98 budget cycle to do this with adequate input and feedback.

3. What are the implications if the resolution is adopted?

The administration reports that increasing the per pupil allocation for schools beyond the current 70% could only be done by reducing or eliminating other supports and programs, as the "per pupil" amount for school operations includes services that do not apply to all schools (e.g. drivers' education, exceptional education). Significant reductions would seriously impact the amount of support currently provided to our school staffs, e.g. maintenance of buildings, technical support, non-teaching programs that impact the safety and security of our schools, staff development, etc.

It is anticipated that significant staff time would be needed to develop an equitable "Values Scale," and to monitor and evaluate schools relative to the "Values Scale."

Committee Recommendation

Your Committee recommends that the Board refer the resolution to the Accountability/Audit Committee.

* * * * *

(Item 2) Recommendation Regarding a Resolution by Director Bills to Identify Schools Which Exemplify our Best Learning Practices and Educational Philosophies (9697R-003)

Background

At its meeting on April 29, 1996, the following resolution was introduced by Director Bills:

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The Board is on record in support of expanding learning opportunities which represent the best educational practices and offer parents true choice; and

WHEREAS, The Board wants to tie its goals of achievement and equity (equality of opportunities), and accountability to its budget process; and

WHEREAS, It is time for the Board to put its money where its mouth is; now, therefore, be it

RESOLVED, That the administration be directed to identify schools which exemplify our best learning practices and educational philosophies for the Board's Strategic Planning and Budget Committee meeting in May 1996; and be it

FURTHER RESOLVED, That those schools be given five year contracts with no funding cuts beginning in the FY98 budget; and be it

FURTHER RESOLVED, That after each student assignment period, the administration develop requests for proposals for both new and unique innovative programs, as well as for programs which are oversubscribed, to be brought to the Board for its consideration in October of each year.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

The administration indicates that during the 1995-1996 school year, some work was undertaken to identify schools which exemplify best learning practices. The information provided below on the schools identified (Clarke, Garden Homes, Kagel, Kilbourn, Thirty-first Street, Vieau, and Washington) is preliminary and is not comprehensive. These schools were identified and agreed to participate in a special study. The Departments of Educational Services and Leadership and Support Services have undertaken the study titled, The Equity and High Standards Project.

The goals of the project are to:

- Identify schools where African-American and/or Hispanic students are demonstrating good achievement on MPS Accountability Measures for which data is disaggregated.

- Interview staff members regarding effective strategies to promote good achievement of African-American and Hispanic students.

- Share the findings with other Milwaukee Public Schools.

These schools' data show low gaps or no gap in educational achievement when the school's African -American or Hispanic student scores were compared to the district White achievement. (For the purposes of this study, only attendance-area schools were considered.) The data collected and analyzed was from the 1994-95 Wisconsin Reading Test (Grade 3); Iowa Tests of Basic Skills- Mathematics

Subtests (Grade 5); Wisconsin Student Assessment System-Mathematics Subtest (Grade 8) and Algebra Pass Rate (Grade 9).

It is important to note that there are more schools that exemplify best practices. A review and analysis of their student performance data, along with staff interviews will need to be conducted to identify their exemplary learning practices and philosophies.

2. What are the suggested timelines for implementation of the resolution?

The administration feels that it will be very difficult to bring to the Board for its consideration at the October 1996 meeting new and unique innovative programs for funding in FY98. Our experience with the development of new schools indicates that it takes many months to involve all stakeholders.

It would be possible to identify schools for the Board's "five year contracts" beginning in the FY98. Analysis of data and school interviews could be conducted during October and November 1996 with recommendations submitted to the Board in December, 1996.

The implementation of this resolution will not require a City Attorney's opinion.

There will be costs involved in maintaining the funding levels of the identified schools. There will be a need for start-up funds to propose, plan, implement, and evaluate innovative programs.

There is a need for an assessment plan for evaluating the effectiveness of the new and innovative programs. We could continue, and improve where needed, our current evaluation process for innovative schools.

Schools identified for "five year contracts" would also need to be evaluated to determine if they continue to exemplify best learning practices.

Staff time will be needed to identify schools with exemplary learning practices and philosophies. Significant time will also be required to implement the innovative programs process.

Committee Recommendation

Your Committee recommends that the Board refer the resolution to the Innovation/School Reform Committee.

* * * * *

(Item 3) Informational Report Regarding a Discussion of the Board’s Strategic Planning Process for the 1998 Fiscal Year

Your Committee reports having discussed the Board’s strategic planning process for the 1998 Fiscal Year. A copy of the item which served as the basis for the discussion is attached.

Director Johnson moved to adopt the report of the Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O’Neil, Small, Todd and President Fisher—8.

Noes—None.

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REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented eight expulsion reports of the Independent Hearing Panel of the Board of School Directors.

Director Bills moved to accept the reports of the Independent Hearing Panel of April 18, 26, 29, 30, May 1, 2, 3, and 6, 1996.

The motion prevailed, the vote being as follows:

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

Noes—None.

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REGULAR ITEMS OF BUSINESS

(Item 1) Action of a Request to Sell a Portion of Board Owned Property on the Vicinity of North 107th Street and West Mill Road

Administration's Analysis

1. At its meeting of December 3, 1963 (Proc. pp. 240-241), the Board authorized the purchase of a parcel in the vicinity of North 107th Street and West Mill Road for school purposes. This site, known as Site #74, was to be used for a junior or senior high school site. The parcel was acquired in two actions of the Board on October 6, 1964 (Proc. pp. 158-159) and October 1, 1968 (Proc. pp. 141-142). The parcel contains 24.72 acres.

2. In September, 1994, the administration received a communication from Mr. George D. Simos on behalf of his client, Mr. August Urbanek, offering to purchase a portion of the site totaling 5.83 acres for $29,150 which would be used as part of a new housing development to be located to the north and west of Site #74. A review of potential use indicated that the sale of the 5.83 acres would not have a negative effect on future district needs and would leave the district with approximately 19.19 acres for future use. At that time, Mr. Urbanek was informed that his offer was not acceptable, and his communication was referred to the City Real Estate Agent to negotiate for a sale price more reflective of fair market value.

3. On June 29, 1995, the administration received another offer from Mr. Simos to purchase the property. This new offer was based upon his discussions with the City Real Estate Agent, and he offered a price of $8,000 per acre for the parcel. The property is undeveloped with no sewer, water, or streets. At that time, the City Real Estate Agent indicated that the proposed offering price was reflective of the value of the property and recommended approval.

4. The administration brought the offer to purchase to the Board for its consideration at the September 20, 1995, meeting (Proc. pp. 277-278). The Board took no action relative to the offer and referred the item to the administration, requesting receipt of additional information relating to the site and surrounding area.

On October 25, 1995, the administration brought back to the Board the offer of $8,000 per acre and additional information requested. It was recommended that the offer be approved. After deliberation, the Board directed the administration to list the property on the Multiple Listing Service (MLS) and create a Request For Proposal for the sale of the property (Proc. pp. 348-349).

5. Since that time, the administration has obtained independent appraisals of the property from Appraisal Services, Inc. and The Appraisal Resource Group, Inc. The purpose for requesting these appraisals was to:

a. Establish a value for the property in order to determine a listing price for the MLS.
b. Evaluate the offer which had already been received to determine if it was reasonable and fair.

Both of the appraisals indicate that the fair market value of the property is less than the offer which has been received. The report from Appraisal Services, Inc. indicates the value of the property at $15,500 while The Appraisal Resource Group report indicates a value of $40,000. Both appraisers used similar methodology in their calculations; however, each used different assumptions with regard to the individual variables. Both used recent sales information in their calculations. Based upon these results, the Administration deemed it important to advise the Board of this information prior to listing the property. Both appraisers are available to answer questions relative to their respective report.

6. Since the Board action in October, Mr. Simos has kept in contact with the staff in the Division of Facilities and Maintenance Services (DFMS) and has indicated that his client's original offer of $46,640, or $8,000 per acre) would still be valid if the Board wished to pursue the sale.

Strategic Plan Compatibility Statement

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

Statute, Board Policy or Rule Statement

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

The Board may wish to retire to executive session as permitted under Wisconsin Statutes Section 19.85 (1)(e) to discuss matters related to the sale of this property.

Fiscal Impact Statement

9. If the Board accepts the offer from Mr. Urbanek, the sale of this property will result in $46,640 of unanticipated revenue which will be placed into the Construction Fund and utilized to accomplish additional facility needs. There is no effect on the tax levy for the district.

Implementation and Assessment Plan

10. Should the Board decide to pursue disposing of the site to Mr. Urbanek, the City Real Estate Agent will prepare the appropriate documents and resolutions for review by the City Attorney and for approval by the Common Council. At the time of closing the funds received will be placed in the Construction Fund.

Should the Board decide not to approve the sale to Mr. Urbanek, the property could be listed through MLS or not offered for sale. If listed through MLS, an asking price will need to be determined.

Recommendation

That the Board determine what action it wishes to take in this matter.

Director Todd moved a substitute motion, that the administration be authorized to offer the property for sale at $22,000 per acre for a period of 90 days.

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

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

Noes—None.

Temporarily absent—Director Johnson—1.

The question being on the adoption of the substitute motion, it was adopted, the vote being as follows:

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

Noes—None.

* * * * *

(Item 2) Award of Contract to Teachers' College, Columbia University, for the National Urban Alliance Project

Administration's Analysis

1. The National Urban Alliance for Effective Education (NUA) was founded in 1989 to extend the successful staff development activities of the College Board. Recognizing the improved thinking of all students as the highest priority, NUA's research-based professional development program, "Comprehension & Cognition," is uniquely characterized by a clear educational philosophy that values active learning, promotes learner responsibility, and emphasizes strategic instruction.

2. The driving force behind NUA's professional development program, "Comprehension & Cognition," is the research, implementation, and management of instructional practices that support the best results of schooling -- improved thinking by all students and higher student achievement. To this end, NUA offers to urban and metropolitan educators an inservice approach that:

- Facilitates consensus on a new definition of basic skills that includes comprehension and higher order cognitive processing.
- Develops a climate of high expectations and promotes assessment of student achievement that informs and strengthens instruction.
- Establishes school-university partnerships aimed at bringing the best of cognitive research and practice into the classroom.
- Assists the school community in developing and nurturing an environment for positive change.

3. The Milwaukee Project within the National Urban Alliance for Effective Education is in its sixth year of successful operation. Individual MPS schools make a commitment to work with the NUA. Each NUA school sets aside money in their Title I or Board budgets to pay for this work. Money is also included this year in the budget of Title I for implementation of the project. The twelve schools which have participated in a two-year cycle of the NUA professional development program are reporting significant changes in their approaches to teaching. These schools are:

Auer Avenue Elementary School,
Brown Street Academy,
Douglass Elementary School,
Forest Home Elementary School,
Keefe Avenue Elementary School,
Palmer Elementary School,
Pierce Elementary School,
Siefert Elementary School
Thirty-seventh Street School
Wheatley Elementary School,
Roosevelt Middle School of the Arts,
South Division High School

4. During the first year of a new two-year cycle, teams of teachers from five schools are being trained under the program. They include:

Grant Elementary School,
Twenty-first Street Elementary,
Audubon Middle School
Lincoln Middle School of the Arts,
Malcolm X Academy Middle School

5. Since the program offers a package of six large-group staff development sessions coupled with forty-eight on-site visitations by the consultants, it provides a service not available elsewhere through a bidding process. Normally this item would be brought before the Board at the beginning of the school year, but the fees for the program were being negotiated until recently. These negotiations were necessary because of the changes implicit in the decentralization process. Negotiations are currently under way for the 1996-1997 school year. It is anticipated that a contract for the new project will be brought to the Board in early Fall, so as to avoid the current situation.

6. Evaluation of the program is multi-faceted. First, participants are each expected to maintain on-going documentation of their progress in various areas--personal goals, professional goals, collaborations, student learning profiles, and systems designs. Samples of students' work and teacher self-reflections are among the concrete artifacts used to assess or measure formative professional growth at the beginning of each large-group session. Second, the core teams from each of the seventeen schools are assessed for the

amount of systemic change they bring to their school's culture as a result of professional empowerment and administrative support. Two measures for assessing growth will be the degree to which these core team members collaborate in setting project goals for their schools and in sharing cognitive-based strategies with their entire staffs during faculty meetings and at-site staff planning sessions. Third, at the last large-group session scheduled for May 1996, all project participants will engage in a summative assessment of the progress made during their second year in the project by bringing concrete examples of students' work reflecting cognitively-based instruction such as graphic organizers, learning logs or journals, and learner portfolios.

7. Teams of teachers from some of the original twelve schools are doing inservice sessions in other schools within MPS. Core teams of teachers trained during the first two-year cycle have provided inservice to their school staffs. Several teachers who were trained in the NUA models have offered staff development workshops on comprehension, cognition, reading and writing connections. Some of the teachers from the first group of schools are serving as mentors for teachers in the second group of schools.

Strategic Plan Compatibility Statement

8. The recommendation under this proposal is consistent with Board Goal #1, academic achievement; and Board Goal #2, reduction of the achievement gap between minority and non-minority students.

9. The proposal is also compatible and supportive of the newly approved Board Graduation Requirements in Mathematical Reasoning and Communication. The NUA plans to add Scientific Reasoning to the program during the 1996-1997 school year.

Statute, Board Policy or Rule Statement

10. Board Policy 4.09 requires that all formal bids in excess of $50,000 be presented to the Board with the recommendation of the Superintendent.

Fiscal Impact Statement

11. Each NUA school sets aside money in its Title I or Board budget to pay for this work. $60,000 for implementation of the project this year is from the budget of Title I. The remaining $90,195.50 comes from individual schools' budgets.

12. In keeping with the decentralization process, future financing for the project will come from the participating schools' budgets. No future expenditures will be required of the district or of Title I.

Implementation and Assessment Plan

13. The program is currently in its sixth year of implementation in the district. All schools in the district will have the option of participating in the NUA Project during the 1996-1997 school year. Those schools that are currently involved may continue or opt out at the end of this school year.

14. Evaluation of the project is on-going and multi-faceted. Evaluators include Mary Fair-Johnson of the Educational Research and Program Assessment Division, the MPS Title I staff, and independent consultant Diane Morehouse of the QED educational consulting firm. Ms. Morehouse is employed by the NUA. Each school team also evaluates the program and their own part in it through on-going written documentation.

Recommendation

That approval be given to enter into a contract for $150,195.50 with the National Urban Alliance for Effective Education (Teachers' College, Columbia University, with principal offices at 525 West 120th Street, New York, New York 10027).

Director Small moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, Small and President Fisher—6.

Noes—Directors O'Neil and Todd—2.

* * * * *

(Item 3) Action on a Request to Approve Funding for the TABS Program

Administration's Analysis

1. The Truancy Abatement and Burglary Suppression program (TABS) was created in 1993 for the purpose of reducing both truancy and daytime crime.

2. In its first two and one-half years of operation, the TABS program has shown some degree of success in both areas:

- 7,438 children were taken to the TABS counseling centers;
- 4,668 parents and relatives were counseled at the centers;
- 580 arrests were made;
- 176 missing children were located.

3. Through June 30, 1996, the cost of the TABS program has been covered by a state grant. The state grant for the TABS program in 1995-96 was $585,000. The funds were used for the following components of TABS:

•Three MPS community aides, travel, and related costs.	$71,325
•A contract with the Boys and Girls Clubs to operate two TABS centers.	$320,675
•Four city police officers*	$193,000
(*travel and related costs - additional $75,000).	
TOTAL	$585,000

4. 1995 Wisconsin Act 27 allows the state grant for TABS to expire on June 30, 1996, and requires MPS to fund all components of the TABS program beginning July 1, 1996.

5. In order to assure continuation of the TABS Program without forcing MPS to absorb the cost of an unfunded state mandate, an alternative has been suggested to the city, the county, and the state. The Superintendent has suggested to the Milwaukee Chief of Police that the city assume responsibility for the four police officers involved in the TABS Program, along with the necessary transportation and equipment to support them. The Superintendent has also suggested that the state and county jointly assume the responsibility to contract with the Boys and Girls Club for the operation of the two TABS centers. MPS could share in the cost of operating the TABS centers and absorb the cost of three community aides, with the travel and related costs to support them.

An MPS contribution of $150,000 towards the operating costs of the TABS centers would set the total MPS share at $221,325, or about one-third of the cost of the TABS program. However, because the state law requires the district to fund the entire TABS program as an unfunded state mandate, the amount of approximately $600,000 will need to be reallocated to cover the entire cost of the program.

6. Because TABS is a mandate from the state, MPS would request DPI action to increase the allowable revenue limit because of the transfer of responsibility for funding part of the TABS program to MPS.

Strategic Plan Compatibility Statement

7. The TABS program supports the Board's strategic plan objectives for safe and orderly schools and improved attendance, leading to improved student achievement.

Statute, Board Policy or Rule Statement

8. The TABS program is an unfunded mandate from the state.

Fiscal Impact Statement

9. Approval of MPS funding for part of the TABS program will require the temporary reallocation of funds within the budget until the revenue limit increase is approved.

Implementation and Assessment Plan

10. TABS would continue in operation for the 1996-97 school year.

Superintendent's recommendation

1. That the Board approve the temporary reallocation of $600,000 from the Contingent Fund to the TABS program to cover the cost of the TABS program.

2. That the Board direct the administration to seek a revenue limit increase in the amount of $600,000.

3. That if all else fails, the administration develop a charge back system to the State.

Director Bills moved:

1. That the Board approve the temporary reallocation of $221,325 from the FY97 Contingent Fund for salaries for Boys' and Girls' Club personnel.

2. That the Board direct the administration to seek a revenue limit increase in the amount of $600,000.

3. That if all else fails, the administration develop a charge back system to the State.

After discussion, Director Bills withdrew her motion.

Diector O'Neil left at 8:26 PM.

Director Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, Small, Todd and President Fisher—7.

Noes—None.

* * * * *

(Item 4) Action on a Request to Approve Leases for 6914 W. Appleton Ave. (Milwaukee School of Entrepreneurship), 734 N. Eighth St. (New School for Community Service), and 4807 S. Second St. (Kilmer South)

Administration's Analysis

1. At its meeting of April 25, 1996, (Proc. p. 767), 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.

2. Based upon the Board action of April 25, 1996, there are three (3) leases which would require review and approval by the Board. These leases are for the facilities occupied by New School For

Community Service, Milwaukee School of Entrepreneurship, and Kilmer South programs. The following information is presented relative to each of these leases:

a. Appleton Professional Building - 6914 West Appleton Avenue
   - This lease was created to house the Milwaukee School of Entrepreneurship program approved by the Board at its March 29, 1995, meeting. The program was part of the Innovative Schools process for FY96.
   - The lease is a five-year agreement with all terms and conditions subject to annual approval of the Board. The lease cost for FY97 will be $137,283. This lease is a full-service agreement with all services provided by the owner.

b. Demmer Building - 734 North Eighth Street
   - This lease was created to house the New School For Community Service program approved by the Board at its March 29, 1995, meeting. The program was one which was part of the Innovative Schools process for FY96.
   - The lease is a ten-year agreement with all terms and conditions subject to annual approval by the Board. The lease cost for FY97 will be $70,079. This lease is a full-service agreement with all services provided by the owner.
   - Current plans call for this school to be moved pending a new housing development on the present site. The lease needs to be approved to ensure relocation benefits through the City of Milwaukee.

c. Kilmer South - 4807 South Second Street
   - This lease was created to house the former Kilmer Alternative School program which was relocated from the former Kilmer School when it opened to house the Wisconsin Conservatory of Life-Long Learning.
   - The lease is a ten-year agreement with all terms and conditions subject to annual approval by the Board. The lease cost for FY97 will be $408,234. This lease is a full-service agreement with all services provided by the owner. Pending approval of the fund transfers, the lease cost is included in the budget for one full year.

Strategic Plan Compatibility Statement

3. The recommendations are consistent with the system of schools initiative in that each school has been actively involved in the site decisions relating to their particular lease. Each school is providing educational opportunities which are part of the K-12 teaching and learning goals.

Statute, Board Policy or Rule Statement

4. The recommendations are in accordance with Board Policy BG 4.08 adopted by the Board on April 25, 1996.

Fiscal Impact Statement

5. Funds have been included in the appropriate FY97 budgets for each of the leases.

Implementation and Assessment Plan

6. Does not apply.

Recommendation

That the leases for the following locations be approved:

a. The Appleton Professional Building located at 6914 West Appleton Avenue to house the Milwaukee School of Entrepreneurship at a cost of $137,283.

b. The former Demmer Building located at 734 North Eighth Street to house the New School For Community Service at a cost of $70,079.

c. The property at 4807 South Second Street to house Kilmer South at a cost of $408,234.

Director Braun moved to approve the leases.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, Small, Todd and President Fisher—7.

Noes—None.

* * * * *

(Item 5) Action on a Request to Initiate a Staff Technology Buy Program

Administration's Analysis

1. The Department of Technology is recommending that the district establish a "Technology Buy" program for staff members by lending approximately $1.5 million from its financial reserve to MPS staff for purchase of technology equipment for personal use and improvement of their technical literacy. Payroll deduction will be used to reimburse the fund.

2. This program will offer staff the opportunity to purchase technology compatible equipment currently being purchased for use in our schools. As the average purchase is about $2,500, approximately 600 employees would be able to participate.

3. The loan would be interest free to employees. There would be a one time processing fee of $35 for each participating employee, and employees would sign a contract ensuring that the loan would be repaid in the event that they are no longer employed by MPS. There would be a minimum entry point of approximately $1,000 and a limit of approximately $3,500.

4. Selected vendors would display equipment for interested employees. A group order would be facilitated by district staff within three weeks of the announcement. Equipment will be delivered within four weeks of the order date to the home of the employee by the vendor. MPS staff and vendors will conduct an optional inservice seminar for set-up and start-up training for interested employees after the equipment has been delivered. Related district inservice opportunities would be marketed directly to participating employees.

5. Other school districts (Battle Creek, St. Paul, Cedarburg, Mequon-Theinsville) have found this process to be so successful that they have repeated the event.

Strategic Plan Compatibility Statement

6. The Technology Buy program is an economical way to accelerate employee technical capability. In turn, this may be directly linked to increasing student achievement and employee productivity.

Statute, Board Policy or Rule Statement

7. Implementation is contingent upon analysis of an opinion which has been requested from the city attorney.

Fiscal Impact Statement

8. Employees will be given a choice of:
   a. Direct payment at time of order being placed;
   b. Payroll deduction - one year; or
   c. Payroll deduction - two years.

9. Assuming full participation, the lost interest would range from $84,000 to $177,000, depending upon the payback options selected.

Implementation and Assessment Plan

10. Employee participation levels will be summarized and reported.

11. A satisfaction/impact survey will be conducted six months after delivery. If survey results indicate that the program is successful, we would consider recommending this to the Board as an ongoing process.

Recommendation

That the Board approve implementation of the Employee Technology Buy Program contingent upon a favorable opinion from the City Attorney.

The superintendent requested permission to withdraw this item.

There being no objection, the request was granted.

* * * * *

(Item 6) Action on a Request to Approve FY97 Fund Transfers for: Agency Programs, Kilmer South, Bilingual Services and Summer School Lunch, and FY96 Transfers for the Special Election Held to Fill the Vacancy In Board District #6

Administration's Analysis

1. In accordance with Board policy #DBK, which requires cumulative transfers of $100,000 or more to be approved by the Board, the Administration has prepared a request for FY97 fund transfers.

2. These fund transfers reallocate funds from one account or area to another account or area and have a $0 financial impact on the total FY97 budget. The administration has reviewed these requests for changes and has identified the following areas for adjustments:

	Description	Amount of Adjustment	Net Impact on FY97 Budget
a.	Create 2 additional teacher positions for use by agency programs due to changes in the educational program at Lapham Park.	114,000	0
b.	Transfer of funds to Kilmer South Alternative School to reflect the full-year cost of Board approved lease. (Previously the lease was funded for 8 months.)	138,234	0
c.	Restoration of a bilingual services position eliminated due to the loss of Title VI funds through the elimination of a guidance position at MATC Alternative program.	54,756	0
d.	Authorization to expend funds for a Summer School Lunch program in anticipation of increased federal revenues.	151,462	0

3. The Office of Board Governance has received a statement from the Board of Election Commission in the amount of $22,176.44 for the Special Election held to fill the vacancy in Board District #6.

Strategic Plan Compatibility Statement

4. The recommendation is consistent with the Board goal of Fiscal Responsibility to obtain resources necessary to provide quality education and to use these resources efficiently and effectively.

Statute, Board Policy or Rule Statement

5. Board policy #DBK requires cumulative transfers of $100,000 or more to be approved by the Board.

Fiscal Impact Statement

6. The fund transfers will have no fiscal impact on the total FY97 budget.

Implementation and Assessment Plan

7. Upon approval, the FY97 fund transfers will be made to the appropriate accounts.

Recommendation

1. That the Board approve the above fund transfers.

2. That the Board approve the transfer of $22,176.44 from the FY96 Contingent Fund to the appropriate account for the Special Election held to fill the vacancy in Board District #6.

Director Bills moved to approve the recommendations of the Superintendent and the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, Small, Todd and President Fisher—7.

Noes—None.

* * * * *

(Item 7) Action on a Request for Approval of School Carry Over Funds to the FY97 Budget

Administration's Analysis

1. At its April 17, 1996, meeting, 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 carry-over 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 schools for previously planned projects.

2. Schools have identified surplus funds to be transferred to the carry-over pool in the following amounts:

Automatic Up to 1.5%	-$2,684,016
Amount Between 1.5% and 3% Requiring Board Approval	-$762,659
Total	-$3,446,675

3. The carry-over amounts are based on current estimates which may vary from actual year end balances. To avoid penalizing schools for changes from estimates, the administration needs the flexibility to adjust carry-over amounts to actual amounts at year end. Carryovers would be increased or decreased, as appropriate, not to exceed 3% of a school's revised FY96 budget.

Strategic Plan Compatibility Statement

4. This request is consistent with the following Board Goals:

STUDENT ACHIEVEMENT - More funds would be available to meet the educational requirements of the students.

FISCAL RESPONSIBILITY - The district would preserve state aid and revenue authority.

Statute, Board Policy or Rule Statement

5. The carry-over policy allows schools to develop multi-year planning for large expenditures. Schools are allowed to automatically carry over a maximum of 1.5% of the total revised school budget each year up to a total accumulated carry over of 3% without written justification or Board approval. Amounts carried over can only be applied to non-position salary accounts. Requested carry-over amounts in excess of the maximum may be allowed with School Board approval.

Fiscal Impact Statement

6. Actual operating results for FY96 could vary from current estimates. Accounts will be adjusted upward or downward as appropriate, based on actual FY96 operating results.

Implementation and Assessment Plan

7. The superintendent has reviewed and approved the requests for automatic carryovers up to 1.5% totaling $ 2,684,016 and special carryovers over 1.5% but less than 3.0% totaling $762,659. Funds transferred to the carry-over pool would be used to pay expenses during FY96. At the start of FY97, these funds would be returned to the contributing schools.

Recommendation

1. That the Board approve the transfer of funds to the carry-over pool to pay expenses in FY96, and the reallocation of FY97 funds back to schools.

2. That the Board approve the FY96 school carryovers greater than 1.5% of $762,659.

3. That the Board authorize the Administration to modify carryovers for schools based on actual year-end balances.

Director Gardner moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, Small, Todd and President Fisher—7.

Noes—None.

* * * * *

(Item 8) Action on a Resolution to Amend the MBSD Early Retirement Supplement and Benefit Improvement Plan ("ASC Pension Plan")

Administration's Analysis

1. The Administrative Committee for the MBSD Early Retirement Supplement and Benefit Improvement Plan ("ASC" Pension Plan) recently approved the use of a newly designed application form for employees to use when filing for benefits under the Plan. In order to implement the use of this new application effective after July 1, 1996, the Plan will need to be amended to reflect this change.

2. In addition, the Administrative Committee approved amendments to the Plan to correct certain operational problems which recently surfaced.

3. It is the desire of the Administrative Committee that these amendments be presented to the Board for consideration and approval.

4. The Plan amendments have been drafted by legal counsel to accomplish the following:
   a. update the definition of eligible employees consistent with the Plan's intent and practice
   b. establish a 90 day rule for the new application which is consistent with the Wisconsin Retirement System ("WRS")
   c. addition of spousal protections similar to that provided under the WRS
   d. compliance with the legal requirements of Section 401(a)(9) of the Internal Revenue Code which governs minimum distribution of benefits under the Plan
   e. provide for a form of payment in the event a participant fails to make the required election to receive benefits under the Plan.
   f. provide for a form of payment to the estate of a deceased beneficiary.

Strategic Plan Compatibility Statement

5. The recommendations support the Board goals related to fiscal responsibility.

Statute, Board Policy or Rule Statement

6. The amendments to the ASC Plan conform to Board policies pertaining to the Plan.

Fiscal Impact Statement

7. There are minimal printing and distribution costs to the Board and to the Plan associated with the recommended Plan amendments.

Implementation and Assessment Plan

8. Implementation will involve staff time and will be completed upon adoption of the resolution by the Board.

Recommendation

That the Board adopt the following resolution amending the Plan:

A RESOLUTION AMENDING THE MBSD EARLY RETIREMENT SUPPLEMENT AND BENEFIT IMPROVEMENT PLAN

WHEREAS, the Milwaukee Board of School Directors (the "Board"), has adopted and currently maintains the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan (the "Plan"), and;

WHEREAS, the Board has determined to make certain amendments to the Plan regarding eligible employees, applications for benefits, spousal protections similar to those currently in the Wisconsin Retirement System, compliance with legal requirements of IRC 401(a)(9) and provide for a form of payment for required Plan elections:

NOW, THEREFORE, the Plan is amended, effective as of June 1, 1996, (except as otherwise provided), in the following respects:

1. The definition of covered employee in Plan Section 2.1 is clarified by amending it in its entirety to read as follows:

   "**Covered Employee**: An administrative, supervisory or professional staff employee of the Board who is in the collective bargaining unit represented by the ASC or who would have been represented by the ASC but for the fact that such employee is in an ASC-exempt designated position (as specified in the bargaining contract between the Board and the ASC), an employee of the Board who is appointed pursuant to Wis. Stats. Section 119.32(3), and any other employee who is identified as a Covered Employee by the Board through an employment contract between such employee and the Board."

2. The phrase "After receiving the written election of the Participant", as it appears at the beginning of the second sentence of Sections 4.1, 4.2, 4.3, and 4.4 shall be replaced with the phrase "If the Committee timely receives the completed written application of the Participant pursuant to Section 4.8 below,".

3. The last paragraph of Section 4.4 shall be amended in its entirety to read as follows:

   "In order to receive a Deferred Vested Pension, a terminated vested Participant shall file with the Committee a written application therefore in accordance with Plan Section 4.8".

4. A new Section 4.8 shall be added to read as follows:

   Section 4.8. Application and Forms for Pension: A Participant who wishes to commence his Pension here under shall complete and file with the Committee an application for Pension and shall furnish any other pertinent information as may be requested by the Committee. The Committee may rely upon all such information so furnished it, including the Participant's current

mailing address. The Plan shall have no obligation to pay a Participant's Pension unless and until such Participant has filed a completed application with the Committee, nor shall any Pension be paid retroactively for any period prior to the Participant's filing of a completed application with the Committee. Notwithstanding the foregoing, payment will be made retroactively to the annuity effective date specified in the application (or retroactively to the date that the Participant's Wisconsin Retirement System pension commenced, if later); provided that the annuity effective date specified in the application is no earlier than ninety (90) days prior to the date the Committee received such application.

No application specifying an annuity effective date later than sixty (60) days after the date of its receipt by the Committee shall be accepted. Notwithstanding the foregoing, a Participant may file a completed application for Pension under this Section 4.8 within ninety (90) days prior to the date that the Participant's Wisconsin Retirement System pension is scheduled to commence, but no Pension shall commence under this Plan until such Participant's Wisconsin Retirement System pension has in fact commenced.

5. The first sentence of Section 6.1 shall be amended by adding the phrase "Subject to Section 6.6 below," at the beginning of such first sentence.

6. A new Section 6.6 shall be added to read as follows:

Section 6.6. Joint and Survivor Annuity Requirements. Effective with respect to any Participant whose annuity effective date is after July 1, 1996, any Participant who has been married to the same spouse for at least one year immediately preceding the Participant's annuity effective date, shall elect a joint and survivor annuity option which provides for an annuity for life with monthly payments continued to the survivor of at least 75% of the amount of the original annuity, and such Participant's spouse shall automatically be designated as the beneficiary of such joint and survivor annuity, unless the Participant's application for a Pension in a form other than a joint and survivor annuity or which designates a beneficiary other than the spouse is consented to by the spouse in writing and such consent is witnessed by a notary public.

Notwithstanding the foregoing, spousal consent need not be obtained under the following circumstances: (i) if the Participants demonstrates to the satisfaction of the Committee that the spouse is incompetent, as defined under Wis. Stats. Section 880.01(4), (in which case the guardian's signature, rather than the spouse's signature, shall be required), or (ii) if the Participants certifies that the Participant does not now know and has not known the whereabouts of the spouse for at least the ninety (90) days immediately prior to the date the application is signed, or (iii) under such other circumstances as the Committee may determine.

The joint and survivor annuity provisions of this Section 6.6 shall not apply to any of the following:

a. Participants who withdraw their Separate Employee Contribution Accounts, in accordance with Section 7.2

b. Any Participant whose annuity effective date is on or prior to July 1, 1996

c. Benefits payable to a Beneficiary from a deceased Participant's account under Section 6.3

d. Payment of small amounts under Section 6.2

e. Payment to any Participant of a Special Supplemental Benefit

In administering this Section 6.6, the Committee may require the Participant to provide it with a certification of the Participant's marital status. If a Participant is exempt from the joint and survivor annuity requirements of this Section 6.6 on the basis of a certification which the

Committee or a court subsequently determines to be invalid, the liability of the Plan, the

Committee, and any designee of the Committee shall be limited to a conversion of annuity options at the time certification is determined to be invalid. The conversion shall be from the present value of the annuity in the optional form originally elected by the Participant to an annuity with the same present value but in the optional form of a joint and 100% survivor annuity with the Participant's spouse as the Beneficiary.

7. Section 9.8 of the Plan shall be deleted in its entirety and Section 9.9 shall be renumbered accordingly.

8. The last paragraph of Section 9.9, to be renumbered as Section 9.8, shall be amended in its entirety to read as follows:

   Also, to facilitate payment of benefits, whenever a Participant has timely filed a completed application with the Committee in accordance with Section 4.8, but the receipt of additional information requested by the Committee delays the calculation of benefits under the Plan, the Committee may authorize payment of a reduced amount until such additional information is provided. When such additional information is complete and accurate, any difference between such reduced benefit and the actual benefit shall be paid as soon as is administratively feasible.

9. The first sentence of Section 13.1 is amended by replacing the phrase "represented by the ASC" with the phrase "Covered Employee" to clarify the employees intended to be covered by the Plan.

10. The second sentence of Section 13.3 shall be amended by the addition of the phrase "If the Committee timely receives the completed application of the Participant pursuant to Section 4.8, "at the beginning of such second sentence.

11. A new Section 4.10 shall be added as follows:

    Section 4.10 Required Distributions**:** All distributions made under the Plan after 1988 will be made in accordance with the requirements of Code Section 401(a)(9) and the regulations thereunder, including the requirements of Reg. Sec. 1.401(a)(9)-2, to the extent applicable. Applicable provisions of Code Section 401(a)(9) and the regulations thereunder shall override any distribution option described in this Plan to the extent that such option is inconsistent with such requirements.

12. A new Section 4.9 shall be added as follows:

    Section 4.9 Participant's Failure to Make a Timely Pension Election: In the event that a Participant is entitled to receive a Pension under the Plan, and fails to timely submit the written application of the participant pursuant to Section 4.8 above, and distribution of benefits is required under Section 4.10 below, then the Participant shall receive either (a) the applicable Pension, payable in the same form of annuity as elected by the Participant for Wisconsin Retirement System purposes, or (b) the Participant's Separate Employee Contribution Account balance, whichever is greater, as determined by the Actuary for the Plan.

13. A new last paragraph shall be added to Section 6.4 as follows:

    If a Beneficiary dies while amounts remain payable to him under this Plan, the amount payable upon the death of such Beneficiary shall be paid to the estate of the Beneficiary. With the consent of the Committee and the recipient of the amount payable, the amount payable to the estate of such Beneficiary may be made in the form of a single lump sum amount which is the Actuarial Equivalent of the amount payable upon the death of such Beneficiary.

FURTHER RESOLVED, that the Superintendent or his designee is hereby authorized to take any and all actions as may be necessary or desirable to implement the foregoing resolutions.

Director Braun moved to adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

Abstaining from voting—Director Johnson—1.

Temporarily absent—Director Small—1.

* * * * *

(Item 9) Action on a Request to Approve the Reconstitution and Educational Refocus of North Division, South Division and Madison High Schools, Parkman Middle School, Malcolm X Academy and Palmer Elementary

Administration's Analysis

1. At its meeting on December 20, 1995, the Board of School Directors adopted a resolution which subsequently paved the way for Madison High School, North Division High School, South Division High School, Malcolm X Academy, Parkman Middle School and Palmer Elementary School to undertake planning and reconstitution activities. These activities are scheduled to be completed at the end of the 1995-96 school year.

2. From January 22 - 26, 1996, there were town hall meetings in each of the six schools soliciting community input on the school program and the characteristics for the principal. On January 31, 1996, the Superintendent announced the appointment of principals and/or leadership teams for each of the six schools.

3. Between February 1 and March 31, 1996, reconstitution structures were established in each of the six schools including Planning Teams and Interim Governance Councils. Union contracts are being followed, with the exception of any contract modifications (Memoranda of Understanding, MOUs) that may be negotiated.

Planning Teams:

All teachers of a school were asked if they would like to volunteer to serve on a planning team. Not all who volunteered were selected to serve in order to balance the teams based on grade level, subject area, gender, race, etc. The sole purpose of the planning teams was to develop new educational plans. Over 140 people are serving on the core planning teams. Planning teams range in size from 17 to 36 members.

Interim Governance Councils:

The Interim Governance Councils (IGCs) have two purposes. First, the IGCs are to receive and review the draft educational plans. Second, they are to develop and implement permanent governance councils by December 31, 1996. There are 129 people serving on the IGCs whose size range from 15 to 32 members. Parents comprise 51% of the total membership of each Council, as they will on the permanent Councils.

4. On April 1, 1996, draft educational plans, developed by local school planning teams and unique to each of the six school communities, were submitted to the Superintendent. The review process continues with plans being refined and further developed, ensuring that they are feasible within current budget constraints and that they reflect input from those who may not have been directly involved in the initial planning process.

The staffs, parents, and community members of the six schools have worked diligently to develop these educational plans. Based on these plans, discussions have been conducted with the MTEA to develop contract modifications (MOUs) to ensure implementation of the programs. Highlights of the

educational focus for each school, as developed by each school's planning team, was shared with the Board's Committee on Innovations/School Reform on May 7, 1996. An update is as follows:

Madison High School

A new **College Prep** specialty has been designed to prepare students for the 21st century. This program will provide challenging courses to prepare students for post secondary study. The **Electronics** specialty program will continue to offer students hands-on experience with state-of-the-art equipment used in business and industry today. Block scheduling will be implemented.

North Division High School

Students have the option of enrolling in the **Medical** specialty pathway, the **Construction** specialty pathway, or the **Life Skills** pathway that features either an emphasis on family and consumer education (FACE), or a three year experience in **Welding Technology**. All three specialties are supported by technology. A **Hospitality and Tourism** pathway will be offered in the future. Block scheduling will be implemented.

South Division High School

South will be organized into four schools within a school. Students have school-to-work, thematically integrated program options among these four schools:

1) Urban Education School
   - Allied health program
2) Management School
   - International convention and consumer management program
3) Engineering School
   - Foundations of engineering program
4) Arts School
   - Multicultural arts of the America's program;

All programs in the schools within a school structure are developing college preparation content to increase the post-secondary choices of South graduates.

Malcolm X Academy

Malcolm X Academy offers the district's only middle school **African American Immersion** program. Middle school students learn African American history and culture through a rigorous academic program in a sensitive, safe and positive environment. Students are strongly encouraged to wear uniforms.

Parkman Middle School

Parkman Middle School is a **redesigned community academy** for 6th, 7th, and 8th grade students. Rigorous academics are organized around small learning communities within the school and are integrated with the broader community. The school features a culturally sensitive, integrated curriculum, an innovative, hands-on science program, and teaching practices designed to support student achievement.

Palmer Elementary School

Henry L. Palmer will become a community school. The **communication arts and sciences** are stressed in this newly designed education program for students residing in the neighborhoods near Palmer. A strong reading and writing program, based on the Cunningham approach, is supported with collaborative teaching teams.

5. At the Innovation/School Reform Committee meeting on May 7, 1996, Board members asked for additional information on the composition and implementation process for the governance councils. The requested information is attached.

Strategic Plan Compatibility Statement

6. Reconstitution with a new educational focus supports Board Goal #1, Academic Achievement.

Statute, Board Policy or Rule Statement

7. All bargaining contracts remain in effect in the reconstituted schools.

Fiscal Impact Statement

8. All schools will operate within their existing budgets. The 1996-97 budget includes funds for staff development at each of the six schools.

Implementation and Assessment Plan

9. Enrollment of students has occurred within the district's enrollment process and timeline. The reconstituted schools are involved in a spring supplement enrollment process that ends June 12. There will also be a summer enrollment period beginning July 22, 1996.

10. The MPS accountability measures will continue to provide data regarding the effectiveness of the educational programs in these schools.

Recommendation

That the Board approve the reconstitution of Madison High School, North Division High School, South Division High School, Malcolm X Academy, Parkman Middle School and Palmer Elementary School with an educational focus as described above.

Director Small moved to adopt the Superintendent's recommendation.

Director Bills moved to amend by striking the word "reconstritution" and inserting the words "plans to refocus the educational plans."

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

Ayes—Director Bills—1.

Noes—Directors Braun, Gardner, Small, Todd and President Fisher—5.

Temporarily absent—Director Johnson—1.

Director Bills moved to amend by striking the word "reconstitution" and inserting the word "reopening."

The amendment failed of adoption on a tie vote:

Ayes—Directors Bills, Small and President Fisher—3.

Noes—Directors Braun, Gardner and Todd—3.

Temporarily absent—Director Johnson—1.

The question being on adoption of the Superintendent's recommendations, they were adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, Small, Todd and President Fisher—5.

Noes—Director Bills—1.

Temporarily absent—Director Johnson—1.

* * * * *

(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; and Report on Administrative and School Fund Transfers

Award of Contracts

BOILER REPLACEMENTS

Pierce Elementary School
Wenninger Company, Inc., low bidder, base bid of $128,250 plus $4,000 for mandatory alternate bid 1 to insulate existing steam, condensate piping, valves and fittings and all domestic water piping, valves, fittings and any associated cold or hot surfaces for a total contract of $132,250

Thirty-fifth Street Elementary School
Grunau Company, Inc., low bidder, base bid of $99,900 plus $4,730 for mandatory alternate bid 1 to insulate existing steam, condensate piping, valves and fittings and all domestic water piping, valves, fittings and any associated cold or hot surfaces for a total contract of $104,630

ROOF REPLACEMENTS

Henry L. Palmer Elementary School
Specialty Associates, Inc., low bidder, base bid of $68,310

Curtin Elementary School
Specialty Associates, Inc., low bidder, base bid of $133,997

Sherman Elementary School
Specialty Associates, Inc., low bidder, base bid of $86,240

Authorization to Make Purchases

B-5176 Driver Education Simulators (Rufus King)
Recommend award to the second low bidder, Doron Precision Systems at a net total of $60,092.

B-5177 Contract to Deliver Annual Gasoline Requirements (97.500 gallons)
Recommend award to low bidder, Lakeside Oil Co. at $100,717.60.

SS-248 Ballasts and Lamps for WEPCO Project. Phase II (Facilities)
Recommend purchase from Neher Electric Supply for an estimated 45,269 electronic ballasts for $633,166 and 88,874 lamps for $149,062. The contract for installation of these units was approved by the Board in April, 1996.

SS-21 8 Classroom Pentium Computers (Pulaski)
$98,840 to Compaq Computer for 30 ea Pentium based student workstations.

SS-226 50 ea PC Computers with Software (School to Work)
$114,480 for 50 ea IBM compatible multimedia student workstations to be spread among fifty schools to be used by the in the School to Work implementors.

SS-227 Classroom Macintosh Computers (Allen-Field)
$57,766 to Graham Computer (Apple) for 34 ea classroom computers with the elementary software bundle. These units will be placed in each of the 34 classrooms.

SS-229 Technology Training Center Computer Hardware (Dept. of Technology) $236,360 to IBM, Apple Computer, and Midwest Visual for 44 computer systems, 2 laser printers, and 3 LCD projection systems.

SS-230 PC Computer Lab (Craig Montessori)
$68,387 for 6 DOS based computers for the administration and school library; 10 Macintosh classroom computers; networked library automation; local area networking; and a central file server.

SS-231 50 Classroom Computers (Thoreau)
$120,007 to Apple Computer for a three year lease purchase of 55 Power Macintosh classroom computers, 11 printers, and peripheral hardware. Lease payments would approximate $43,000 for the first year and $36,000 for years two and three.

SS-232 14 Station CCC Lab (Townsend)
$62,487 to Computer Curriculum Corporation for a 14 station expansion of an existing CCC lab with Macintosh workstations to include hardware, educational software, installation, and a buyout of the existing software.

SS-233 Unix File Server to Handle Internet Security (Technology Services)
$60,275 for a Unix file server to handle all networking tasks including e-mail and newsgroups for the districtwide Internet system. Included are software and hardware application solutions to filter and block undesirable Internet site access from the student population.

SS-236 Enterprise Network & Wiring (Bay View)
$125,000 for 50 each Pentium classroom multimedia computers and the MPS Enterprise network. This is Phase 1 of a three-year project which will total an estimated $570,000.

SS-237 Macintosh Classroom Computers (Fairview)
$58,748 for 16 Macintosh model 5400/120 computers and 4 printers and software.

SS-238 Library Automation (French Immersion)
$72,800 for 9 Power Macintosh computers, LAN and electrical wiring for library automation.

SS-243 Mac Powerbooks and Printers (EESC)
$269,970 for 99 Macintosh Powerbooks and 140 printers.

SS-245 Macintosh Mini-labs and Networking (Hampton)
$67,400 for 12 ea Power Macintosh classroom computers, 4 printers, networking connections from classrooms to the library, software, and a frame relay to the Internet connection.

SS-250 Macintosh Classroom Computers (Humboldt Park)
$95,700 for 40 Macintosh classroom computers, 5 printers and completion of the networking project.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of April 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$649,023,758	$0	$649,023,758	$470,597,834	$178,425,924	72.5%
Categorically Aided	71,272,090	10,655,991	81,928,081	46,627,799	35,300,282	56.9%
School Nutrition	24,943,898	0	24,943,898	20,572,240	4,371,658	82.5%
Construction	21,731,000	6,387,917	28,118,917	17,236,380	10,882,537	61.3%
Extension	6,296,113	0	6,296,113	5,690,305	605,808	90.4%

B. Statement of Expenses as of April 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,734,346	$666,758,104	$504,603,903	$162,154,201	75.7%
Categorically Aided	71,272,090	11,299,494	82,571,585	54,301,194	28,270,390	65.8%
School Nutrition	24,943,898	132,132	25,076,030	19,023,767	6,052,263	75.9%
Construction	21,731,000	15,825,845	37,556,845	19,483,733	18,073,112	51.9%
Extension	6,296,113	44,125	6,340,238	4,407,755	1,932,483	69.5%

(1) Represents Board approved transfers during fiscal year 1996, and appropriations for purchases encumbered in fiscal year 1995.
(2) Encumbrances and expenditures included through April 30, 1996, and payrolls through April 19, 1996.

Expenditure Control Report

The expenditure control report has been attached to the minutes of the meeting. No action is required.

Report on Administrative and School Transfers

The listing of administrative and school transfers required by Board Policy 4.04 has been attached to the minutes of the meeting. This is an informational report an 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.

Director Gardner moved to adopt the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Garnder, Small, Todd and President Fisher—6.

Noes—None.

* * * * *

(Item 11) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Re-appointment of Probationary Personnel; Report on Probationary Personnel not Recommended for Renewal; 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.

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 below, contingent upon proper Wisconsin certification.

Informational Report on Non-renewal of Probationary Personnel

4. This report is submitted to the Board for informational purposes only.

Approval of Leaves of Absence

5. The Superintendent recommends that the Board approve the following leaves of absence effective as of the dates indicated.

Report on Resignations

6. 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

7. The Affirmative Action Report for the month of April has been attached to the minutes of the meeting. This is an informational report and no action is required.

Approval of Prevailing Wage Rates

8. 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). A communication from the Milwaukee Building and Construction Trades Council has been received and it attached to the minutes of the meeting, dated May 3, 1996.

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 attached communication in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the date indicated on the communication.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Joyce Blanks EESSC	Handicapped Children's Assistant $11,274.31/yr.	04-01-96
Paula Brown Palmer	Clerk Typist I $13,251.11/yr.	04-15-96
Rebecca Daly Dover	Handicapped Children's Assistant $11,274.31/yr.	04-29-96
Leonita Ferguson Hartford	Clerk Typist I $13,251.11/yr.	04-17-96
Norma Garcia South Division	Clerk Typist I $13,251.11/yr.	04-30-96
Tasha Lockett Madison	Clerk Typist I $13,251.11/yr.	04-04-96
Latina McClain Hawthorne	Clerk Typist I $13,251.11/yr.	04-15-96
Renee Stanley Purchasing Services	Clerk Typist I $15,982.46/yr.	04-16-96
Miriam Torres Kagel	Clerk Typist I $13,251.11/yr.	04-15-96
Michael Wilson School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	04-22-96
	PROMOTIONS	
Linda Anderson Milw. Ed. Ctr.	Food Service Manager VI $22,073.45/yr.	04-29-96
Jacqueline Brown Starms	School Secretary I $15,777.11/yr.	03-28-96
Dale Chapman Milw. Tech.	Food Service Manager V $20,069.22/yr.	04-29-96
James Hadlock Holmes	Food Service Manager IV $15,792.30/yr.	04-29-96
Diane Kessen Keefe	Food Service Manager I $12,931.34/yr.	05-06-96
Karen Roussy Webster	Food Service Manager VII $22,668.94/yr.	04-15-96
Kameelah Saahir	School Secretary I	03-28-96

Hartford	$15,777.11/yr.

Name and Assignment	Position and Salary	Date
	PROMOTIONS, continued	
Mary Sherwood Hamilton	Food Service Manager VII $20,206.53/yr.	04-29-96
Alfred Weber Keefe	School Engineer II $33,506.72/yr.	04-22-96
Karla Vokes South	Food Service Manager V $20,769.76/yr.	04-15-96
	REINSTATEMENTS	
Georgia DeBerry Siefert	School Secretary I $19,257.33/yr.	03-27-96
	CHANGES IN STATUS	
Celeste Morris Sarah Scott	School Secretary I $15,157.33/yr.	04-22-96
Jermaine Norman Thurston Woods	School Secretary I $15,157.33/yr.	05-27-96
Maria Schunk Fairview	Handicapped Children's Asst. $11,274.31/yr.	04-29-96

* * * * *

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Experience Salary	Years of Credit	Start Date
	Effective between March 5, 1996, and March 15, 1996, inclusive:				
(nr)	Gregory Boettcher History/Geography	B	29,296	4	03-11-96
	Effective between March 18, 1996, and March 28, 1996, inclusive:				
(nr)	Carol Kay Schwarz C. D.	B	24,413	0	03-18-96
	Effective between March 29, 1996, and April 18, 1996, inclusive:				
(nr)	Gary V. Caous Soc. Studies/History/Rdg.	BB	30,760	4	04-02-96
(r)	Shelley L. Dreyer Tech. Ed.	B	24,413	0	04-01-96

(nr)	Christopher D. Nicholson Phy. Ed./Tech. Ed.	B	24,413	0	04-15-96

Effective September 1996, payroll:

(nr)	Lucy Blueberry Elementary/Montessori	BB	30,760	4	08-28-96
(nr)	Heather R. Sattler English/Theatre	B	24,413	0	08-28-96

(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

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

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
Billo, Dean E.
Boettcher, Gregory
Bottum, Julie A.
Burrows, Beth K.
Carr, Shannon L.
Carson, Kellie M.
Carter, Willie T.
Chandler, Sharon L.
Corica, Peter M.
Cuellar, Cynthia S.
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.
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
Malkowski, Rachelle L.
Maxfield, Jeannette L.
Mester, Josef G.
Miller, Leela P.
Moncrieffe, Joann
Mosesson, Marni H.
Murray, Shannon E.
Nash, David J.
Nawrot, Julia M.
Newport, Heather J.
Ogunbowale, Gregory Y.
Ortiz, Migdalia N.
Pankau, Jennie R.
Pietruszka, Rebecca L.
Potter, Lance, E.
Riemer, Julie M.
Roberts, Heidi J.
Roblek, Kim M.
Roehr, Kristin R.
Ross, Gretchen D.
Rybka, Cheryl E.
Scherrer, Julie M.
Schmanski, Carrie A.
Schwabe, Susan E.
Schwarz, Carol Kay
Silvernail, Barbara G.
Stalker, Stacy M.
Steevens, Patricia M.
Steponkus, Kathleen M.
Stichart, Jacqueline S.
Stoecker, Dianna S.
Summers, John W.
Tome, Gary S.
Ulma, Stefanie L.
Ulrich, Nancy C.
Wallace, Jill D.
Ward, Jason
Watson, Ruth C.
Werner Shannon M.
Wisniewski, Tammy S.
Woida, John J.
Wolferd, Danielle G.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Acevedo, Jose A.
Adair, Jeanne M.
Airaudi, Nikki L.
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.
Anderson, Terri S.
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.
Bell, Preston C.
Belton, John R.
Bendada, Abdallah
Beneteau, Cheryl A.
Benishek, Rosana Biersack, Elisabeth M.
Biersack, Tracy E.
Bisio, Christina M.
Blomgren, Gary A.
Bourrage, Rodney D.
Boyens, Beth M.
Brennan, Kelly M.
Broadwater, Jean M.
Brooks, Monique P.
Brown, Monique D.
Bukiewicz, Nancy A.
Burns, Barbara L.
Burns, Mable L.
Bursek, Brenda L.
Butler, Janet D.
Callesen, Jeffrey A.
Canser, Nneka S.
Carbin, Christine L.
Cardarelle, Sandra K.
Carney, Kathleen K.
Carpenter, Nancy L.
Catena, Mary M.
Ceizyk, Lenore J.
Christman, Tracy L.
Ciepluch, Deborah A.
Clayton, Ronald K.
Cleveland, Melody D.
Coan, Michelle L.
Cole, Cynthia L.
Copening, Nina L.
Corby, Tiffany A.
Correll-Hufnal, Amy L.
Corsi, Theresa
Craig, Amy J.
Craig, Annette A.
Crawford, Lena M.
Crowley, Keila D.
Crump, Pauline
Culp, Marina C.
Cuomo, Mathew R.
D'Alessio-Lenczner, Lisa M.
David, Georgina K.
Davis, Denise
Davis-Perry, La Shawnda R.
Dawson, Debra L.
Dawson, Fred T.
Dawson, James A.
Deemer, Cindy M.
De Groot, Elizabeth M.
De La Cruz- Gutierrez, Raquel
Denick, Synthia A.
Dierks, Jack L.
Dimas, Epifanio
Dingman, Lori A.
Dittmer, Julie A.
Dobbs, Suzanne R.
Dorsch, Melissa M.
Douglas, Terry A.
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.
Gahm, Diana M.
Gallina, Christine A.
Gallitz, Jordan A.
Galvan, Eduardo M.
Ganas, Catherine L.
Gandy, Shanda L.
Garcia, Eduardo
Gardiner, Laura H.
Gasser, Daniel D.
Gastrow, Diana M.
Gauger, Tyrone A.
Gauthier, Joseph G.
Gerbasi, Amy S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Germanson, Frank E.
Gest, Margarita
Gholson, Collita P.
Gietzen, Catherine J.
Gillard, Kerry L.
Gleason, Tina M.
Gleisberg, Elizabeth A.
Godersky, Christa R.
Godwin, Monica L.
Gollakner, Christine J.
Green, III, Charles W.
Green, Karen J.
Green, Sara M.
Gregory, Kathryn A.
Griffin-Rice, Tammy D.
Grochowski, Susan L.
Grogan, Terrence P.
Gronborg, Jodi R.
Gruszewski, Amy S.
Gulley, Lumark
Gundry, Judith M.
Halaska, Lisa
Hallman, Colleen V.
Hamburg, Pamela A.
Hamley, Timothy R.
Hammerling, Kim C.
Handrick, Jarett E.
Hannemann, Elizabeth M.
Hansen, Christopher J.
Hansen, Pamela M.
Hansome, Cherylynne M.
Hanson, Gary L.
Haren, Dawn M.
Harmon, Darlyn K.
Harmon, Dawn L.
Harris, Aimee C.
Harris, Ijoister
Hartlaub, Karen A.
Harvey, Brenda N.
Haury, William G.
Hauser, Kari A.
Heinert, Suzanne M.
Heredia-Peltz, Margaret
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.
Ihlenfeld, Suzanne K.
Ingram, Heather M.
Ingram, Tony A.
Ireland, Barbara J.
Jagmin, Karen A.
Jakus, Alison C.
Jasinski, Kathryn E.
Jefferson, Joseph R.
Johnikin, Kevin D.
Johnson, Benjamin O.
Johnson, Jan M.
Johnson, Jon S.
Johnson, Wendy C.
Jones, Pamela A.
Jonet, Bonnie L.
Jordan, Edgar X.
Joseph, Carolyn F.
Jostock, Valerie A.
Karman, Kevin R.
Katrichis, Jennie
Katter, Katherine L.
Kelln, David J.
Kennedy, Cynthia A.
Kleban, M. Grace
Klug, Elizabeth A.
Knuese, Annette M.
Koneazny, Christina M.
Kreklow, Lisa M.
Kringel, Jennifer A.
Krohn, Jyl M.
Krueger, Deborah N.
Krystowiak, Mary B.
Kuper, Leslie L.
Kurka, Jeffrey T.
Laing, Rennie C.
Lammers, Frank
Landgrebe, Teresa M.
Landry, Julie A.
Lathan, Norma J.
Lebron, Luz M.
Lee, Kimberly M.
Lee, Wilder C.
Lehman, Jennifer J.
Lendved, Patricia A.
Lewis, Kimberly L.
Lietzow, Bert A.
Lindgren, Frederick C.
Lindsay, Michelle L.
Loebel, Dale S.
Loechler, Kathy Y.
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, Griselda
Maegi, Julie A.
Malacinski, Tanya M.
Malik, Rahman
Malueg, Marsha J.
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.
McGregor, Brenda I.
McNally, Julie M.
McQuin, Steven T.
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.
Nedza, Kimberly J.
Neese, Jane A.
Neumann, Jolen M.
Newell, Antoinette

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Nichols, Linda K.
O'Brien, Patricia M.
O'Connor, Ellen J.
Odom, Janice M.
O'Donnell, Kelly A.
Offenbacher, Judith M.
O'Keefe, Kelly L.
Opland, Danah D.
Osmanski, Janice M.
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
Perry, Elizabeth P.
Phillips, Robert N.
Pierson, Cynthia J.
Piggee, Lorna L.
Plumley, Micheal D.
Porter, Christina J.
Powell, Angie R.
Powell, Gilbert G.
Powell, Symantha K.
Powell, Tosha L.
Prather, Tiffany M.
Pratt, Dianne P.
Quirk, Kathleen M.
Radloff, Sara R.
Ramirez, Roberto Z.
Ramstack, Thomas P.
Rank, Steven G.
Reeves, Meredith K.
Reinke, Cheryl A.
Reiter, Amy A.
Rian, Eric Z.
Ricard, Jennifer S.
Rimbey, Kristine A.
Robarge, Tracy A.
Robinson, Vincent
Rodriguez, Antonio
Rodriguez, Ector M.
Rondou, Sandra A.
Rosado, Ada E.
Rosado, Luis A.
Rose, Amy
Ross, James W.
Saavedra-Rivera, Julieta
Salmon, James H.
Santner, Krista S.
Sapp, Michael D.
Schley, Julie A.
Schlichting, Eva Marie
Schmidt, Barbara E.
Schmidt, Heidi R.
Schmidt, Nicole W.
Schmitz, Marcy R.
Schroeder, Kim J.
Schulz, Christine M.
Schwark, Amy L.
Schwarz, Jean L.
Scott, Cagney D.
Seigworth, Jennifer L.
Seston, Steven M.
Shapiro, Mary Jo F.
Shaw, Regina D.
Shorer, Jeffrey A.
Shurte, Ann L.
Siesennop, Amy R.
Simonsen, Lynn P.
Simons-Santiago, Rita E.
Singleton, Jeanine
Sisk, Bert M.
Slaybaugh-Pyatt, Kathleen A.
Smiley, Alberta A.
Smith, Jennifer L.
Smith, Nicole V.
Smith, Ramel L.
Smits, Susan M.
Sonnemann, Rene L.
Spalla, Bryan D.
Spearman, Angela D.
Spoerk, Mark J.
Sprengel, Jean M.
Stacy, Dyana E.
Strande, Sandra J.
Stroede, Jean E.
Strojny, Susan M.
Stuart, Andrew E.
Suminski, Jane E.
Sutter, Kristine M.
Sweet, James M.
Szocik, Robert J.
Taylor, Rebecca J.
Tessmer, Anne M.
Tews, Amy B.
Theisen, Paul A.
Thelen, Darcy A.
Thibodeau, Wendy L.
Thornton, Lisa D.
Tilley, Joseph K.
Tjugum, Roxane L.
Todd, Stephanie D.
Toman, Patricia L.
Tracy, Mary K.
Treder, Bonnie J.
Trinkner, Lynne M.
Trulen, Paula K.
Tucker, Wendy R.
Udoeyop, Edet E.
Uhen, Barbara A.
Uhrin, Christine M.
Ulrich, William F.
Urben, Penelope L.
Varilla, Carolynne V.
Velez, Donna M.
Verban, Nicholas M.
Villarreal, Joseph P.
Vite, Andrea L.
Volke, Cynthia J.
Waldheim, Mary C.
Walker, Heidi J.
Wallace, Tracy R.
Ward-Jagodzinski, Ann M.
Warner, Tasha D.
Washington, Doncella R.
Washington, Krissy N.
Wasielewski, Kristin M.
Weiss, Dale N.
Welch, Melissa A.
West, Michelle E.
Whipp, Gina M.
Wick, Gretchen L.
Wiedenbeck, Ann M.
Wigen, Edelmira R.
Williams, David A.
Williams, Marcella C.
Wise, Traci E.
Wittig, Catherine A.
Wolfe, Stephanie A.
Womack, Jr., Aaron
Worman, Christopher M.
Wos, Gail A.
Wright, Tina M.
Xiong, Nou
Yanke, Jeffrey J.
Yanke, Richard M.
York, Heather E.
Zembrosky, Diane B.
Zigan, Christina K.
Zima, Kelly S.
Zuehlke, Paul K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Barton, Matthew F.
Becker, Rebecca L.
Benkowski, Jeffrey J.
Benson, Louise A.
Bozarth, Rebecca A.
Braun, Lane J.
Carlton, Judy L.
Carter, Jennifer J.
Cayle, Sandra D.
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.
Frarck, Janel 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.
Horvat, Mary S.
Jakubowski, Thomas W.
Kaine, Patricia A.
Kerst, Ronny H.
Klein, Theresa L.
Kolinski, Robert D.
Koshak, Lisa K.
Liimatta, Susan G.
Lockheart, Lea A.
Luebke, Tammy A.
Luedtke, Louis A.
Lunney, Michael B.
Maricque, Nicole A.
Meyer, Ramona L.
Misorski, Andrew J.
Paul, Douglas E.
Peltier, Kimberly A.
Rossa, Andrew J.
Rostan, Tammy L.
Santiago, Maria L.
Soiney, Daniel G.
Starzyk, Michelle A.
Staten, Mary E.
Stephens, Patricia C.
Stigler, Chad R.
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.
York, Deanna M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Acevedo, Maria A.
Adams, Michelle M.
Ahmad, Bashir
Angeles, Beatriz
Aviles, Ruth
Baker, Tami L.
Balistreri, Michelle L.
Banach, Erin K.
Banta, Kristin H.
Barrett, Mary E.
Basurto, Pauline E.
Begos, Demetrios
Benassi, Peter J.
Bennett, Rhondell B.
Benson, Hillary L.
Bergan, Christine D.
Beyer, Karen A.
Biddle, Vivienne B.
Blakesley, Gena L.
Blank, Diane M.
Bolin, Linda K.
Bonds, Anthony
Bovee, Jon E.
Brandt, Tracy L.
Brenner, Cheryl M.
Brighten, Camille A.
Brosky, George
Browning, Arletta M.
Bryant, Laurel S.
Buss, Nancy L.
Cadwell, Megan M.
Carey, Susannah Q.
Carney, Jennifer A.
Cartier, Jeffrey S.
Casper, Carolyn A.
Castellon, Jesus
Catlin, Theresa S.
Chmielewski, Mary Jo
Cigliana, Jerry D.
Cimperman, Patricia A.
Clontz, Donna L.
Clothier, Nancy L.
Cole, Connie M.
Conaway, Carmen M.
Crossot, Michael D.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Cruz, Ramon
D'Acquisto, Christopher A.
Damrow, Kathleen A.
Davis, Nochelle Y.
DeMott, Elmer J.
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.
Engle, Robert P.
English, James T.
Engquist, Laurie A.
Eppert, James E.
Esarco, Antigone M.
Fails, John G.
Feagles, Susan M.
Fein, Leah I.
Fick, Wendy L.
Fields, Denise M.
Fish, Margaret M.
Fliss, Kim F.
Folz, Kathleen R.
Fonk, Molly E.
Fowler, Erika J.
Freiberg, Marlene H.
Garcia, Irasema F.
Gennerman, Theodore M.
Gensemer, Martha L.
Gilbert, Beth A.
Gilmore, Charissa M.
Graf, Carolyn 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.
Harris, Tiffany M.
Harycki, Julie L.
Hatab, Ali M.
Hayward, Karen W.
Hegelmeyer, John A.
Herring, Betty J.
Hershenson, Steven M.
Herzog-Kraus, Dawn R.
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.
Jefferson, Kimberly D.
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.
Kepler, Karen A.
Klawien, Thomas M.
Klein, Stacy L.
Ko, Stacy M.
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.
Last, Kimberly J.
Lawrence, Darold
Leavens, Debora K.
LeBlanc, Charles D.
Lemmen, Linda L.
Lepak, Lori A.
Le Veque, Jack F.
Lindsey, Darice J.
Loberg, Jeannie M.
Loehr, Lesley M.
Logan, Gail K.
Lohre, Regina M.
Luckett, Tiffeny L.
Mabbott, Rachel A.
Magnuson, Diane G.
Mandella, Colleen A.
Mannion, Melissa M.
Manuel, Mary E.
Markofski, Meloney D.
Martinez, Antonio L.
Martinez, Manuel A.
Martinich, Jeffrey A.
Massie, Dorothy M.
Mazzulla, Mary K.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

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, Jennifer N.
Misky, Lisa A.
Moczulewski, Rebecca L.
Mondry, Amy E.
Montagne, Matthew J.
Morrell, Nola E.
Moze, Dolores J.
Mrozek, Mark R.
Neberman, Sandra K.
Nelson, Mari A.
Nestoras, Niki
Nettesheim, Renee M.
Nichols, Tyrone E.
Nokovic, Julia
Nordstrom, Elizabeth A.
Novakovich, Zorka Z.
Ocampo-Lewis, Lourdes
O'Connor, Dorothy L.
O'Laughlin, Kathleen A.
Olson, Amy E.
Olson, Mary A.
Orkowski, Harold J.
Pahl, Patricia A.
Parlier, Matthew R.
Pascavis, Lynn R.
Patrick, Judith A.
Patrick, Lolita A.
Paulson, Tracy E.
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.
Reichardt, Tracy L.
Reinert, Tracy A.
Reiser, Martha L.
Reiss, Barbara L.
Riley, Carla Y.
Robinson, Terese
Robles, Walter
Roenspies, Melissa D.
Roland, Stephanie R.
Rosin, Laurie R.
Roubik, John 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.
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.
Thompson, Crystal L.
Tlachac, Amy L.
Trowbridge, Debra M.
Van Fossen, Lou Ann C.
Van Pelt, Michael R.
Vega, Karen J.
Vincent, Mark N.
Vogel, Lesley A.
Wagner, Christine A.
Wagner, Donald J.
Wagner, Steven L.
Walker, La Mont M.
Walker, Vera V.
Watry, Jennifer L.
Weidner, Mary K.
Weinberger, Mary A.
Wellmuth, Laura L.
Werner, Robert A.
Wertenberger, Thomas R.
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.
Woodas, Dena L.
Woyte, James A.
Wozniak, Eric C.
Wright, Renee
Yarrington, Sheila K.
Yatchak, Frederic V.
Zablocki, John M.
Zaharias, Robert B.
Zelewski, Sandra K.
Zimmermann, Joseph D.
Zollicoffer, Stephanie Y.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Anderson, Angela Y.
Anderson, Christine A.
Baracani, Brad J.
Barberena, Gretchen C.
Bennett, Donald L.
Bishop, Karla D.
Bostrom, Laura M.
Buchholz, Tim J.
Burgermeister, Thomas J.
Cecil-Pigo, Erin F.
Chadwick, Lynnette M.
Collins, Milton L.
Copper, Glen S.
Cullen, Ava Y.
Derkovic-Hamizadeh, Maya
Di Domizio, Ernest L.
Docktor, Andrew G.
Doss, Tami J.
Drigot, Daniel R.
Easter, Sheri L.
Everson, Yolanda Y.
Foster, Carol A.
Frank, Julie A.
Fraundorf, Jr., Michael W.
Frey, Lisa M.
Galvan, Adriana S.
George, Hughes B.
Grant, Vicki J.
Haschker, Tracy L.
Hein, Rachel L.
Heindel, Ami T.
Herrera-Mier, Clara I.
Heyne, Kathleen E.
Hopkins, Elizabeth
Jarvis, Paul V.
Karll, Jean Z.
Kramer, John M.
Lacy, Kathleen M.
Landingham, Suzann E.
Landre, Thomas D.
Lehn, Rebecca C.
Leonard-Mercier, Kathleen A.
Lind, Tammy A.
Lubke, Dawn M.
Mac, Patricia J.
Mackowski, Catherine A.
Marshall, Patricia L.
Milosz, Wendy J.
Mueller, Celene A.
Muth, Jaimie A.
Nedrow, Kristi U.
Neumann, Kim M.
Nixon, Irma Y.
Pawlicki, Meg L.
Pesch, Elizabeth J.
Phillippo, Kelly L.
Rabideau, Todd M.
Radaj, Maureen O.
Rapp, Laurie M.
Robinson, Christine
Roventini, James R.
Sagadin, Jr., Leon A.
Sanders, Fred D.
Slodki, Jacob I.
Smith, Haydee L.
Snyder, Daniel R.
Trochlell, Kathleen A.
Tucker, Misae
Vlaj, Mark P.
Walker, Kenneth
Weatherspoon, Lori Y.
Welk, Jacqueline A.
Whalen, Kari A.
White, Damon V.
Whiteside, Cornelius L.
Wilson, Jr., James A.
Yanacheck, Rosalie M.
Yang, Maly M.
Zeman, Jane E.
Zuknik, Cynthia

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Amini, Katherine A.
Anderson, Mary L.
Anderson, Mora A.
Antkowski, Mary E.
Arnold, Annie E.
Ashley, Dawn M.
Austin, Cecil
Babb, Marci S.
Baldwin, Cynthia L.
Ball, Patricia L.
Banas, Wendy A.
Barker, Michelle M.
Baron, Cheri A.
Barrett, Patricia M.
Bauldry, Thomas G.
Bearden, Larhonda
Beining, Amy T.
Benton, Valerie D.
Berdes, Barbara M.
Best, Bonnie J.
Bichler, Jacquelyn A.
Birdsall, Laura J.
Birdsall, Mark D.
Blinkhorn, John T.
Borowski, Mary A.
Borsuk, Roberta L.
Brand, Mary Ann
Bressler, Faye L.
Brightsman, David F.
Brignoni, Janette

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Brook, Ruth H.
Brown, Jeffrey D.
Brzenk-Nelson, Lee Anne
Burgess-Newman, Benita R.
Burke, Lanie L.
Burns, Thomas J.
Busse, Laura K.
Butzman, Bretton A.
Byrd, Marilyn D.
Caird, Joan M.
Camden, Deena L.
Carl, Barbara H.
Carlson, Theodore R.
Carroll, Pamela A.
Celichowski, Sarah A.
Chandler, Vanessa
Chatfield, Anthony M.
Cheatham, Scott T.
Cheek, Cathleen
Christianson, Jane V.
Christoph, Ronda L.
Clark, Rubye G.
Collin, Kathleen E.
Collins, Chelsia Y.
Cram, Linda L.
Czmowski, Kevin L.
Dahlk, J. Elizabeth
Danek, Mary Jo
Daniels, Angela D.
Danner, Joseph L.
Dean, Sheri L.
Dederich, Jeffrey J.
Dolinky, Julie A.
Drescher, Lisa M.
Dundun, Herbert E.
Edwards, Diane L.
Esser, Lori A.
Esser, Mary M.
Figueroa, Miguel F.
Fishman, Abbie R.
Fosback, Kristin L.
Fountain, Erik C.
Fox, Laura L.
Fox, Margaret M.
Franklin, Carrol
Fraser Robin J.
Friedel, Sandra M.
Friedkin, Linda L.
Garcia, Nilsa I.
Gavronski, Tracy A.
Gerbasi, Steven E.
Gnadt, Nicole M.
Goham, Mary E.
Gomilla, Pamela A.
Gray, Malissa L.
Greene, Pamela F.
Griswold, Laura L.
Grzegorek, Wendy M.
Gullicksen, Craig A.
Gulotta, Frances A.
Guten, James R.
Hall, Corzene
Hamdani, Zubeida A.
Harmon, Jill A.
Harris, Doreen M.
Hebert, Anne M.
Heier, Teresa
Highley, Heather L.
Hill, Janet M.
Holtzman, Yvette N.
Hood, Bridgette E.
Houghton, Lori D.
Howsare, Kelly G.
Huberty, Debra M.
Hull-Windom, Lesa A.
Jackamonis, Barbara B.
Jenkins, Larrietta Y.
Johnson, Karen A.
Johnson, Michele C.
Johnson, Valerie T.
Kahn, Debra L.
Kalinowski, Suzanne K.
Karbowski, Jeffrey J.
Kargol, Christine M.
Karow, Debbie L.
Kavanagh, Timothy D.
Kazel, Judith K.
Kelly, Patrick R.
Kenwood, Andrea S.
Khenthavong, Phetlamphanh
Kilgore, Jr., Cleophus
Killian, Kerry P.
Kirby, Suzanne M.
Kleiner, Donna S.
Kliebhan, Kristine G.
Kluck, Kathleen M.
Kneser, Ann L.
Knuettel, Lite E.
Koeper, Joel J.
Konkol, Karen M.
Kroog, Paul J.
Kudy, Christy M.
Kulas, Laurie J.
Lang, Meredith A.
Lange, Amy J.
La Roche, Gaetano A.
Laursen, Mia A.
Lautenschlaeger, James D.
Le Capitaine, Kristen J.
Leguizamon, Kristin
Leonard, Henry F.
Lewandowski, Carol J.
Lewis, Donald R.
Longmire, Jr., Walter L.
Loos, Laura K.
Lopez, Pedro H.
Love, Janice G.
Luz, Lisa J.
Malensek, Margaret M.
Mannan, Lutful
Marion, Lisa M.
Markowski, Linda B.
Martines, David S.
Martzke, Richard L.
Marvich, Mary L.
Masarik, Roger L.
Mathwig, Maria A.
Mays, Janet L.
McCoy, Jennifer L.
McDonald, Kevin P.
McLean, Sharonda R.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

McNulty, Heidi P.
Meaux, Heather E.
Melo, Clotilde M.
Menden, Sandra A.
Metcalf, Sharon A.
Milinski, Guy
Mirasola, Joseph A.
Mixdorf, Scott D.
Moll, Barbara L.
Morgan, James D.
Moss, Andrew
Munguia, Emma D.
Mussa, Karen A.
Natzke, Chris G.
Negron, Cruz M.
Nehmer, Julie A.
Nelis, Lisa M.
Nelson, David G.
Nelson, Frederick W.
Neubauer, Patricia S.
Newman, Jere D.
Nichols, Wade W.
Nieves, Marybell
Noard, Jennifer M.
Nunez, Rosa Ana
Opichka, Kari A.
Orlowski, Lisa A.
Oswald, Erica L.
Paccagnella, Joanne M.
Palmieri, Susan J.
Panfil, Laura J.
Parmater, Sandra J.
Peacock, Mary M.
Penne, Sara A.
Pequeno, Jose C.
Perkins, Kathryn D.
Peterson, Patsy A.
Pfannerstill, Prosper J.
Pier, Terry S.
Posanski, Jane A.
Prado, Linda J.
Pupp, Sandra L.
Quam, Teri A.
Quant, Robert
Quiles, Esmeralda
Ranek-Stoltz, Julanne L.
Ratcliffe, Bertha L.
Reed, Tammy A.
Richardson, Rebecca L.
Richter, Christine M.
Riegg, Kimberly M.
Rinka, Karen F.
Rivera, Elizabeth
Rocha, Marylou
Rosado, Monserrate
Rupar, Joanne L.
Rusch, Jason M.
Ryan, Amy J.
Ryan, Beverly L.
Sackmann, Cynthia K.
Sauer, Mark E.
Sayre, Janet L.
Schleif, Christine M.
Schmeling, Lisa L.
Schrauth, Erika J.
Schroeder, Michael D.
Schwarten, Danny L.
Seaton, Deborah M.
Simmons, Diana M.
Soko, Jane T.
Someah, Jacquelyn A.
Somphone, Noy V.
Splude, Kerwyn P.
Sprouse, Juanita B.
Stadler, Gregory N.
Steckel, Mary C.
Steinbauer, Jo Ann M.
Stewart, Christine A.
Stock, Karen L.
Stoner, Susan M.
Strasser, Donna L.
Stueve, Angela M.
Swanson, Stephen W.
Temple, Marguerite E.
Terry, Jr., Hollins
Thao, Gwaub T.
Thompson, Marie
Thompson, Stacie M.
Threats, Betty A.
Trudeau, Melannie S.
Ulrich, Bonnie M.
Utri, Alfred
Veit, Jeanne M.
Walker, Gayle M.
Walker, Rodney J.
Wallace, Leonard F.
Wargolet, Jill A.
Warn, Linda M.
Warner, Kathy J.
Weidenbach, David A.
Weist-Ganz, Sharon E.
Wellinghoff, Diana L.
Werdesheim, Moshe
Wernette, Jane M.
Westemeier, Mary M.
White, Jeffrey D.
Williams, Beth D.
Williams, Darrell L.
Williams, Linda G.
Winston, Maxine S.
Wisniewski, Jill T.
Witty, Kyle F.
Wolf, Victoria A.
Woods, Yvette M.
Zagorski, Philip A.
Zahorik, Linda M.
Zieske, Jr., Richard M.

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS
(Completing One Semester)

Willie J. Fuller

PRINCIPALS
(Completing Two Semesters)

Nancy H. Conner
Arleen C. Dansby
Everlena Hyche
Margaret A. Rogers
Robert W. Wenner

PRINCIPALS
(Completing Three Semesters)

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

PRINCIPALS
(Completing Four Semesters)

Edward G. Kovochich
Wilma N. Spann
Kenneth C. Wald
Mary Ann Zapala

PRINCIPALS
(Completing Five Semesters)

Bridget Araujo
Alystine Calloway
Pamela A. Frey
Jaclyn D. Laber

PRINCIPALS
(Completing Six Semesters)

Beverly A. Conner
Archie L. Ivy
Bobby G. Johnson
George E. Kazel
Catherine F. LaFond
Anthony J. Pedriana
Patrick G. Rehl
Roy R. Robertson

ASSISTANT PRINCIPALS
(Completing One Semester)

Patricia L. Joseph
Jeri Jayne W. Stillman

ASSISTANT PRINCIPALS
(Completing Two Semesters)

James C. Bellehumeur
Bettye L. Bunch
Jim S. Casas
Phillip J. Dosmann
Jordan M. Fishman
Mary K. Garcia Velez
Thyra M. Handford
Florence Harris
Augustus Harris
Ella A. Hayes
Cheryl D. Hunter
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
Richard F. Monroe
Annie O. Oliver
Marion L. Reiter
Ada I. Rivera
Harold D. Schmidt
Mark E. Tenorio
John A. Sanchez
Robin J. Van Dorn

ASSISTANT PRINCIPALS, cont'd AND SUPPORT STAFF

ASSISTANT PRINCIPALS
(Completing Three 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 Four Semesters)

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

ASSISTANT PRINCIPALS
(Completing Five Semesters)

Anne M. Beamon
Cassandra A. Brown
Carol Von Kaenel
Judith A. Westergard

ASSISTANT PRINCIPALS
(Completing Six Semesters)

Ruben Bivens
Shirley A. Briggs Stephens
Katherine H. Clark
Raymond E. Collie
Melvin D. Futrell
Karen Hoppens
Karen M. Huff
Lemuel L. Killins
Kara E. Lovell
Elizabeth A. Schoone
Edward T. Szopinski
Karen J. Theama
Kevin M. Walsh

SUPPORT STAFF
(Completing One Semester)

Thomas C. McIntosh

(Completing Two Semesters)

(None)

(Completing Three Semesters)

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

(Completing Four Semesters)

Marianne T. Sobkowiak

(Completing Five Semesters)

Denise R. Bowens
Sandra A. Dickerson
Aenone M. Rosario

(Completing Six Semesters)

Ann G. Giuffre

* * * * *

REPORT ON PROBATIONARY PERSONNEL NOT RECOMMENDED FOR RENEWAL

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

The Superintendent is providing the Board, for informational purposes only, with the following names of probationary employees whom he has not nominated for reappointment:

Name	Present Position
Nancy Menendez	Principal
Minnie Pulliam-Novy	Principal

* * * * *

APPROVAL OF CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to June 14, 1996:		
Ellen Gordon	Cass	March 27, 1996
JoAnn Krause	95th Street	April 22, 1996
Kathy Schultz	Keefe	March 21, 1996
Rochelle Wachs	Burbank	February 27, 1996
Illness Leave, to June 20, 1996:		
Terry W. Carter	Washington	January 19, 1996
Personal Leave, to June 14, 1996:		
Jacalyn Bosanac	Clarke	April 15, 1996
Sabbatical Leave, to June, 1997:		
Michael Bakula	Audubon	August 28, 1996
Cynthia Raven	Psychological Services	August 28, 1996
Bonnie Staffacher	Goodrich	August 28, 1996
Extension of Illness Leave, to January, 1997:		
Deanne Pankratz	Leave	January 29, 1996
Extension of Maternity Leave, to June, 1997:		
Chieh Li	Leave	August 28, 1996
Extension of Personal Leave, to June, 1997:		
Mark Finne	Leave	August 28, 1996
Theresa Hosster	Leave	August 28, 1996
CURTAILMENT OF LEAVE:		
Colleen Ryan	--Was granted a child rearing leave from March 15, 1996, through June 14, 1996. Rescinded leave effective May 8, 1996.	

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Paul P. Accomando	Teacher	06-14-96
Kathryn J. Augustine	Teacher	06-14-96
Philip A. Balwinski	Teacher	06-14-96
Charlene E. Belland	Teacher	07-10-96
John C. Bennethum	Teacher	06-14-96
John D. Benning	Teacher	04-29-96
Clarene Y. Benson	Teacher	06-14-96
Blanche B. Brooks	Teacher	06-14-96
Christa D. Buchweitz	Social Worker	06-20-96
Jane E. Cairney	Teacher	06-14-96
Roger J. Cerull	Teacher	06-14-96
Shirley M. Davis	Teacher	08-30-96
Richard R. Doornek	Curr. Spec.	07-05-96
Shirley M. Dreakward	Teacher	06-14-96
Janice F. Duff	Teacher	04-30-96
Cyrille M. Durand	Teacher	06-14-96
Delfina C. Estevez	Ass't. Prin.	04-02-96
Philip J. Foster	Teacher	03-29-96
Jean L. Fox	Teacher	06-14-96
Marian G. Gielow	Teacher	06-14-96
Auture D. Hall	Case Manager	06-20-96
Elaine J. Harris	Teacher	06-14-96
Michelle E. Horning	Teacher	03-15-96
Mary I. Hughes	Teacher	06-14-96
Paul D. Ives	Teacher	06-14-96
Ann S. Jefferson	Teacher	06-14-96
Walter L. Johnson	Teacher	06-14-96
Kenneth W. Kamau	Teacher	06-14-96
Ann K. Kennedy	Teacher	06-14-96
David L. Lanser	Teacher	06-14-96
C. Edward Lawrence	Ass't. Supt.	06-30-96
Thomas Leidel	Dist. Suprvsr.	07-12-96
Richard F. Lutzke	Teacher	06-14-96
Jeanette A. MacMurdo	Teacher	06-14-96
Bernice V. Martin	Teacher	06-14-96
Wanda S. Maurer	Teacher	06-14-96
Irene B. Moore	Teacher	06-14-96
Peter W. Morris	Teacher	06-14-96
Paula A. Morvan	Teacher	06-14-96
Charlotte A. Nedwek	Teacher	06-14-96
Betty J. Nelson	Teacher	01-08-96
Richard A. Patzer	Teacher	06-14-96
Donald L. Peterson	Ass't. Prin.	06-20-96
Gary D. Peterson	Sr. Evaluator	06-28-96
Wayne J. Pokora	Teacher	06-14-96
B. Rodriguez-Graf	Field Suprvsr.	03-29-96
Gloria M. Roge	Library Spec.	06-14-96
Dorlee C. Rohlfing	Student Spec.	07-26-96
Sandra L. Sabbath	Teacher	06-14-96

Jessica Sayles	Teacher	06-14-96

James H. Scharf	Teacher	06-14-96
Mary A. Schott	Ass't. Prin.	06-17-96
James P. Schramm	Teacher	06-14-96
Retha D. Simmons	Teacher	06-14-96
Ruth E. Singletery	Teacher	06-14-96
James E. Smallins	Ass't. Prin.	06-20-96
Jacque R. Sommers	Teacher	04-04-96
Karen H. Suchocki	Teacher	06-14-96
Maya Sultanovich	Teacher	04-25-96
Janis F. Swan	Teacher	06-14-96
Thomas J. Van Lanen	Social Worker	06-20-96
Robert L. Verbick	Teacher	06-14-96
Margaret L. Werner	Principal	06-17-96
Thomas Wertenberger	Teacher	06-14-96
Aretha Williams	Teacher	06-14-96
Harry L. Wilson	Teacher	06-14-96
Karen M. Winterkorn	Teacher	06-14-96
Nancy S. Woelffer	Teacher	06-14-96
Charles W. Zahnow	Teacher	06-14-96

* * * * *

Director Johnson left at 10:15 PM.

Director Braun moved to adopt the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small, Todd and President Fisher—6.

Noes—None.

* * * * *

UNFINISHED BUSINESS

(Item A) Election of the Board's Representative to the Library Board

The Chair announced that the next order of business was the election of the Board's representative to the Library Board, held over to this meeting from April 29, 1996, in accordance with Board Rule 1.17 (7).

Director Bills was elected, the vote being as follows:

Director Bills .....Director Bills
Director Braun .....Director Bills
Director Gardner.....Director Bills
Director Small .....Director Bills
Director Todd .....Director Bills
President Fisher .....Director Bills

Director Bills—6

(Item B) Appointment of the Board's Representative to the Wisconsin Association of School Boards

The Chair announced that the next order of business was the appointment of the Board's representative to the Wisconsin Association of School Boards, held over to this meeting from April 29, 1996.

Director Small was appointed the Board's representative by unanimous consent.

* * * * *

RESOLUTIONS

RESOLUTION 9697R-006

By Directors Braun, Fisher, Gardner, Small and Todd:

WHEREAS, The Milwaukee Board of School Directors, on June 28, 1995, elected Mr. Robert Jasna to a two year term of office as Superintendent of Schools; and

WHEREAS, Superintendent Robert Jasna is about to complete the first year of his two year contract; and

WHEREAS, The Board set many goals for Superintendent Jasna to accomplish during his term of office; and

WHEREAS, Superintendent Jasna's energy, honesty and administrative expertise have helped the Board accomplish these goals; and

WHEREAS, Through the efforts of Superintendent Jasna, the Board, has been able to:

- enact exceptional education reform;
- begin the process of reconstituting schools;
- adopt higher graduation standards;
- adopt a balanced budget;
- adopt a revised student assignment process; and
- continue the expansion of the School-To-Work program; and

WHEREAS, The Board looks forward to continuing its relationship with Superintendent Jasna in the coming year; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors commend Superintendent Robert Jasna for his accomplishments during the first year of his term of office; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors express its confidence in Superintendent Robert Jasna that he will continue the good work he has begun during his first year in office for the benefit of the children of the City of Milwaukee.

Referred to the Agenda Planning Meeting of the Board.

RESOLUTION 9697R-007

By Directors Braun, Fisher, Gardner, Small and Todd:

WHEREAS, The federally funded Title I program has provided essential classroom support to the Milwaukee Public Schools for many years resulting in documented evidence of contributing to improvement in student achievement; and

WHEREAS, The 1995-96 federal budget initially approved by the U.S. House of Representatives would have imposed a 17% cut in Title I funding from the previous year; and

WHEREAS, For the Milwaukee Public Schools this proposed Title I funding reduction would have meant a reduction of $7.7 million, the equivalent of more than 150 teachers, from $43.7 million to an estimated $36 million; and

WHEREAS, The U.S. Senate restored that cut, later approved by the House, and provided for a slight increase in the 1995-96 appropriation level for Title I over the previous year; and

WHEREAS, The federal budget for 1995-96 as enacted, maintained the 1995-96 Title I appropriation at the 1994-95 budget level; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors express its appreciation for the efforts of State Senators Herb Kohl and Russ Feingold, and Representatives Tom Barrett and Jerry Kleczka for their leadership in maintaining the 1995-96 appropriation level for the Title I program.

Referred to the Agenda Planning Meeting of the Board.

RESOLUTION 9697R-008

By Director Bills:

WHEREAS, The Milwaukee Public Schools' first Music Festival was held in the Auditorium in 1924; and

WHEREAS, The Milwaukee Public Schools recently held its 36th Biennial Music Festival on May 9 and 10, 1996, at the Wisconsin Center Arena; and

WHEREAS, The Music Festival this year involved an estimated 7,000 students, over 100 principals and more than 160 teachers, and the two-day event attracted an audience of more than 8,000 parents, family members, friends and other citizens; and

WHEREAS, All of the principals, teaching staff and other MPS employees volunteer their services to make the Music Festival a success; and

WHEREAS, Several retired, former MPS employees continue to volunteer their services to this event, such as Dick Wenzel, who was the announcer; Rollie Kohl, who oversaw lighting; and Eleanor Wilson, who organized seating; and

WHEREAS, Dick Mennicke, MPS curriculum specialist, did a masterful job in overseeing the entire production, as did the MPS school music directors who carefully guided the individual and group performances; and

WHEREAS, This year's Music Festival featured an 1853 rendition of the Star Spangled Banner, coinciding with the school district's sesquicentennial, along with spirited and entertaining performances by all groups of students; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors applaud the work of the many current and retired MPS teachers and administrators for their countless hours of dedicated service to the Music Festival; and be it

FURTHER RESOLVED, That the MPS students participating in this joyous event be commended for their many hours of preparation and for their wonderful performances, celebrating their joy of music.

Director Braun moved that Board Rule 1.17 (7) be suspended and the resolution adopted.

The motion to suspend and adopt prevailed, the vote being as follows:

Ayes—Bills, Braun, Gardner, Small, Todd and President Fisher—6.

Noes—None.

RESOLUTION 9697R-009

By Director Bills:

WHEREAS, Milwaukee Public Schools is one of only six school districts in the country, to be involved with the College Board in the Equity 2000 pilot project since 1991; and

WHEREAS, The purpose of this project is to help close the gap between success rates of college-going minority and/or disadvantaged students and those of traditional students; and

WHEREAS, Research indicates that when students take algebra and geometry, and expect to go to college, the achievement disparity between college-going minority and majority students and between highest and lowest income groups diminishes; and

WHEREAS, The project has involved inservice training for mathematics teachers and guidance counselors to strengthen academic preparation at the middle and high school levels to raise student expectations and to enhance student motivations; and

WHEREAS, The project has resulted in forging partnerships with local institutions of higher learning, such as the development of the University of Wisconsin's Saturday Academic Academy, whereby 200 students are involved in 6-week academic enrichment activities; and

WHEREAS, All of the middle and high school principals and guidance counselors and over 90% of all math teachers have participated in one or more Equity 2000 inservices over the last six years; and

WHEREAS, The Equity 2000 project has resulted in the establishment of College/Career Resource Centers at each of MPS middle and high schools; and

WHEREAS, The number of 9th graders taking algebra has increased from 36% five years ago to 100% in 1996; and

WHEREAS, The number of students taking advanced placement courses has more than doubled in five years with a larger percentage of these students being minority; and

WHEREAS, Over the last five years, the percentage of minority students planning to go to a four year college/university has risen from 36% to 43%, the percentage of minority graduates receiving scholarships and/or grants has risen from 14% to 21%; and

WHEREAS, Both students and staff have expressed great enthusiasm for the inservice, tutoring and special workshops provided through Equity 2000 and trace many of the improvements in student achievement in math and other academic subjects directly to this project; now, therefore, be it

RESOLVED, That the trustees, administrators and staff of Equity 2000, particularly Donald Stewart and Vinetta Jones, be commended for their dedicated and continuing financial and technical support for the Equity 2000 project at the Milwaukee Public Schools; and be it

FURTHER RESOVLED, That the Board of School Directors and staff of the Milwaukee Public Schools look forward to a continued, enriched working relationship with Equity 2000 for many years to come.

Director Braun moved that Board Rule 1.17 (7) be suspended and the resolution adopted.

The motion to suspend and adopt prevailed, the vote being the same as that preceding:

Ayes—6; Noes—0.

RESOLUTION 9697R-010

By Director Bills:

WHEREAS, The annual third grade reading test is an important indicator in determining progress in student achievement, and future academic success; and

WHEREAS, MPS registered achievement gains by its students, as reported in the recent State DPI-administered 3rd grade reading test results, wherein 76.6% of MPS student scored above average, up from 74.8% the previous year; and

WHEREAS, It is important to dedicate resources to help the remaining 23.4% of MPS students also reach above standard in reading performance; and

WHEREAS, An MPS summer school program could help these students achieve this reading achievement standard; and

WHEREAS, MPS should seek to use and replicate its most successful reading programs and teachers in this task; now, therefore, be it

RESOLVED, That $500,000 be dedicated to the district's FY96 and FY97 budgets for the summer school program to support an expanded program to offer special reading assistance to 3rd grade students so they might better ensure academic success next year; and be it

FURTHER RESOLVED, That a transfer from the Contingent Fund be authorized and that any available Title I funds be allocated to provide the necessary funds to support this program; and be it

FURTHER RESOLVED, That MPS use its best schools, programs and teachers to provide this reading support; and be it

FURTHER RESOLVED, That MPS should seek any necessary memoranda of understanding with bargaining units to help meet these goals; and be it

FURTHER RESOLVED, That the superintendent provide a report to the Board as soon as possible with details to accomplish this initiative, including a communication plan to inform parents of children not performing at standard about this summer school opportunity; and be it

FURTHER RESOLVED, That consideration be given to make a summer program mandatory for all 3rd grade students not reading at grade level, beginning in summer, 1997, if a memorandum of understanding can be reached with the MTEA to assign teachers to the summer school program regardless of seniority; and be it

FURTHER RESOLVED, That the Superintendent provide a report to the Board on the results of the summer school program within three months thereafter.

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-011

By Director Bills:

WHEREAS, The success in 9th grade algebra is an important indicator in determining progress in student achievement, and future high school academic success; and

WHEREAS, MPS registered achievement gains by its students in 9th grade algebra, whereby 56% of all MPS 9th graders passed algebra in 1994-95, up from 54% the previous year; and

WHEREAS, It is important to dedicate resources to help the remaining MPS students who failed to pass the test; and

WHEREAS, The MPS summer school program helps these students and others improve their achievement in algebra; and

WHEREAS, A total of 552 students were enrolled in the MPS 1995 summer school program; and

WHEREAS, A similar funding amount is budgeted for the 1996 summer school ($144,000) and an additional amount is available from the Private Industry Council for this purpose; and

WHEREAS, MPS should seek to use and replicate its most successful algebra programs and teachers to this task; now, therefore, be it

RESOLVED, That additional funds from the districts FY96 and FY97 Contingent Fund and from Title I be dedicated to summer school algebra instruction and special support programs, to accommodate any student wishing to enroll, beyond current budgeted amounts; and

FURTHER RESOLVED, That MPS should use its best schools, programs and teachers to provide this algebra instruction support; and be it

FURTHER RESOLVED, That MPS should seek any necessary memoranda of understanding with bargaining units to help meet these goals; and be it

FURTHER RESOLVED, That the superintendent provide a report to the Board as soon as possible with details to accomplish this initiative, including a communication plan to inform parents of children who failed algebra about this summer school opportunity; and be it

FURTHER RESOLVED, That consideration be given to make a summer program mandatory for all students failing algebra, beginning in summer, 1997, if a memorandum of understanding can be reached with the MTEA to assign teachers to the summer school program regardless of seniority; and be it

FURTHER RESOLVED, That the Superintendent provide a report to the Board on the results of the summer school program within three months thereafter.

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-012

By Director Bills:

WHEREAS, The Milwaukee German Immersion School played a special role in the recent Summit held in Milwaukee between President Clinton and German Chancellor Helmut Kohl of Germany, and

WHEREAS, J.P. Tucker and Jazmin Brantley, 4th and 5th graders at Milwaukee's German School, calmly and eloquently, introduced President Clinton and Chancellor Kohl in both English and German, to thousands of dignitaries and onlookers at formal presentation ceremonies on May 23, 1996, and

WHEREAS, J.P. Tucker and Jazmin Brantley are two of the 590 students at the Milwaukee German Immersion School, the nation's only total German immersion school for kindergarten through fifth grade students, a place for students of all racial and ethnic backgrounds to receive a special and quality education,

WHEREAS, The Milwaukee German Immersion School was recently named by Redbook magazine as one of the top public elementary schools in the nation, a school noted for its solid academic program and strong parental support, now, therefore be it

RESOLVED, The Milwaukee Board of School Directors commends students J.P Tucker and Jazmin Brantley as well as the entire student body, parents, staff and principal Jane Empey-Theep for their exceptional role in the recent summit between President Clinton and Chancellor Kohl and for their outstanding achievement in academic excellence - you have made the Milwaukee Public Schools proud!

Director Braun moved that Board Rule 1.17 (7) be suspended and the resolution adopted.

The motion to suspend and adopt prevailed, the vote being the same as that preceding:

Ayes—6; Noes—0.

RESOLUTION 9697R-013

By Director Bills:

WHEREAS, Superintendent Jasna hosted the Fifth Annual celebration dinner honoring both high achieving students and those who have shown the most improvement in academics, attendance, and attitude and their families on May 16, 1996, at the Wisconsin Center Auditorium, and

WHEREAS, The dinner was attended by approximately 1000 — two students from each elementary, middle and high school, and one student from each from each alternative and partnership school site, along with parents, guardians and principals, plus seven scholarship winners.

WHEREAS, By all accounts, the evening was a wonderful tribute to the hard work and success of some outstanding students and their families and a time of celebration for the achievement of many students in the Milwaukee Public Schools, and

WHEREAS, The dinner also included a special feature awarding college scholarships to seven graduating seniors; Garry Armstrong Jr., Milwaukee Tech; Amber Mathews, Riverside High School; Chenoa Parsons, Rufus King; Jodilynn Herte, Marshall; Antonique Williams, Bay View; Miguel Gamex, South Division and Levenia Lewis, Hamilton; and

WHEREAS, The evening also included the awarding of prizes to students chosen by random drawings, provided by contributions from area businesses, now, therefore, be it

RESOLVED, The Milwaukee Board of School Directors expresses its profound commendation to the students honored at this special award dinner along with their parents, guardians, teachers and principals; and be it

FURTHER RESOLVED, The Board offers its warmest appreciation to organizations sponsoring the student scholarships; the Wesley Scott Community Service Scholarship made possible by the GeorgAnna A. Uihlein and the Stephen N. Graff Business Scholarship, both administered by the Milwaukee Metropolitan Association of Commerce; the Harry and Paul Franke Scholarship and the Marcus Corporation Scholarship Fund; and be it

FURTHER RESOLVED, The Board extend its sincerest thanks to the many sponsors who demonstrated their belief in the value of rewarding achievement in the Milwaukee Public Schools by providing contributions to make this dinner possible, which includes Allen-Bradley Company, Apple Computer Inc., Bank One, Community Financial Services, Eppstein, Uhen Architects, Grunau Company, Inc., Harley-Davidson, Johnson Controls, Milwaukee Elementary Principals Association, Rotary Club of Milwaukee, Walker Music, Inc., Wisconsin Gas, a WICOR Co., A.D.I., Inc., Family Music Center, Lakeside Buses, Lamers Bus Company, James and Doreen Britton Lange, Marcus Corporation, Metropolitan Milwaukee Alliance of Black School Educators, MPS Interscholastic Athletics/Academics, Mary Beth Minkley and Debra Jupka, Psychologist's Association of MPS, School Services & Leasing, Victor's Restaurant, Wisconsin State Fair, Administrators and Supervisors Council, American TV of Brown Deer, Ameritech, Beihoff Music Corp., Bentley & Son Construction, Bestway Bus Company, Bouchard's Sports Wear, Eastlake Capitol Investments, Mike Hegan's Field of Dreams, Ronald and Patricia Kline, Milwaukee Brewers Baseball, Milwaukee Bucks, Milwaukee County Zoo, Milwaukee Guidance Counselors Association, Milwaukee Mustangs, Milwaukee Public Museum, Milwaukee Sporting Goods, Milwaukee Wave Soccer Team, Noah's Ark, Wisconsin Dells, Robert and Judith Rick, Soccer World, UWM Athletic Department, Helen Wallace, and Zablocki Elementary School.

Director Braun moved that Board Rule 1.17 (7) be suspended and the resolution adopted.

The motion to suspend and adopt prevailed, the vote being the same as that preceding:

Ayes—6; Noes—0.

RESOLUTION 9697R-014

By Director Bills:

WHEREAS, The Office of Board Governance was established by the Board on March 2, 1993; and

WHEREAS, The Board appointed Dr. Nancy R. Noeske Director of the Office of Board Governance on February 23, 1994; and

WHEREAS, The Office has established the Board's new audit function, defining procedures, conducting and completing numerous audits and giving the Board information for sound policy-making; and

WHEREAS, The Office has assisted the Board in the development of its strategic planning and budget function, both the process and the calendar; and

WHEREAS, The Office has improved Board member communications through the provision of e-mail and fax technology; has upgraded the Office technology to improve efficiency and effectiveness; and has developed the first ever Office procedures manual; and

WHEREAS, The Office has prepared a complete revision of the Board's rules and policies, including the development of governance policies, which the Board adopted on April 25, 1996; and

WHEREAS, The Office has eliminated the six year backlog in publishing Board Proceedings; and

WHEREAS, The Office has refurbished the Board meeting rooms to upgrade 35 year old furniture and furnishings; and

WHEREAS, The Office has improved the sound system in the auditorium and in room 103; and

WHEREAS, The Office is the process of refurbishing the auditorium to make it more conducive to the conducting of Board meetings, including the provision of audio-visual capability for presentations; and

WHEREAS, The Office has worked with the Board to develop an annual calendar of meetings; and

WHEREAS, The Office has assisted the Board to expand its capability for holding public hearings, during the day and in multiple locations and developed an extensive mailing list; and

WHEREAS, The Office has 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, The Office has provided outside legal counsel for necessary support and to advise the Board and the Personnel Committee during disciplinary hearings; and

WHEREAS, The Office has improved its record keeping and filing system; has transferred records pertaining to the Office's former business function to the appropriate administrative departments; has reorganized a records storage area left untouched for over 35 years; and a records management system is nearing completion; and

WHEREAS, The Office has arranged for Board leadership sessions designed to make the Board better policy makers and get it out of micro-managing; and

WHEREAS, The Office has 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, The Office has assisted the Board in conducting more efficient meetings by providing workshops on parliamentary procedures, by starting meetings on time, using motion cards, scripts and more abbreviated and succinct Board items and informational reports, and by ending meetings at more reasonable hours; and

WHEREAS, The Office has assisted the Board to expand its communications with its various stakeholders; and

WHEREAS, The Director and her staff have provided good counsel to all Board members; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors express its appreciation and thank you's to the Director and the staff for the exceptional work done by the Office of Board Governance.

Referred to the Agenda Planning Meeting of the Board.

RESOLUTION 9697R-015

By Director O'Neil:

WHEREAS, Walker Middle School has an international studies program that gives emphasis to foreign languages and cultural studies; and

WHEREAS, Walker has a community that is made up of a diverse ethnic neighborhood and is now participating in the neighborhood school program to reduce busing; and

WHEREAS, Walker's staff, parent committee and neighbors are attempting to improve Walker's image by making changes such as our "Guarantee" program, attendance improvement incentive lottery and community report card; now, therefore, be it

RESOLVED, That this school shall be called Walker International Middle School.

Referred to the Superintendent.

RESOLUTION 9697R-016

By Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors intends to reward hard work, effort, and responsible behavior among middle school students entering high school the following year, and

WHEREAS, Some MPS high schools have requested authorization to reward hard work, effort, and responsible behavior by giving admissions preference to students who have demonstrated those qualities, and

WHEREAS, Some MPS high schools have presented compelling cases for using attendance as a criterion by which to evaluate students' hard work, effort, and responsible behavior; now, therefore, be it

RESOLVED, That MPS high schools are authorized to establish, no later than September 30, 1996, application criteria that require ninety percent attendance during the eighth grade, as a requirement for applying to the high school as the student's first, second, or third choice during the 1997 spring school selection process; and be it

FURTHER RESOLVED, That MPS high schools establishing ninety percent attendance as an application requirement be required to demonstrate that the policy results in no adverse result on the school's racial diversity, gender equity, or service to exceptional education students; and be it

FURTHER RESOLVED, That MPS high schools that successfully demonstrate that the eighth grade attendance requirement policy has no adverse result on the school's racial diversity, gender equity, or service to exceptional education students be authorized to sustain eighth grade attendance requirement policies for the following two school years.

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-017

By Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to holding accountable school, students, staff, administration, and ourselves for the quality of student achievement within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to making available information regarding adopted accountability measures to all schools, parents, and interested parties; and

WHEREAS, The Milwaukee Public Schools Board of School Directors has adopted the format of the MPS Report Card as its vehicle of public accountability for educational effectiveness; and

WHEREAS, After three years of use, the MPS report card has proved valuable in some regards, and requires substantial improvement in others; now, therefore, be it

RESOLVED, That accountability data for 1994-1995 and 1995-1996 academic years be made available, in the current MPS Report Card format, or in another format approved by the Board, no later than August 20 of each year; and be it

FURTHER RESOLVED, That the current MPS Report Card or its replacement approved by the Board, will be delivered to each MPS school, including all partnership, alternative, charter, and contracted schools and educational facilities; and to all Milwaukee County Federated Library System libraries, with instructions to make the reports available to all people who wish to see them; and be it

FURTHER RESOLVED, That this resolution will not continue beyond June 30, 1999, unless extended by Board action.

Referred to the Accountability/Audit Committee.

RESOLUTION 9697R-018

By Directors Braun, Fisher, Gardner, O'Neil and Todd:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to providing every student and parent within the City of Milwaukee with first choice selection within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors during 1995-1996 opened seven innovative schools; authorized two additional innovative schools for the 1996-1997 school year; entered into negotiations for the District's first charter school; reconstituted ten schools; and made plans to expand over-subscribed programs during 1996-1997 for Montessori, language arts, and college-bound programs; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to making public the results of these efforts, and to pursuing more such efforts with all deliberate speed; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to racial and gender justice and exceptional education inclusion within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to using annual data regarding application, acceptance, and enrollment at all schools to promote racial integration and equity, and exceptional education inclusion; now, therefore, be it

RESOLVED, That application, acceptance, and enrollment results for each MPS school, including all partnership, alternative, charter, and contracted schools and educational facilities; including the number, race, and gender of all students applying to each school; the number, race, and gender of students who were admitted to each school; the number, race, and gender of students admitted by first, second, and third choice; the number, race, and gender of students subsequently assigned to each school; and be it

FURTHER RESOLVED, That all data will be delivered to each MPS school, including all partnership, alternative, charter, and contracted schools and educational facilities; and to all Milwaukee County Federated Library System libraries, with instructions to make the reports available to all people who wish to see them, no later than August 20 of each year; and be it

FURTHER RESOLVED, That this resolution will not continue beyond June 30, 1999, unless extended by Board action.

Referred to the Accountability/Audit Committee.

RESOLUTION 9697R-019

By Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to developing charter schools within MPS as one means of implementing educational reform, and expanding school choice within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors has adopted guidelines for the consideration and development of charter schools within MPS; and

WHEREAS, Parents, teachers, schools, and agencies that may wish to submit applications for charter schools need to know when they can expect guidelines for requests for proposals, proposal deadlines, when they can expect to hear decisions for following school years, now, therefore, be it

RESOLVED, That the administration will present guidelines for charter schools two school years in the future, for consideration by the administration and Board during the following year, no later than June 30 of each year; and that these guidelines be reviewed and approved by the Board no later than August 31 of each year; and that the administration issue requests for proposals for charter school within approved guidelines no later than September 15 of each year; and that the annual deadline for submission of charter school proposals by October 31, for possible consideration and inclusion in the subsequent year's budget; and that the administration's recommendation regarding which proposals, if any, be considered for negotiation be submitted to Board no later than December 31 of each year; and that the Board act on the administration's recommendation no later than January 31 of each year; and be it further

RESOLVED, That this resolution shall not continue beyond June 30, 1999, unless extended by action of the Board.

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-020

By Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, Strategic planning necessarily extends beyond single years, and

WHEREAS, Many aspects of strategic planning include financial considerations that extend beyond the annual budget cycle, including major capital improvements, changes in educational programs; multi-year leases, program development, and policy change; now, therefore, be it

RESOLVED, That the Strategic Planning and Budget Committee be renamed the Strategic Planning, Finance, and Budget Committee.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-021

By Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors removed Fiscal Responsibility from its statement of goals for 1996-1997; and

WHEREAS, The Milwaukee Public Schools Board of School Directors did not, by that action, intend to deny, evade, or subvert its responsibility for fiscal responsibility; now, therefore, be it

RESOLVED, That Board Policy BG 2.01 be amended by adding the following paragraph:

In all matters of planning, governance, and accountability, the Board shall recognize its responsibility to the citizens of the City of Milwaukee and the State of Wisconsin to use all funds for the greatest possible effect in fulfilling Board goals of student achievement and equity.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-022

By Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation; and

WHEREAS, The Board now has one year's experience operating under the revised rules adopted for, and amended during, the 1995-1996 Board calendar; and

WHEREAS, Some aspects of Board Policy BG 2.04 have proved more confusing than clarifying, now, therefore, be it

RESOLVED, That the Governance Policy BG 2.04 of the Milwaukee Board of School Directors be amended to delete paragraphs four through eight, and remove the number five from the last paragraph, so that the last two paragraphs, numbers three and four, read:

An individual Board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board.

Board members should respect the Board's commitment to work through its chief administrative officers by requesting the desired information about the schools directly from them by referring to them Board members' suggestions for new policies for their professional advice, by refusing to entertain any complaint until after the administration has had an opportunity to fully investigate and report, by refraining from making recommendations with respect to appointment and promotions of employees, and by wholeheartedly supporting approved actions of the administration.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-023

By Directors Braun, Fisher, Gardner, O'Neil and Todd:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation; and

WHEREAS, The Board now has one year's experience operating under the revised rules adopted for, and amended during, the 1995-1996 Board calendar; and

WHEREAS, The Rule 1.18 of the Milwaukee Board of School Directors does not accurately or completely reflect current practice of the MPS Board or the City Attorney, now, therefore, be it

RESOLVED, That Board Rule 1.18, paragraph (2) (a) be amended as follows:

All Board members. A copy of each request and response from the city attorney shall be provided to the director of board governance, who shall share the request and response with all Board members, except where such requests and responses may be protected as confidential opinions requested by, and submitted to, Board members; or protected as matters discussed in closed session of the Board.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-024

By Directors Braun, Fisher, Gardner, O'Neil and Todd:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation, and

WHEREAS, The Board now has one year's experience operating under the revised rules and policies adopted for, and amended during, the 1995-96 Board calendar; and

WHEREAS, Board Policy BG 2.07, Board Committee Principles, repeats information provided elsewhere in Board rules and policies; and is more confusing than clarifying, now, therefore, be it

RESOLVED, That Board Policy BG 2.07, Board Committee Principles, be deleted; and be it

FURTHER RESOLVED, That Board Policy numbers BG 2.08 through BG 2.16 be appropriately renumbered to reflect the deletion of Board Policy BG 2.07.

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-025

By Director Braun:

WHEREAS, There is need to clarify the charge of the Innovation/School Reform Committee; now, therefore, be it

RESOLVED, That Board Rule 2.10 be amended as follows:

2.10 Powers and Duties. (1) The Committee on innovation/school reform shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards. The committee shall serve as the primary

vehicle for discussing existing programs, initiatives, reforms and other subjects needing public input.

(2) The committee shall consider and make recommendations to the Board on instructional reform issues and plans; charter school and partnership 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; non-routine, futuristic instruction items; decentralization initiatives; and policy modification and development in the area of its focus.

Referred to the Legislation, Rules and Policies Committee.

The Board adjourned at 11:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 5, 1996

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:08 PM.

Present—Directors Bills, Gardner (6:10 PM), Johnson (6:10 PM), O'Neil, Sinicki, Small (6:10 PM), 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:

May 30, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a meeting of the Board of School Directors will be held at 6:00 PM. Wednesday, June 5, 1996, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Development of a Process for Considering Board Members' Resolutions.
2. Review of Draft Agendas for June Committee and Board Meetings.
3. Review and Scheduling of Resolutions and Communications Pending before the Board and Its Committees.
4. Review of the July Calendar.
5. Other Scheduling Matters.

Since the purpose of this meeting is to set dates for the consideration of items, not to take action on them, no public hearing will be given.

NANCY R. NOESKE
Director

Director Gardner moved that at the monthly agenda setting meeting, items be scheduled for consideration or action by any of the following: by consensus, if it exists; by majority of the Board members in attendance; by a majority of the members of the Committee in attendance.

Director Small moved to amend the motion by striking the words "by a majority of the members of the Committee in attendance."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki, small and Todd—5.

Noes—Directors Gardner, O’Neil and President pro Tem Braun—3.

The question being on adoption of Director Gardner's motion as amended, it was adopted, the vote being as follows:

Ayes—Bills, Gardner, O'Neil, Small, Todd and President pro Tem Braun—6.

Noes—Directors Johnson and Sinicki—2.

Director Todd left at 7:50 PM.

Director Bills moved that all resolutions introduced by Director Bills and pending before the Innovation/School Reform Committee be referred to the Strategic Planning and Budget Committee to be considered at its meeting on June 19, 1996.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki, Small and President pro Tem Braun—5.

Noes—Director Gardner—1.

Temporarily absent—Director O'Neil—1.

Director Bills moved that all facilities issues be dealt with at a separate meeting of the Strategic Planning and Budget Committee, other than the meeting scheduled for June 19, 1996.

The motion prevailed, the vote being as follows:

Ayes— Bills, Johnson, Sinicki and Small—4.

Noes—Director Gardner and President pro Tem Braun—2.

Temporarily absent—Director O'Neil—1.

Director Johnson moved that all new and pending resolutions be referred to the Strategic Planning and Budget Committee.

The motion failed for lack of a second.

The Board recessed from 8:04 to 8:10 PM.

The Board adjourned at 8:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 5, 1996

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 8:41 PM.

Present—Directors Bills, Gardner (8:43 PM), Johnson (8:43 PM), O'Neil, Sinicki, Small and President pro Tem Braun—7.

Absent and excused—Director Todd and President Fisher—2.

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

June 4, 1996

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 5, 1996, immediately upon adjournment of the meeting of Board of School Directors scheduled to begin at 6:00 PM this same evening, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiation matters relative to the 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 Bills moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (e), for the purpose of formulating strategies concerning collective bargaining negotiations matters regarding the 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 motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Neil, Sinicki, Small and President pro Tem Braun—5.

Noes—None.

The Board retired to executive session at 8:42 PM.

The Board adjourned from executive session at 9:32 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 12, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:16 PM.

Present—Directors Bills, Braun, Small, Todd and President Fisher—5.

Absent and excused— Directors Gardner, Johnson, O'Neil and Sinicki—4.

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

June 11, 1996

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 at 6:00 PM on Wednesday, June 12, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiation matters relative to the 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.

This meeting immediately precedes a meeting of the Innovation/School Reform Committee scheduled to begin at 6:30 PM this same evening.

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (e), for the purpose of formulating strategies concerning collective bargaining negotiations matters regarding the 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 motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Small and President Fisher—4.

Noes—None.

Voting “present”—Director Todd—1.

The Board retired to executive session at 6:18 PM.

Director Todd excused himself from the executive session due to a conflict of interest.

The Board adjourned from executive session at 6:42 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 19, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:14 PM.

Present—Directors Bills, Braun, Gardner (6:15 PM), O'Neil, Sinicki, Small, Todd and President Fisher—8.

Absent and excused—Director Johnson—1.

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

June 18, 1996

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 at 6:00 PM on Wednesday, June 19, 1996, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing, considering and possibly taking action with respect to the Board's position on an appeal before the City of Milwaukee Board of Zoning Appeals by Weigel Broadcasting Co. to erect a 1250 ft. TV tower at 5100 N. Green Bay Avenue, located 800 feet from Silver Spring School.

This meeting immediately precedes a meeting of the Strategic Planning and Budget Committee scheduled to begin at 6:30 PM this same evening.

NANCY R. NOESKE
Director

Director Braun moved that the Board authorize a spokesperson for the Milwaukee Public Schools to present the following health and safety issues to the City of Milwaukee Board of Zoning Appeals on June 20, 1996:

1. Danger of falling ice to students and residents;
2. Danger of electromagnetic radiation to students and residents; and
3. Danger of tower collapse;

and that action on this appeal be delayed until satisfactory answers to these and other safety issues are addressed.

Director Bills requested separate consideration of point three. There being no objection, the request was granted.

The question being on adoption of point three, it failed of adoption, the vote being as follows:

Ayes—Directors Gardner and Todd—2.

Noes—Directors Bills, Braun, O'Neil, Sinicki, Small and President Fisher—6.

The question being on adoption of the motion with point three deleted, it was adopted, the vote being as follows:

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

Noes—None.

The Board adjourned at 7:25 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:44 PM.

Present—Directors Bills, Braun, Gardner, Todd and President Fisher—5.

Absent and excused—Directors Johnson, O'Neil, Sinicki and Small—4.

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

June 21, 1996

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, Tuesday, June 25, 1996, in Committee Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing, deliberating and taking action in the matter of an appeal of disciplinary action under Part IV, Section H (2) of the contract between the Board of School Directors and the Administrators' and Supervisors' Council.

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

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

NANCY R. NOESKE
Board Clerk

The appellant having requested a private hearing, Director Braun moved to close the hearing under the provisions of Section 19.85 (1) (b), Wisconsin Statutes.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Todd and President Fisher—5.

Noes—None.

The hearing was closed at 6:45 PM.

The hearing concluded at 8:34 PM.

Director Bills moved that the Board retire to executive session to deliberate the matter, under the provisions of Section 19.85 (1) (a), Wisconsin Statutes.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Gardner, Todd and President Fisher—5.

Noes—None.

The Board retired to executive session at 8:35 PM.

The Board reconvened in open session at 8:46 PM.

Director Bills moved that the Board sustain the superintendent's decision to terminate Mr. Jerry Fair due to unprofessional conduct outside the school setting—possession of drug paraphernalia.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Gardner, Todd and President Fisher—5.

Noes—None.

The Board adjourned at 8:47 PM.

ROBERT J. LAWRENCE
Assistant to the Director,
Office of Board Governance

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 26, 1996

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

Present—Directors Bills, Braun, Gardner (6:39 PM), Johnson (6:54 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent—None.

The Board observed a moment of silence for Marilyn Henderson, a Bay View High School student who died in May; Vaughn Stovall, a Morse Middle School student who died this month; and for Laquann Moore, a student a Muir Middle School, who was killed in a drive-by shooting yesterday.

AWARDS AND RECOGNITIONS

Excellence in Education Awards

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member. The honorees are chosen based on their display of excellence, achievement, and innovation that is an example of excellence 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 employees in the Division of Facilities and Maintenance.

Division of Facilities and Maintenance Employees

Employees in the Division of Facilities and Maintenance collaborated in the design, fabrication, delivery, and set up of the new desks for the Milwaukee Board of School Directors. The following individuals from carpentry, mill, paint, and grounds services were involved with the project and are to be commended for their excellent workmanship.

Their work is an example of the fine skills, talents, and craftsmanship of all of the employees in the Division of Facilities and Maintenance who complete countless projects in our schools every year throughout the district.

Design and Fabrication

Bethany Wilkinson	Bob Duecker
Rick Bystrek	Kevin Hansen
Jerry Koeferl	Keith Alioto
Larry Grochowski	Garry Webb

Finishing

Paul Stefanski

Delivery and Set up

Peter Bruno
Charlie James
Stan Szablewski
Richard Walczak
Peter Rosa
Kelly Salmon
Scott Baake
Greg Klos
Earnest Mitchell

Other Awards and Recognition:

Pulaski High School *was selected as one of 10 schools in the nation and the only one from Wisconsin to partner with General Motors in a new educational program sponsored by the automaker, GM Youth Educational Systems*. The GM YES program is a three-way partnership among General Motors, local GM dealers/retailers, and high schools to educate students in the increasingly high-tech and competitive field of automotive technology. Pulaski was chosen for the national program because of its already advanced program. The program leads to not only technician careers, but careers in automotive management and as entrepreneurs.

Sidney Blades, student at Edison Middle School, has been *named a United States National Award winner in mathematics*. He was nominated by one of his teachers based on his academic performance, interest and aptitude, leadership qualities, responsibility, enthusiasm, motivation to learn and improve, citizenship, cooperative spirit, and dependability. He will appear in the United States Achievement Academy Official Collegiate yearbook, which is published nationally.

Kim Abler and Jan Borden, teachers at Tippecanoe Elementary School, were *awarded the Time Warner Cable National Teacher Award "Crystal Apple"* for their creative use of cable in the classroom. They are among only 15 teachers nationwide chosen to receive the award. They received the award for their project, the Harriet Tubman Freedom Tour. Part of a schoolwide theme, "Courageous Dreamers," the project involved second graders doing extensive research about Harriet Tubman and the Underground Railroad through the use of cable television, books, and computers.

Yvonne Carter, fifth grade teacher at Grantosa Drive Elementary School, was selected as the Great Lakes Regional recipient of the 1996 Excellence in Teaching Award, sponsored by the National Council of Negro Women, Inc., and Shell Oil Company.

Mary Ann Bellante, teacher at Bay View High School, was awarded the *Red Shoe Award by the Milwaukee Chapter of the Christ Child Society* in recognition of her outstanding voluntary service and dedication.

Hamilton High School received an *Honorable Mention in the Seventh Annual Business Week Award for Instructional Innovation: The New American High School*. Hamilton was selected for the great strides it has made in changing the way teaching and learning is designed to better prepare students for college and careers.

Michelle Nahorny, a senior at Hamilton High School, was chosen as the recipient of the *EF Ambassador Scholarship*. As the Wisconsin representative, she will join 61 other students from across the country on a 10 day diplomatic tour of England, Belgium and France during the month of July. Winners were selected based on essays submitted about how to transform the world locally or globally.

The following Milwaukee Public Schools' students received awards at the United Community Center's Emerging Latino Artists competition:

Adriana Heredia, Milwaukee High School of the Arts, first place, high school
Maria Fregoso, South Division, honorable mention, high school
Jose Ferrusquia, South Division, honorable mention, high school

Xee Her, Kosciuszko Middle School, first place, middle school

John Rosales, Jr., Walker Middle School, second place, middle school
Jesse Navejar, Grand Avenue Middle School, third place, middle school

Stephen Meer, a junior at Rufus King High School, received *the Xerox Award in the Humanities/Social Sciences,* sponsored by Xerox Corporation. The award program recognizes students for their academic achievements and seeks to emphasize the importance of a broad educational background in preparing students for future careers. The program recognizes students at high schools in all 50 states.

Kenneth Gawrysiak, teacher at Rufus King High School, was honored by the Milwaukee Chapter of the Daughters of the American Revolution as an "Outstanding American History Teacher of the Year."

The following sixth grade students at Forest Home Avenue Elementary School *won first place in Warner Cable's "Hang Tough" anti-crime and drug video competition* for their video entitled, "The Game of Life." The students are: Melissa Hurley, Justina Keizer, Jessica Pagan, and Lydia Sanchez.

The following MPS *teachers were selected as winners in the Greater Milwaukee Education Trust's Teacher Awards Program*. The program awards teachers with mini grants for innovative classroom teaching projects based on proposals submitted by the teachers.

TAP Awards
Cheryl Albers and Debra Polenska, Irving School, $580 grant
Shirley Behrendt and Elserita Burton, Thurston Woods School, $540 grant
Voncile Crowe and Stephanie Ulma, Engleburg School, $858
Marci Dawson and Marie Thompson, Congress School, $995
Glenn Diedrizh and Janice Becker, Walker Middle School, $805
Mary Gerhardt and Laurie Schaefer, Neeskara School, $1,000
Sue Gruenwald and Jane Ripp, Edison Middle School, $500
Lori Hale and Maureen Ebben, LaFollette Elementary School, $605
Jan Jorgensen, Maryland Avenue School, $147.50
Bette Koenig, Kagel Elementary School, $952.90
Darold Lawrence, Sarah Scott Middle School, $1,000
Betty Misurek, Goodrich School, $255
Mari Nelson and Karla Schoenung, Grantosa Dr. School, $876.58
Marie Prichard, Engleburg Elementary School, $900
Cheryl Reinke, Trowbridge Elementary School, $699.90
Sandra Ruesink, Walker Middle School, $1,000
Cathy Seelman, Engleburg School, $710
Marie Thompson and Angela Serio, Congress School, $992
JoAnne Williamson, Trowbridge Elementary School, $192

TAP - ARTS Awards
Linda Betancourt, Brown Street Academy, $500 grant
Marian Boshek and Carolyn Davis, Clarke Street School, $925
Connie Boutin and Lynda Meleski, Clarke Street School, $750
John Cunningham, Roosevelt Middle School, $950
Nancy Drewek, Elm Creative Arts School, $330
Kerry Gillard, Clarke Street School, $500
Char Harteau and Carol Miller, Wisconsin Conservatory, $855
Debbie Lopez-Prad, Walker Middle School, $500
Joan LoPresti, Garden Homes School, $895
Jean Oswald and Jayne Holck, Garland Elementary School, $900
Cynthia Sackmann, Gaenslen School, $900
Vicki Samolyk, Elm Creative Arts School, $925
Susan Sheeley, Elm Creative Arts School, $750
Jane Suminski and Dru Cagnoni, 38th Street School, $1,000
Sandra Szymkows and Kevin Karman, Honey Creek School, $1,000

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APPROVAL OF MINUTES

The minutes of the April 29, 1996, Organizational Meeting and the Regular Board meeting of May 29, 1996, were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Approval of Negotiated Labor Agreement between the Board and Local 950

June 26, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

Local 950 (International Union of Operating Engineers)—
Two year contract (January 1, 1995, through December 31, 1996).

Therefore, it is the recommendation of the Superintendent that the Board approve and adopt the above contract with the amendments as indicated below:

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

Settlement Highlights
Contract Between the Milwaukee Board of School Directors and
Local 950, International Union of Operating Engineers
January 1, 1995, through December 31, 1996

1. Two year contract.

2. Language that decentralizes the filling of vacancies that allows principal involvement.

3. Health insurance “me too” clause with the teachers on the identity of the indemnity health carrier.

4. Language providing Smileage as a dental carrier for the unit.

5. Salaries: Effective January 1, 1995 3%
Effective January 1, 1996 3%.

Director Small moved to approve the agreement.

The motion prevailed, the vote being as follows:

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

Noes—None.

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REPORTS OF STANDING COMMITTEES

PERSONNEL COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Personnel** presents the following report:

Your Committee reports having given hearing on June 10, 1996, under Part IV, Section N (1) (e) (1) of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers) in the matter of an appeal of disciplinary action of the Superintendent of the termination of Timothy Buchholz from his teaching responsibilities with the Milwaukee Public Schools because of falsification of application for employment.

Your Committee recommends that the Board of School Directors suspend Timothy Buchholz for one year without pay, effective from the date of the Board action.

Director Bills moved that the Board retire to executive session, pursuant to Section 19.85 of the Wisconsin Statutes, to deliberate matters concerning the discipline of an employee.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

The Board retired to executive session at 6:52 PM.

The Board reconvened in open session at 7:23 PM.

Director Bills moved that Mr. Timothy Buchholz be terminated from his teaching responsibilities with the Milwaukee Public Schools because of falsification of application for employment.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President Fisher—7.

Noes—Director Braun—1.

Temporarily absent—Director Todd—1.

REPORT OF THE INNOVATION/SCHOOL REFORM COMMITTEE

Director Braun 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) Public Hearing and Action on a Request for Waiver of PI 11.06 (1) (d) (2) and Chapter 115.85 (2) (c) (d) Regarding Private School Placements of Students with Exceptional Education Needs

Administration's Analysis

1. PI 11.06 (1)(d)(2) of Wisconsin Administrative Code requires the State Superintendent of Public Instruction to individually approve each placement in a private agency for students with handicaps.

2. The administration desires to contract with private agencies to provide programming for approximately 138 students at the high school, middle school, and elementary school levels with severe behavioral problems who require a very restrictive setting. Some of the students attended the programs at Craig and St. Charles which have been closed.

3. Individual approval for each student given this number of students would be extremely difficult and it would be virtually impossible to contract with private agencies on this basis.

4. To allow the Board to contract with agencies for provision of services to these students, a waiver from this requirement is necessary. The administration will control placement at these agencies and will provide DPI with quarterly reports of numbers and handicapping conditions of students for whom these agency placement options are utilized.

Strategic Plan Compatibility Statement

5. Allowing the Board to contract with agencies to provide services to a significant number of students assists the Board in meeting the state and federal requirement to provide a full continuum of services to students with handicapping conditions.

Statute, Board Policy or Rule Statement

6. Wisconsin statutes 118.38 (1)(b) requires a school board to hold a public hearing on a waiver request, with the testimony from that public hearing to be included as part of the application for a waiver.

7. This public hearing will allow the administration to proceed with application for a waiver of PI 11.06 (1)(d)(2) of the Wisconsin Administrative Code.

Fiscal Impact Statement

8. There will be no fiscal impact as a result of holding a public hearing.

Implementation and Assessment Plan

9. The Board has already approved discussions with St. Charles regarding contracting for 120 seats, and, with the Board's approval, the administration will now move forward with the steps necessary to contract with St. Aemilian's for approximately 18 seats in order to provide services to a total of approximately 138 students with severe behavioral problems who require a very restrictive setting.

Committee Recommendations

Your Committee reports having given public hearing regarding a waiver of PI 11.06 (1)(d)(2) of the Wisconsin Administrative Code.

Your Committee recommends:

1. That the Board direct the administration to request a waiver consistent with the ability to place students in agencies without approval by the state superintendent on an individual case basis.

2. That the Board direct the administration to move forward with preliminary contract talks with St. Aemilian's for seats for elementary school students requiring restrictive exceptional education programming.

* * * * *

(Item 2) Action on Contracts and Leases to Expand Early Childhood Education Opportunities for the 1996-97 School Year

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.

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. The administration is submitting contracts with the V. E. Carter Development Group, Inc. (Carter's), the United Community Center/Bruce Guadalupe School (UCC/BGS), the Seeds of Health, Inc., and the YMCA of Greater Milwaukee (YMCA). All contracts are modeled on the current contract MPS has with Carter's to provide a four and five year-old kindergarten program. The City Attorney's Office has reviewed the current contract with Carter's. Copies of the contracts have been attached to the minutes of your committee's meeting of June 11, 1996. A summary of each contract is provided below.

4. All contracts are from August 29, 1996, through June 12, 1997. The negotiated per pupil cost will be $3,990. A summary is provided below.

Agency/School	FTE's	Grades	Cost
V. E. Carter	100	K4-K5	$ 399,000
UCC/Bruce Guadalupe	160	K4-K5	$ 638,400
Seeds of Health, Inc.	180	K4-K5	$ 718,200
YMCA of Greater Milw.	40	K4-K5	$ 159,600
Hi-Mount Comm Sch	100	K4-K5	$ 505,000
	580		$ 2,420,200

5. The administration is continuing to negotiate with other churches and community groups. The required upgrades to the facilities have been identified, and additional contracts may be brought to the School Board at a later date.

6. The administration has continued to work with MPS schools to expand early childhood classes within existing facilities. For FY 97 an additional 377.5 FTE seats will be established. Combining this number with the seats available through the contracts listed above, the total new early childhood seats established for FY 97 is 957.5 seats.

7. The United Community Center/Bruce Guadalupe School has offered an additional 120 seats in Grades 1-8 in addition to the above early childhood seats. These seats will expand bilingual opportunities for students and provide opportunities for students who live in the neighborhood and are either bused to other locations or attend non-MPS schools. This would also provide for continuing of instruction as the children leave kindergarten. The negotiated per pupil cost would be $4,300 for a total not to exceed $516,000. The administration would recommend that funds be transferred from the Early Childhood Expansion account to Alternative Programs.

Strategic Plan Compatibility Statement

8. Approval of this agreement would support the Board goals related to academic achievement.

Statute, Board Policy or Rule Statement

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

Fiscal Impact Statement

10. A fiscal note is attached. The projected cost for the contracts listed above is $2,431,000. Additional per-pupil allocation to Hi-Mount Community School is $505,000. The total projected cost is

$2,936,200. The Board has authorized $3,500,000 in the FY 97 budget to be used for early childhood expansion.

Implementation and Assessment Plan

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

Committee Recommendations

Your Committee recommends:

1. That the Board approve the agreement with V. E. Carter Development Group, Inc. for $399,000.

2. That the Board approve the agreement with United Community Center/Bruce Guadalupe to provide, Early Childhood seats for $638,400.

3. That the Board approve the agreement with Seeds of Health, Inc. for $718,200.

4. That the Board approve the agreement with the YMCA of Greater Milwaukee for $159,600.

5. That the Board approve the transfer of $505,000 to Hi-Mount Community School from the Early Childhood expansion account to cover the cost of additional students.

6. That the Board approve the agreement with the United Community Center/Bruce Guadalupe School for additional seats in Grades 1-8 for $516,000. In addition, that the Board approve the transfer of $516,000 from the Early Childhood Expansion account to Alternative Programs.

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(Item 3) Action on a Charter School Contract for Highland Community School

Administration's Analysis

1. The Board of School Directors is empowered by the Wisconsin legislation on charter schools (118.40) to grant charters to operate schools in Milwaukee. The charters will be enforced by a contract to be negotiated between the operator of the charter school and the Board.

2. On February 14, 1996, the Board authorized the administration to begin the process of negotiating a charter contract with Highland Community School for implementation in the 1996-97 school year and to bring the contract back to the Board for action.

3. The administration reviewed the program and facilities at Highland Community School and held a number of meetings with representatives of the school in order to negotiate a charter school contract. The recommended contract have been attached to the minutes of your committee's meeting of June 11, 1996.

4. Highland Community School follows an academic program based on the model developed by Dr. Maria Montessori. As a charter school, Highland will operate its educational program for a maximum of seventy-five (75) students age two and one-half (2 1/2) through nine (9).

5. The charter school will have available for the fall start-up approximately nine (9) seats. These seats will be filled using the MPS wait lists for Montessori schools.

Strategic Plan Compatibility Statement

6. In September, 1995, the Board, through its Strategic Planning Process, identified several priorities for program expansion for the 1996-97 school year. The priorities were to increase program opportunities in the following areas: Language Immersion, College Bound, The Arts Programs, Extended Day Programs, and Montessori.

7. The program proposed by Highland Community School is compatible with the priorities identified through the Board's Strategic Planning Process.

Statute, Board Policy or Rule Statement

8. Section 118.40 of the Wisconsin Statutes authorizes a school board to grant charters to operate schools in Milwaukee.

9. The charter school contract is consistent with the parameters to guide the administration in developing procedures for processing charter school proposals and petitions and for developing and administering contracts for charter schools adopted by the Board on February 7, 1996.

Fiscal Impact Statement

10. The parameters for calculating financial support for charter schools were approved by the Board on February 7, 1996. The base per pupil cost for 1996-97 shall be $3,962, with additional costs of $579 for support services, for a total of $4,541. Additional costs for such services as nutrition and exceptional education not included in the calculation of base per pupil costs or support services will be determined based on such factors as an evaluation of a student's IEP. The total cost of the contract shall be based on a full-time equivalent (FTE) basis.

11. A sufficient amount of funding for this charter school contract is contained in the district's FY97 budget.

Implementation and Assessment Plan

12. Pending Board approval of the charter school contract with Highland Community School, the school would become a Milwaukee Public Schools charter school beginning with the 1996-97 school year. The contract specifies that the learning goals and performance measures in the charter school must connect directly to the MPS Accountability Plan.

13. Pending Board approval of the charter school contract with Highland Community School, the administration will provide notification to the State Superintendent, (per s.s. 118.40, Charter Schools), that the Board intends to establish a charter school.

Committee Recommendation

Your Committee recommends that a charter school contract be granted to Highland Community School, Inc. to commence beginning with the 1996-97 school year for a term of three (3) school years conditioned upon the terms set forth in the contract.

* * * * *

(Item 4) Action on Recommendations Regarding Downtown Montessori Request for a Charter School Contract

Administration’s Analysis

1. The Board of School Directors is empowered by the Wisconsin legislation on charter schools (118.40) to grant charters to operate schools in Milwaukee, with the charters to be enforced by a contract negotiated between the operator of the charter school and the Board.

2. At its meeting on March 27, 1996, the Board received a charter school proposal from the Downtown Montessori and Child Care Center.

3. At its meeting on April 3, 1996, the Board approved a motion that the Superintendent enter into negotiations with Downtown Montessori School, to ascertain whether Downtown Montessori's proposal fits in with the Board's priorities, included expanded parental choice within MPS, expansion of K4 kindergarten seats, expanding Montessori options, and promoting child care integrated with MPS early childhood education; and bring back to the Board a recommendation regarding a possible contract with Downtown Montessori for the 1996-97 school year, including the possibility of Downtown Montessori becoming an MPS charter school.

4. The administration met with representatives of Downtown Montessori School on April 26, 1996. Emerging from the discussion was the possibility of a contract between MPS and Downtown Montessori for twenty (20) expanded early childhood (kindergarten) seats for the 1996-97 school year. The possibility of continuing discussions and negotiations towards a charter contract for the 1997-98 school year was also discussed.

5. Downtown Montessori School has presented the administration with a certificate indicating receipt of non-profit status. The Certificate of Incorporation allows the school to do business as Downtown Montessori Academy, Inc.

Strategic Plan Compatibility Statement

6. In September, 1995, the Board, through its Strategic Planning Process, identified several priorities for program expansion for the 1996-97 school year. The priorities were to increase program opportunities in the following areas: Language Immersion, College Bound, The Arts Programs, Extended Day Programs, and Montessori. The program proposed by Downtown Montessori Academy is compatible with the priorities identified through the Board's strategic planning process.

Statute, Board Policy or Rule Statement

7. Section 118.40 of the Wisconsin Statutes authorizes a school board to grant charters to operate schools in Milwaukee.

8. Section 119.235, Wis. Stats., authorizes MPS to contract with any nonsectarian private school located in the city, or any nonsectarian private agency located in the city, to provide educational programs to pupils enrolled in the school district.

Fiscal Impact Statement

9. The parameters for calculating financial support for charter schools were approved by the Board on February 7, 1996. The administration has not included sufficient funds in the FY97 budget to support a charter school with Downtown Montessori.

10. Downtown Montessori will receive monthly reimbursement based on an annual per pupil cost of $3,990, adjusted to a full-time equivalent basis. The total shall not exceed reimbursement for twenty (20) actively enrolled, full-time students. Total reimbursement shall not exceed $79,800. The funding for this amount is contained in the district's FY97 budget.

Implementation and Assessment Plan

11. Should the Board approve the contract between MPS and Downtown Montessori for twenty (20) expanded early childhood (kindergarten) seats, such seats will be made available for the 1996-97 school year. These seats will be filled from the wait lists from MPS Montessori schools..

Committee Recommendations

Your Committee recommends:

1. That the Board authorize the administration to enter into a contract with Downtown Montessori School for twenty (20) full-day kindergarten Montessori seats for the 1996-97 school year for enrollment from wait lists from MPS Montessori schools.

2. That the Board direct the administration to continue contract negotiations regarding a charter school contract for the 1996-97 school year, contingent upon being a not-for-profit organization and the transfer of assets from the for-profit to the not-for-profit organization occurs.

* * * * *

(Item 5) Action on Recommendations Regarding HR Academy Request for a Charter School Contract

Administration's Analysis

1. The Board of School Directors is empowered by the Wisconsin legislation on charter schools (118.40) to grant charters to operate schools in Milwaukee, with the charters to be enforced by a contract negotiated between the operator of the charter school and the Board.

2. The Board held public hearings on January 8, 9, and 16, 1996, regarding proposals received from a number of private and alternative schools, including eight existing partnership schools. The eight schools did not include HR Academy.

3. During the hearing process, several concerns were raised by the partnership schools, including the stigma of being an alternative school for 'at-risk' students and the importance of being a part of the MPS school selection process. The administration is continuing to review those issues for possible resolution.

4. The Board received a charter school proposal from HR Academy on January 31, 1996.

5. At its meeting on April 3, 1996, the Board of School Directors directed the administration to enter into negotiations with HR Academy to ascertain whether HR Academy's current partnership program can be expanded, including the possibility of sponsoring a charter school for the 1996-97 school year.

6. The administration reviewed the issue of expanding seats for current partnership programs and plans to bring a report to the Board at its meeting on June 26, 1996.

7. The administration met with representatives of HR Academy on April 29, 1996. The administration indicated to HR Academy a preference for using the 1996-97 school year to continue talks, as the additional time would allow for negotiations, would allow HR Academy to more fully develop their proposal, and would allow more time for MPS to build appropriate funds for charter schools into the FY98 budget.

Strategic Plan Compatibility Statement

8. In September, 1995, the Board, through its Strategic Planning Process, identified several priorities for program expansion for the 1996-97 school year. The current priorities are to increase program opportunities in the following areas: Language Immersion, College Bound, The Arts Programs, Extended Day Programs, and Montessori. The program proposed by HR Academy does not appear to be compatible with the current priorities identified through the Board's strategic planning process.

9. The administration plans to analyze data from the most recent school selection process to determine the current areas of greatest interest on the part of parents. With that information, the administration will be able to identify priorities for program expansion. The administration will bring this information to the Board in September, 1996.

Statute, Board Policy or Rule Statement

10. Section 118.40 of the Wisconsin Statutes authorizes a school board to grant charters to operate schools in Milwaukee.

Fiscal Impact Statement

11. The parameters for calculating financial support for charter schools were approved by the Board on February 7, 1996. The base per pupil cost for charter schools for 1996-97 shall be $3,962, and with an additional cost for support services of up to $917 per pupil, for a total of $4,879; and such additional costs for services such as nutrition and exceptional education not included in the calculation of base per pupil costs or support services. The administration has not included sufficient funds in the FY97 budget to support a charter school with HR Academy.

Implementation and Assessment Plan

11. The administration does not recommend that HR Academy be implemented as a charter school for the 1996-97 school year.

12. The administration proposes several options:
    a. The administration could continue to negotiate with HR Academy for possible implementation of a charter contract for the 1997-98 school year; or

    b. The administration could continue to talk with HR Academy regarding a charter school proposal, with discussions centering on whether or not their proposal would meet the needs of the district, and bring a recommendation regarding further negotiations for a charter school contract back to the Board at a later date.

Committee Recommendation

Your committee recommends that the Board direct the administration to entertain a charter school proposal from HR Academy, to be submitted no later than July 3, 1996, and that the administration report the costs, advantages and disadvantages of the proposal for the Board's July meeting.

* * * * *

(Item 6) Action on Recommendations Regarding the Educational Program for the Facility at 1940 N. 36th Street (St. Thomas Aquinas)

Administration's Analysis

1. At its meeting of September 20, 1995, the Board authorized the purchase of the former St. Thomas School and parish at a cost of $275,000. Subsequently, the Board approved $3.1 million to renovate the facility and bring it up to MPS standards. In addition, the Board authorized the City Real Estate agent to negotiate a lease agreement with the Archdiocese of Milwaukee for the parish center, rectory, and church at a cost of $1 per year with maintenance and management of the facilities by the Board.

2. In February, 1996, proposals for a program for the school were sought from the community around the school, which is located at 1940 North 36th Street. Three proposals were received.

3. After careful review, the administration selected the proposal prepared by the staff and parents at Thirty-first Street School, which is located within four blocks of the site at 1940 North 36th Street. The staff and parents of Thirty-first Street School propose the development of a two-campus concept, similar to Francis Starms School, utilizing both the Thirty-first Street School site and site at 1940 North 36th Street. One campus would serve neighborhood children in early childhood programs (Head Start through grade 3), and the other campus would serve neighborhood children in grades 4 through 8.

The proposal will allow Thirty-first Street School to expand its existing early childhood program by increasing the Head Start program, the four-year old kindergarten program, the all-day five-year-old kindergarten, and grade one classes. There is a need for early childhood programs in this neighborhood, and the expansion will address that need. In addition, the attendance area lacks middle school seats for students living there, and the proposal will address the need for middle school seats in a quality, secure setting.

4. The major features of the educational program at the expanded Thirty-first Street School will be:
    •an integrated curriculum, emphasizing mathematical reasoning, scientific reasoning, communications, and community membership, as well as the development of higher order thinking skills in a collaborative, structured, supportive environment.

    •Macintosh and IBM computers utilized throughout the school to enhance curriculum.

    •Fine arts incorporated in the curriculum for a well-balanced educational program.

    •Supervised activities with an academic focus in an extended day program.

    •Empowerment of families through program ownership.

•Additional wrap-around support services operated by community based agencies.

5. One principal will oversee the total program, similar to the current arrangement at Francis Starms School.

6. A letter of support from Lisbon Avenue Neighborhood Development (LAND) has been received supporting this proposal. LAND had submitted their own proposal. They have since been working with the principal of Thirty-first Street School and endorse the two-campus concept. The proposal from 31st Street School is very compatible with the community programs currently implemented by the Lisbon Avenue Neighborhood Development (LAND) at the St. Thomas site. These programs will be integrated with the school curriculum to strengthen the overall educational program of the school.

Strategic Plan Compatibility Statement

7. The Thirty-first Street School educational focus is consistent with the Board's focus on parent and community involvement and local-school decision-making.

Statute, Board Policy or Rule Statement

8. This educational program is consistent with the 1992 Facilities Master Plan, which included a need for additional elementary and middle school space in this area of the city.

Fiscal Impact Statement

9. Funds have been included in the Ten-Year Capital Plan for the renovation of the school at 1940 North 36th Street. In addition, the administration is proposing that $600,000 be allocated to Thirty-first Street School to make needed repairs and improvements.

Implementation and Assessment Plan

10. At its meeting on November 15, 1995, the Board awarded the contract for design services for the project to PACE Architects/Interior Designers. This award resulted in a 100% Historically Underutilized Businesses (HUB) participation rate for the school project at 1940 North 36th Street.

11. Upon approval of the educational focus, the administration will work with the parents, the staff of Thirty-first Street School, the community, and neighborhood organizations to develop and implement the two-campus concept for the 1997-98 school year. The 1996-97 school year will be used for planning the two-campus program and for completing the renovations at the site at 1940 North 36th Street. Additional classes will be scheduled for the early childhood program and grade 7 for the 1997-98 school year. Grade 8 will be added in the 1998-99 school year.

Committee Recommendation

Your committee recommends that the Board accept the educational focus as described above, utilizing a two-campus concept, with implementation beginning in the 1997-98 school year.

* * * * *

(Item 7) Action on Resolution 9596R-030 by Director Small Regarding Programs for Formerly Adjudicated Youth

Background

At its meeting on January 31, 1996, the following resolution was introduced by Director Small.

WHEREAS, Milwaukee Public School parents want to send their children to quality, safe neighborhood schools; and

WHEREAS, The Milwaukee Board of School Directors reform agenda includes raising graduation requirements, accountability measures for students and staff, a new student assignment process, and school closings connected to academic achievement, attendance, drop out rates and other measures; and

WHEREAS, There is a critical missing link in making certain that all our schools are safer and more disciplined and that all students have the opportunity to learn in an environment free from disruptive behavior; and

WHEREAS, Formerly adjudicated youth, according to state mandate, are reassigned to traditional elementary, middle or high schools; and

WHEREAS, Small specialized programs would provide formerly adjudicated youth with a family structure, could enhance self esteem, and encourage learning and achievement concepts as well as instill family values of stability, nurturing and caring and could be used as a method of intervention prior to assignment to a traditional school; therefore be it

RESOLVED, That the Milwaukee Board of School Directors direct the superintendent to develop policies for Board approval that will allow the assignment of formerly adjudicated youth to specialized programs that will address behavioral goals and remediate academic deficiencies prior to assignment into a traditional school.

Procedural Analysis

1. Included in the several categories of "formerly adjudicated youth" being educated in Milwaukee Public Schools are youth who are:

a) adjudicated and placed on probation without ever being incarcerated.
b) adjudicated and assigned to a transition (group or foster) home.
c) adjudicated into the First Offender Program.
d) adjudicated and released from a juvenile correctional institution.
e) adjudicated and released to the Youth Corrective Sanctions Program.

In order to deal with this issue, a decision will need to be made regarding which categories to address. Categories (b), (c), (d) and (e) above currently involve over 700 students per year. Category (a) involves over 1,000 per year. Once the targeted group of adjudicated youth is identified, planning could begin for the design of a specialized program.

2. The suggested timelines for implementation of the resolution are as follows:

March 1996: Define the target population and obtain an opinion from the Office of the City Attorney. Develop an educational program and budget.

April-May 1996: Identify facility(s) and staff specifications. Present the budget to the Board for approval.

3. Adoption of this policy will have the following implications:

a) A policy must be established to allow the administration to assign students to a program based on students' adjudicated status.

b) The specialized program must be comparable to the traditional program in terms of facilities, resources and educational programs if assignments would be made mandatorily.

c) A city attorney's opinion will be needed.

d) The cost of such a specialized program could be significant:
•identification and placement of students
•development of program
•assessment of students for reassignment
•staffing
•facilities and resources

e) An assessment plan will be needed to determine if adjudicated youth assigned to the specialized program are successful in the program and if they are ready for reassignment into a traditional program.

f) Significant staff time will be needed to develop a program.

Committee Recommendation

Your committee recommends that the Board adopt the resolution, with the word "assignment" changed to "voluntary placement" in the resolved, with the administration to report back no later than October 31, 1996.

* * * * *

(Item 8) Action on Resolution 9697R-004 by Director Bills to Develop a Values Scale for the Board's Expectations and Rewarding Schools for Performance

Background

At its meeting on April 29, 1996, the following resolution was introduced by Director Bills.

WHEREAS, The FY97 budget decentralizes 70% of the MPS funding to schools, which represents the present decentralization floor; and

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The Board wants to tie more closely its goals of achievement and equity (equality of opportunity), as well as accountability, to its budgets; and

WHEREAS, This Board supports and wants to expand learning that works for children (best practices) and offers true choice; and

WHEREAS, The Board has made known some of its expectations and "values," during its last budget cycle; and

WHEREAS, We need to put our money where our mouth is and begin to pay for performance; now, therefore, be it

RESOLVED, That the Board, at its Strategic Planning and Budget Committee meeting in May, 1996, develop a "Values Scale" to put a value on what the Board's expectations and values are for the district, such as: 1) schools that meet grade level standards, benchmarks or graduation standards; 2) include additional diversity (e. g., exceptional education, race or economics); 3) incorporate community schools or lighted school houses; and 4) utilize extended day programming and/or year round schooling; and be it

FURTHER RESOLVED, That it is the policy of this Board to reward performance by allocating between 70% and 100% of the per pupil cost of the school operations budget to a school based on the school's adherence to that "Values Scale."

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

The administration suggests that the Board seek input from schools and the community regarding the construction of a values scale and the specific items that would be included on such a scale. This could be in the form of a public hearing.

2. What are the suggested timelines for implementation of the resolution?

The administration feels that it would be important to have this values scale evolve over the next several years out of the implementation of the revised accountability system. Values scales should be

carefully identified, and much input sought from principals and schools. There is not enough time before the start of the FY98 budget cycle to do this with adequate input and feedback.

3. What are the implications if the resolution is adopted?

The administration reports that increasing the per pupil allocation for schools beyond the current 70% could only be done by reducing or eliminating other supports and programs, as the "per pupil" amount for school operations includes services that do not apply to all schools (e.g. drivers' education, exceptional education). Significant reductions would seriously impact the amount of support currently provided to our school staffs, e.g. maintenance of buildings, technical support, non-teaching programs that impact the safety and security of our schools, staff development, etc.

It is anticipated that significant staff time would be needed to develop an equitable "Values Scale," and to monitor and evaluate schools relative to the "Values Scale."

Committee Recommendation

Your committee recommends that the Board refer the resolution to the Strategic Planning and Budget Committee.

* * * * *

(Item 9) Action on Resolution 9697R-011 by Director Bills Regarding Provision of a Summer Program for Students not Passing Ninth Grade Algebra

Resolution

At its meeting on May 29, 1996, the following resolution was introduced by Director Bills.

WHEREAS, The success in 9th grade algebra is an important indicator in determining progress in student achievement, and future high school academic success; and

WHEREAS, MPS registered achievement gains by its students in 9th grade algebra, whereby 56% of all MPS 9th graders passed algebra in 1994-95, up from 54% the previous year; and

WHEREAS, It is important to dedicate resources to help the remaining MPS students who failed to pass the test; and

WHEREAS, The MPS summer school program helps these students and others improve their achievement in algebra; and

WHEREAS, A total of 552 students were enrolled in the MPS 1995 summer school program; and

WHEREAS, A similar funding amount is budgeted for the 1996 summer school ($144,000) and an additional amount is available from the Private Industry Council for this purpose; and

WHEREAS, MPS should seek to use and replicate its most successful algebra programs and teachers to this task; now, therefore, be it

RESOLVED, That additional funds from the districts FY96 and FY97 Contingent Fund and from Title I be dedicated to summer school algebra instruction and special support programs, to accommodate any student wishing to enroll, beyond current budgeted amounts; and

FURTHER RESOLVED, That MPS should use its best schools, programs and teachers to provide this algebra instruction support; and be it

FURTHER RESOLVED, That MPS should seek any necessary memoranda of understanding with bargaining units to help meet these goals; and be it

FURTHER RESOLVED, That the superintendent provide a report to the Board as soon as possible with details to accomplish this initiative, including a communication plan to inform parents of children who failed algebra about this summer school opportunity; and be it

FURTHER RESOLVED, That consideration be given to make a summer program mandatory for all students failing algebra, beginning in summer, 1997, if a memorandum of understanding can be reached with the MTEA to assign teachers to the summer school program regardless of seniority; and be it

FURTHER RESOLVED, That the Superintendent provide a report to the Board on the results of the summer school program within three months thereafter.

Committee Recommendation

Your committee recommends that the Board refer the resolution to the Strategic Planning and Budget Committee.

* * * * *

(Item 10) Action on Resolution 9697R-016 by Directors Braun, Fisher, Gardner and O'Neil Regarding MPS High School Admissions Policies

Resolution

At its meeting on May 29, 1996, the following resolution was introduced by Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors intends to reward hard work, effort, and responsible behavior among middle school students entering high school the following year, and

WHEREAS, Some MPS high schools have requested authorization to reward hard work, effort, and responsible behavior by giving admissions preference to students who have demonstrated those qualities, and

WHEREAS, Some MPS high schools have presented compelling cases for using attendance as a criterion by which to evaluate students' hard work, effort, and responsible behavior; now, therefore, be it

RESOLVED, That MPS high schools are authorized to establish, no later than September 30, 1996, application criteria that require ninety percent attendance during the eighth grade, as a requirement for applying to the high school as the student's first, second, or third choice during the 1997 spring school selection process; and be it

FURTHER RESOLVED, That MPS high schools establishing ninety percent attendance as an application requirement be required to demonstrate that the policy results in no adverse result on the school's racial diversity, gender equity, or service to exceptional education students; and be it

FURTHER RESOLVED, That MPS high schools that successfully demonstrate that the eighth grade attendance requirement policy has no adverse result on the school's racial diversity, gender equity, or service to exceptional education students be authorized to sustain eighth grade attendance requirement policies for the following two school years.

Committee Recommendation

Your committee recommends that the Board adopt the resolution, with the addition of the following whereas:

WHEREAS, As the standard of ninety percent attendance as stated below means fewer than ten percent unexcused absences during the first semester of a student's eighth grade.

* * * * *

(Item 11) Action on Resolution 9697R-019 by Directors Braun, Fisher, Gardner and O'Neil Regarding an Annual Timetable for Charter Schools

Resolution

At its meeting on May 29, 1996, the following resolution was introduced by Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to developing charter schools within MPS as one means of implementing educational reform, and expanding school choice within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors has adopted guidelines for the consideration and development of charter schools within MPS; and

WHEREAS, Parents, teachers, schools, and agencies that may wish to submit applications for charter schools need to know when they can expect guidelines for requests for proposals, proposal deadlines, when they can expect to hear decisions for following school years, now, therefore, be it

RESOLVED, That the administration will present guidelines for charter schools for schools two school years in the future, for consideration by the administration and Board during the following year, no later than June 30 of each year; and that these guidelines be reviewed and approved by the Board no later than August 31 of each year; and that the administration issue requests for proposals for charter school within approved guidelines no later than September 15 of each year; and that the annual deadline for submission of charter school proposals by October 31, for possible consideration and inclusion in the subsequent year's budget; and that the administration's recommendation regarding which proposals, if any, be considered for negotiation be submitted to Board no later than December 31 of each year; and that the Board act on the administration's recommendation no later than January 31 of each year; and be it further

RESOLVED, That this resolution shall not continue beyond June 30, 1999, unless extended by action of the Board.

Committee Recommendation

Your committee recommends that the Board adopt the resolution.

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(Item 12) Report and Update on the Innovative Schools Process

At the April, 1994, meeting of the Milwaukee Board of School Directors, the Board adopted a resolution sponsored by Director Small (attached) establishing a policy regarding the submission, evaluation and possible adoption of innovative proposals. In response, the administration developed a process for the submission of innovative options for operating schools. The process includes

• Completing a proposal according to the guidelines in the document, Innovative Options for Operating Schools: Request for Proposals.

• Alignment of the proposal with the Board's strategic goals, as described in the document, Education for the 21st Century.

- Review by the Innovative Schools Committee.

- Review by the Superintendent.

- Action by the Board of School Directors.

(Approval needed by October for proposals planned for implementation the following school year.)

The October timeline is reflective of the district's budget cycle and student assignment process.

In 1994-95, five schools were approved for the 1995-96 school year through the Innovative Schools Process:

Grand Avenue Secondary School
Wisconsin Conservatory of Live Long Learning
Milwaukee Village School
Milwaukee School of Entrepreneurship
New School for Community Service.

In 1995-96, four schools were approved for the 1996-97 school year through the Innovative Schools Process:

Congress Extended Year School
Fritsche Middle School
Milwaukee School of Languages
Metropolitan High School for the Arts and Technology (METRO).

The Innovative Schools Committee approved two abstracts for additional development:

Vincent High School Academy
Riverwest Community Project

The three basic criteria for innovation that the committee looks for are:

- innovation in the organization of staff responsibilities and relationships
- innovation in the organization of the school year and/or school day
- innovation in the organization of the pupil learning environment."

The administration contracted with North Central Regional Educational Laboratory (NCREL) to evaluate the first five innovative schools: Grand Avenue Secondary School, Wisconsin Conservatory of Live Long Learning, Milwaukee Village School, Milwaukee School of Entrepreneurship, and New School for Community Service.

NCREL will conduct their evaluation over an 18 month period, concluding in Spring 1997.

For the 1996-97 school year, while the district is reviewing the impact of the innovative schools on student success, the administration is suggesting that the focus of the Innovative Schools grants be placed on programs for the innovation and reform of existing schools, rather than on the development of new schools in separate facilities.

The guidelines for submitting an innovative schools proposal will be revised prior to the start of the 1996-97 school year to reflect the focus on projects within existing schools, with an emphasis on projects that support specific needs in the district, e.g. School to Work, early childhood education, reading instruction, programs for students at transition grades, etc.

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(Item 13) Report on the 1995-96 School Year

In the fall of 1995, the superintendent identified four major goals for the 1995-96 and 1996-97 school years in support of the goals and objectives of the Milwaukee Board of School Directors. They are two-year goals subject to annual review by the Board of School Directors. The goals are: **1) High Standards, 2) Communications, 3) Innovation and Reform, and 4) Planning.**

As a part of the Board's strategic planning process, a progress report on the 1995-96 goals is being submitted to the Board for review. The school district has made tremendous progress in implementing its educational reform initiatives and we are continuing to see improvements in student achievement outcomes. The following are highlights of some of our achievements.

Highlights of Improved Student Outcomes:

- As of April, 1996, 88% of graduating seniors passed the mathematics proficiency exam. We anticipate another 5% to 10% will show a portfolio of work to prove their mathematics competence. Thus far, 46% of the juniors passed the mathematics exam. This compares to 21% of the juniors who passed the exam on their first try last year.

- 81% of the seniors passed the writing proficiency exam after the spring, 1996, administration of the exam.

- MPS lowered its drop-out rate for the 1994-95 school year. In 1994-95 it was 12.8%, down from 15.4% in 1993-94, and 17.4% in 1992-93.

- In 1995-96, 76% of our third graders scored above state-established performance standards on the Wisconsin Third Grade Reading Test. This is an increase of 1.5 percentage points over 1994-95. Also, the performance of African-American third graders was at its highest level ever, and the gap between white and African-American student performance has been reduced from 26% in 1993 to 14% in 1996.

- 95% of our fifth graders scored at or above a 4.0 on the MPS writing sample tests, exceeding the Board's 80% accountability measure by 15 percentage points.

- 43% of our fifth graders scored above the national average on the Iowa Test of Basic Skills math concepts and problem solving exam in 1995-96. This is up from 41% in 1994-95.

- Fourth grade students taking the Wisconsin Student Assessment System exam surpassed the national average in expressive writing with an average score at the 54th national percentile. This was the first time our fourth graders took the test and the first time students have been above the national average.

- Overall 73% of our schools met or exceeded their performance in half or more of the accountability measures in 1994-95. An analysis of the 1995-96 accountability data will be available in August, 1996.

- In 1995, 733 high school students took Advanced Placement exams, up from 347 in 1991.

- 54% of the Class of 1995 took the ACT and had a composite score of 19.0, up from 42% for the Class of 1991. This is the first time in the history of MPS that over 50% of our students took the test. The state average composite score is 22.

- 21% of the Class of 1995 received competitive scholarships and/or grants to colleges, compared to 15% for the Class of 1991.

Highlights of Innovation and School Reform:

- Higher graduations standards were adopted for the graduating class of 2004 in four areas: mathematical reasoning, scientific reasoning, communications, and community membership.

- Six schools and 4 alternative programs are being reconstituted with new educational programs for 1996-97.

- Three new innovative schools were approved for the 1996-97 school year:
  -- Congress Extended-Year-Round School, an elementary school on a trimester calendar;
  -- Milwaukee School of Languages, a grade 6-12 school that continues the elementary language immersion programs; and
  -- Metropolitan High School for the Arts and Technology, a small, 300-seat high school that focuses on arts and technology.
  (Since the process began in 1994, the Board has approved a total of 10 new and innovative schools.)

- Guidelines for the development of charter schools were drafted and approved by the Board. Negotiations are continuing with Highland Community School and the Downtown Montessori School for charter school contracts for 1996-97.

- A revised school selection plan was approved by the Board for the 1996-97 school year. The *Directions* publication also received major revamping to make it more user friendly.

- In January, 1996, we added 72 full-time equivalent kindergarten seats. We are continuing to work toward the goal of adding 1,000 additional four and five-year-old kindergarten seats for 1996-97.

- A communications plan was developed with assistance from a business and community group. Within available dollars, the plan is being implemented in the 1996-97 school year.
- Financial and budget data was analyzed using the FAM model (Financial Analysis Model) and the proposed budget document was revised to include budget data using the FAM model.

- Policies and guidelines were developed for the establishment of some SAGE schools.

- In January, 1996, $1 million in additional state revenues was allocated to elementary schools to increase the base budget for schools.

- A revised Accountability Plan is being finalized for implementation in 1996-97. The proposed Accountability Plan will drop some measures, add other measures, and will improve the way measures are reported.

- Work was completed to ensure that schools only need to develop one educational plan, encompassing a variety of requirements such as K-12, School to Work, Title I, P5, North Central Association, and numerous grants.

- A new teacher evaluation process was developed and is being negotiated with the MTEA.

- An exceptional education reform plan was developed.

Highlights of Awards and Recognition:

- Fritsche Middle School and Rufus King High School have been named 1996 Blue Ribbon Schools of Excellence by the U. S. Department of Education. Grand Avenue Middle School was one of the eight state finalists for the award.

- Robert E. Peterson, teacher at LaEscuela Fratney, was named the 1995 Wisconsin Elementary School Teacher of the Year.

- Victor Brazil, principal of Burroughs Middle School, was named 1996 Wisconsin Middle School Principal of the Year by the Association of Wisconsin School Administrators and the Wisconsin Department of Public Instruction.

- John Holmes, teacher at Marshall High School, was named one of only 36 teachers from throughout the country to be saluted by the Walt Disney Company for outstanding individual achievement in the teaching profession. He received one of the American Teacher Awards.

- Antonia "Toni" Ramos, an educational assistant at Kagel Elementary School, was named the 1996 Bilingual Instructional Assistant of the Year by the National Association for Bilingual Education.

- Rebecca Szucs, student at Humboldt Park Elementary School, was named the state of Wisconsin winner in the National Art Education Association's Youth Art Month contest and participated in an awards ceremony in Washington, D.C.

- Jessica Kern, student at Washington High School, was one of 40 students nationwide selected to participate in the White House Leadership Conference on Youth, Drug Use, and Violence, held in Washington, D.C., in March, 1996.

- Rufus King High School was named Wisconsin's best public high school in Redbook Magazine's fifth annual "America's Best Schools Project."

- Elm Creative Arts Elementary School was named the 1995 Arts Leadership Award recipient from the International Network of Performing and Visual Arts Schools based in Washington, D.C.

- The Milwaukee High School of the Arts Jazz Studies department was named as one of the finest high school jazz education programs in the country by Jazz Times magazine.

- Madison High School's chess team tied for third place in the 1996 National High School Chess Championship.

- The Milwaukee High School of the Arts forensics team won the 1996 State Forensics title for the second consecutive year.

- Vincent High School's boys basketball team won the WIAA Division 1 State Boys Basketball Championship.

- Washington High School's girls basketball team won the WIAA Division 1 State Girls Basketball Championship for the third consecutive year.

- The Milwaukee Board of School Directors was one of two school boards in the nation selected to receive the eighth annual Kennedy Center Alliance for Arts Education Network and National School Boards Association Award.

- Morse Middle School won the state championship in the Wisconsin Science Olympiad for the third consecutive year.

- The Milwaukee High School of the Arts' Jazz Lab Combo was chosen to receive DOWNBEAT Magazine's "Outstanding Performance Award" in the jazz combo category at the JAZZFEST USA held in Orlando, Florida, in April, 1996.

- The Milwaukee High School of the Arts Concert Chorale received a Gold Superior rating and ranked second in the Heritage Festival in Toronto, Ontario.

- Rufus King High School's Academic Decathlon team took second place at the University of Wisconsin-Milwaukee Regional and took fifth place in the state finals in Madison in March, 1996.

- Twenty-two Milwaukee Public Schools' students were named semifinalists or Commended Students in the 1996 National Merit Scholarship and National Achievement Scholarship competitions.

- Dr. Lynn Krebs, director of the Office of Guidance and Career Education, received the Wisconsin Association of Counseling and Development 1995 Administrator Award and Dr. Jim Kroll, guidance director at Rufus King High School, was named winner of the 1995 Wisconsin Association of Counseling and Development Leadership Award.

- Riverside University High School was selected as a member in the Coalition of Essential Schools.

- Brandon R. Gladney, a student at Milwaukee Trade and Technical High School, was named a United States National Award winner in science by the United States Achievement Academy.

- Malcolm X Academy students won top honors in the Channel 10/36 Black Nouveau "Know Your History Quiz."

- Brooke Huff, Vincent High School student, was named the Wisconsin Indian Student of the Year.

* * * * *

Separate consideration having been requested of items 4, 5, 10 and 11, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, Johnson, O'Neil, Sinicki, Small and President Fisher—7.

Noes—None.

Temporarily absent—Directors Gardner and Todd—2.

Item 4, relating the a charter contract for Downtown Montessori School, having been set aside for separate consideration, Director Bills moved that the Board direct the administration to continue contract negotiations regarding a charter school contract for the 1997-98 school year, contingent upon being a not-for-profit organization and the transfer of assets from the for-profit to the not-for-profit organization occurs.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki, Small and President Fisher—5.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Item 5, relating to a request for a charter school contract from HR Academy, having been set aside for separate consideration, Director Bills moved to direct the administration to consider a charter school proposal from HR Academy and the recommendation be brought forward with others for the 1997-98 school year.

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

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Director Gardner moved to adopt the Committee’s recommendation.

The Committee's recommendation was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—Directors Bills, Sinicki and Small—3.

Temporarily absent—Director Johnson—1.

Item 10, relating to a resolution on high school admissions policies, having been set aside for separate consideration, Director Bills moved to lay the item on the table.

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

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Director Bills moved to substitute her resolution on 95% attendance and behavior for the resolution on high school admissions policies.

After discussion, and there being no objection, Director Bills withdrew her motion.

Director Bills moved to direct the administration to draft a policy on 95% attendance for all children in all schools for the 1997-98 school year, to be brought to the Board in August for public hearing.

The motion failed of adoption, the vote being the same as that preceding:

Ayes—4; Noes—5.

Director Gardner moved to adopt the Committee's recommendation.

Director Small moved to refer the matter back to Committee for public hearing.

The motion to refer failed of adoption, the vote being the same as that preceding:

Ayes—4; Noes—5.

The question being on adoption of the Committee's recommendation, it was adopted, the vote being as follows:

Ayes— Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes— Directors Bills, Johnson, Sinicki and Small—4.

Item 11, relating to a resolution to adopt an annual timetable for charter schools, having bee set aside for separate consideration, Director Bills moved to adopt the Committee's recommendation.

The Committee’s recommendation was adopted, the vote being as follows:

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

Noes—None.

REPORT OF THE ACCOUNTABILITY/AUDIT COMMITTEE

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) Acceptance of the Partnership School Financial and Compliance Reviews

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 (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 seven 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 have been attached to the minutes of your committee's meeting of June 12, 1996. 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 recommendations

Your Committee recommends:

1. That the Board accept the summary of partnership school financial and compliance reviews.

2. That the Board direct administration to work with the partnership schools to resolve each of the exceptions identified in the summary report and in the individual partnership school financial and compliance reports. Once resolved, reports should be prepared and submitted to the Office of Board Governance - Audit Services summarizing the actions taken to resolve the exceptions.

* * * * *

(Item 2) Action on a Request to Approve Partnership School Contract Options

Administration's Analysis

1. On June 28, 1995, the MPS Board of School Directors gave approval to 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. Four schools were awarded one year contracts and sixteen schools were

given two year contracts. Contract terms for some of these schools were tentatively extended by the Board on December 13, 1995, subject to end of the year data. Contracts with 12 partnership schools were extended by one year while contract terms for 8 schools were unchanged.

2. The Board's action granting tentative approval of extension of contracts contingent on additional year end information, permitted the implementation of other recommendations made in the audit review. The audit report recommended that the administration submit preliminary recommendations for partnership school contracts for the upcoming year earlier than June, and at the June meeting present the final recommendations for approval. Earlier preliminary approval of the Board's intent to enter into partnership school agreements would provide more time to gather information needed for final contract approval.

3. The audit recommended that the information supporting partnership school contract recommendations should be in a succinct format, including comparisons between schools, plans for renewal of multi-year contracts, quantitative and qualitative measures, progress for multiple years, information on how seats are being used, and additional measures of academic achievement for middle and high school programs.

4. In accordance with the audit recommendations and the modifications approved by the Board of School Directors in June, 1995, the Division of Research and Assessment instituted a staggered cycle for qualitative evaluation of alternative and partnership schools. The evaluation cycle ensures that each school will undergo a qualitative evaluation at least every two years. This year qualitative evaluations were done of schools in their first year, schools with qualitative ratings from the previous year of "mixed/needs improvement", or "correction required" and schools in their final contract year.

5. Qualitative Evaluation

To obtain information on the quality of educational services provided to students enrolled in the partnership schools, the Division of Research and Assessment replicated the procedures used last year by the Academy for Educational Development (AED). A qualitative study of nine alternative and partnership schools was conducted by a multi-ethnic group of internal and external evaluators trained in qualitative evaluation techniques and in the specific procedures followed by AED. Each school was visited on three occasions for an extended set of observations and interviews with administrators and teachers. Two 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.

6. Quantitative Data

In addition to qualitative data, student outcome information associated with accountability standards for partnership schools was collected for the 1994-95 school year and the fall semester of the 1995-96 school year. Data on each measure was 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
- the percent of students showing gains in basic skills.

7. In 1994-95 it was necessary to give quantitative data less weight than qualitative because the data sets were incomplete. Progress has been made in developing a reliable and complete data base on students attending partnership schools, with new academic variables added at the direction of the Board. Because of this progress, the administration has given equal weight to the quantitative and qualitative data.

8. Allocation of Seats

The quantitative data for 1994-95 and the first semester of 1995-96 are presented in Attachment 1. In Attachment 2 the qualitative ratings for the schools evaluated each year are provided together with recommendations for contract term.

9. In addition to using the qualitative and quantitative evaluation results to help arrive at the administration's recommendation for contract renewal, these measures were also employed to determine which schools would be recommended for additional seats. An expansion of seats is being recommended for the highest performing schools with a demand for seats. High performing partnership schools are those schools receiving a rating of excellent in both qualitative measures and a high overall ranking in multiple quantitative measures over a three semester period. School demand is demonstrated by the school's ease in filling its seats, the school's request for additional seats, and the number of students on the school's waiting list.

10. Attachment 3 displays the administration's recommendations for contract renewal and seat allocation. The contract costs listed are based on a per pupil rate of $5,906 for High School and Middle school and $4,272 for elementary programs.

11. The allocation of seats in attachment 3 represents an increase of 300 seats over FY96, including:
- 30 new seats each at Learning Enterprise of Wisconsin and Seeds of Health funded by a Learnfare grant obtained by MPS, pending financing by the State Department of Health and Social Services, to support school to work programs for school age parents;
- 50 new seats at Seeds of Health based on Board action in the FY97 budget process;
- a total of 125 seats at Career Youth Development and Lad Lake awarded through the previous Request For Proposals process to replace the seats resulting from the closing of Lapham Park.

12. Three lower performing agencies are recommended for non-renewal, with these seats reallocated to higher performing agencies. Reallocation of seats is based on quantitative and qualitative evaluation results under a three semester period, and seat demand.

13. Staggered Seats for Behavior Reassignment

The audit of also recommended that the current method of paying for partnership school seats should be revised to assure that partnership school resources are being used effectively. The programs that have not filled all the seats for which MPS has paid is most prevalent in behavioral reassignment programs. These are programs where students are removed from their regular school and assigned to an alternative program by the Division of Parent and Student services. The administration is recommending a staggered purchase of seats for behavioral reassignment programs. Under this arrangement 80% of the seats will be purchased for the full year, twenty percent of the remaining seats under the contract will be purchased for the second semester. This approach will enable MPS to add additional seats at a time when the seats are needed and maximizes the benefits for the cost.

14. Funding of Seats

Final information about federal and state revenues for partnership seats is not yet available. The administration proposes to reallocate remaining FY96 Funds in Department of Educational Services as needed to cover losses in state and federal revenues and the added cost of contracting out seats with the closing of Lapham Park. With Board approval, funds would be carried over for the purpose of funding seats in FY97.

Strategic Plan Compatibility Statement

15. The recommendations support the Board's goals associated of achievement and equity.

Statute, Board Policy or Rule Statement

16. The contract renewal recommendations adhere to the provisions established by: Wisconsin Statute 118.153 Children at Risk; Board standards for contracting with Partnership Schools (February 1992); Board Governance recommendations for contracting with Partnership Schools. (Review of the Divisions of Alternative Programs Management of the Partnership School Contracts Audit 505, May 1995); and Board procedures for approval of extension of 1995-96 Partnership School Alternative Program contracts.

Fiscal Impact Statement

17. The cost of renewing contracts for the 1996-97 school year is shown below.

Committee Recommendation

Your Committee recommends:

1. That the Board reaffirm and make final its December 15, 1995, preliminary action to renew contracts to the partnership schools identified below:

1996-97 Recommendations for Allocation of Partnership Seats and Corresponding Costs

Grade Levels Served	Applicant Partnership Schools	Contract Seats 95-96	Proposed Seats for 96-97 Sem. 1 & 2	96-97 Sem. 2	96-97 Contract Cost	Proposed Contract Term from 6/30/96
Assignment Programs						
9-12	CYD-Sch. of Excellence	70	60	20	$413,420	1 Yr. Contract
6-12	Lad Lake-Synergy	60	50	20	354,360	2 Yr. Contract
Established Programs						
9-12	AIC-Spotted Eagle	55	75		$442,950	2 Yr. Contract
9-12	Aurora Weier	65	65		383,890	2 Yr. Contract
9-12	CFSS-Loyola Academy	70	90		531,540	2 Yr. Contract
9-12	Cornerstone	80	90		531,540	2 Yr. Contract
5-7	Fritsche-LEAP	60	60		314,460	2 Yr. Contract
6-8	HR Academy	60	60		354,360	1 Yr. Contract
9-12	Learning Enterprise	80	125		738,250	2 Yr. Contract
9-12	Milwaukee Spectrum	80	80		472,480	1 Yr. Contract
9-12	NOVA High School	40	55		324,830	2 Yr. Contract
6-8	NOVA Middle School	35	45		265,770	2 Yr. Contract
9-12	Seeds of Health-Grand	125	125		738,250	2 Yr. Contract
9-12	Alt.	95	100		590,600	2 Yr. Contract
5-8	Shalom	20	40		236,240	2 Yr. Contract
6-8	St. Francis Children's Ctr.	40	40		236,240	1 Yr. Contract
4-6	UCC Middle School	60	120		515,160	2 Yr. Contract
6-8	UCC-Bruce Guadalupe Walker-SWELL	40	40		209,640	2 Yr. Contract
New Programs						
9-12	Seeds of Health-STW		30		$146,670	1 Yr. Contract
9-12	Learning Enterprise-STW		30		146,670	1 Yr. Contract
9-12	Seeds of Health		50		295,300	1 Yr. Contract
9-12	CYD-Lapham Park		50	20	354,360	1 Yr. Contract
6-8	Lad Lake-Lapham Park		55	20	383,890	1 Yr. Contract
		1,135	**1,535**	**80**	**$8,980,870**	

2. That the administration provide the Board with the following additional information regarding schools not recommended for funding:

a. Benchmark seat use and quantitative performance data for the full 1995-96 academic year;
b. Comparison of prior student performance with 1995-96 student performance; and
c. Disaggregated data for adjudicated and non-adjudicated students.

3. That the administration provide the Board with the salaries of all directors and all teachers, both those recommended for funding and those not recommended for funding.

* * * * *

(Item 3) Action on a Revision of the MPS Accountability Plan

Administration's Analysis

1. The MPS Accountability Plan was implemented in the 1993-94 school year to support Board Goal #1 *Academic Achievement*, and Board Goal #2, *Equity*. The intent of the plan is to provide all schools

with indicators of success that could be used for future planning, as well as to identify and support schools in need of improvement.

2. A number of concerns were raised regarding the accountability process, including the disparity in the number of items between levels (elementary schools currently have five measures, high schools have nine, and K-8 top schools have ten) as well as problems with the technical implementation of some of the measures.

3. Throughout the 1994-95 school year, meetings were held with representative principals to discuss possible improvements to the MPS accountability process. A report submitted to the Board in June, 1995, included some recommendations for improving the accountability process, but left a number of concerns unresolved. The report was referred back to the administration.

4. In January 1996, the administration solicited proposals from qualified agencies to assist the district in developing a comprehensive accountability plan. The Center for Performance Assessment, Denver, Colorado, was given the contract for this task. The key consultant is Dr. Douglas Reeves.

5. In March, 1996, an Accountability Task Force was formed by the Superintendent, comprised of principals, parents, teachers, business/community representatives, and administrators. A list of members is included in the Task Force report. The Accountability Task Force met with Dr. Reeves on March 19, May 6, and May 17, 1996, to work on the revision of the accountability system.

6. There are four principles guiding the development of the accountability system:
   a. The comprehensive accountability plan must build on work already accomplished by task forces and groups within MPS.
   b. The accountability measures must reflect the MPS commitment to equity.
   c. Accountability measures must be directly linked to educational strategies -- the *K-12 Teaching and Learning Principles and Goals* and *School to Work*.
   d. The accountability system must itself be accountable.

7. A draft document was developed and sent to all principals on March 21, 1996, with a request to provide suggestions and comments to the consultant, Dr. Reeves. Many comments and suggestions were received. In addition, a group of principals met on April 23, 1996, and all principals discussed the draft report at their monthly meeting on May 2, 1996. The report was updated to reflect the input received.

8. The key features of the revised accountability system include:
   - adjustments in the numbers of measures for comparability at elementary, middle, and high school levels.
   - a three-tier system of measures: system wide measures, school-based measures, and a qualitative narrative report.
   - the addition of school-based measures to the system wide measures.
   - a menu for selecting the school-based measures, approved by the Accountability Task Force.
   - a process to reflect a range of performance for each measure, rather than a "satisfactory/unsatisfactory" system.
   - a focus on technology for student-based records to allow the district and schools to track the progress of individual students and to hold schools accountable for students actually in those schools.
   - improvements in communications with the district's stakeholders through revised "labels" and narrative reports.

9. The recommended system-wide accountability measures are as follows:

Elementary School Measures
Grade 3 Reading - percent of students above the state standard.
Grade 5 Writing - percent of students whose two ratings totaled 6 or more.
Grade 5 Math - percent of students at or above national 50 percentile.
Attendance - rate based on monthly attendance reports.

WSAS 4th Grade Language - Average national percentile rank.
Science Achievement - percent of students demonstrating proficiency on science performance tasks.

Middle School Measures
Grade 7 Writing - percent of students whose two ratings totaled 6 or more.
WSAS Reading - Average national percentile rank.
WSAS Math - Average national percentile rank.
Attendance - rate based on monthly attendance reports.
90% Attendance GPA - based on mark period grades for students with 90% attendance.
Science Achievement - percent of students demonstrating proficiency on science performance tasks.

High School Measures:
WSAS - Average national percentile rank.
Writing Proficiency Exams - percent of students demonstrating proficiency.
High School Algebra - percent of students successfully completing an algebra class by end of 9th grade.
Science Proficiency Assessments - percent of students demonstrating proficiency on science performance tasks.
90% Attendance GPA - based on mark period grades for students with 90% attendance.
Math Proficiency Assessments - percent of students demonstrating proficiency based on MPS assessments required for graduation.

10. The MPS Accountability Plan will ultimately be a more comprehensive plan than is described in this report, including central services as well as schools.

11. The report being submitted to the Board at the meeting of the Accountability/Audit Committee on June 12, 1996, includes final recommendations regarding the three-tier structure of the accountability process although the menu of school-based measures remains tentative. The administration recommends the following timeline for implementing the revised accountability system, including completion of the school-based menu and relating the accountability system to the school educational plans.

Timeline:

July, 1996	A scheduled work group will complete a draft of the benchmarks for grades K, 2, 4, 6, 8 and 10 for the four graduation requirements.
August, 1996	A work group will be convened to make connections between the benchmarks and the tentatively proposed school based measures. Both sets of measures will be examined for comparable rigor.
Summer, 1996	Inservice will be offered to principals.
September, 1996	Schools will receive an updated list of school-based measures for their use.
Sept.-Oct., 1996	In order to ensure congruence between the schools' educational plans and the accountability system, a comprehensive review of school educational plans will be undertaken, so that information related to school-based measures can be synthesized and shared throughout the district. Assistance will be provided for schools, by the consultant and by staff members, as schools continue to refine their educational plans to include the accountability measures. Work will begin with central services departments to develop an accountability plan connected with goal setting and evaluation and correlated with the school process for developing educational plans.

October, 1996	Schools will submit their final "educational plan," showing the relationship between their action plans and the accountability measures. All schools will use the recommended system wide measures, but will have the option of selecting the school-based measures from the menu or from their own plans. The selected measures will be used for accountability during the 1996-97 school year.
April, 1997	The Accountability Task Force will reach closure on the school-based menu items, which will now include additional ideas gathered from the educational plans and have the benefit of further development on the benchmarks. Schools will no longer be able to choose items which are not on the menu.
April, 1997	Schools will update educational plans for 1997-98.

Strategic Plan Compatibility Statement

12. The MPS Accountability Plan supports Board Goal #1 *Academic Achievement*, and Board Goal #2, *Equity*.

Statute, Board Policy or Rule Statement

13. This action adheres to the policies of the Board of School Directors, in particular, Section I-Instruction, Section J-Students, and Section K-School-Community Relations.

14. If the Board so directs, the administration will seek a waiver from Wis. Statutes s.115.45 and s.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. The procedure for obtaining a waiver requires a public hearing.

Fiscal Impact Statement

15. There is no fiscal impact as a result of the revisions in the Accountability Plan. However, it should be recognized that staff time will be required to implement the approved revisions.

Implementation and Assessment Plan

16. Assistance will be provided for schools during the fall semester, individually and in small groups, by the consultant and by staff members, as schools continue to refine their educational plans to include the accountability measures.

17. A process will be implemented during the second semester to provide schools with guidance and support in reporting out their data on the school-based measures and on developing the qualitative narrative.

18. The revised accountability system will be reflected in the accountability reports for the 1996-97 school year.

Committee Recommendations

Your Committee reports having given public hearing regarding a waiver of Wis. Statutes s.115.45 and s.118.153 of the Wisconsin Administrative Code and "Improving America's Schools Act," Title XIV, Part D, Section 14401.

Your Committee recommends:

1. That the Board approve the revised MPS Accountability Plan as described in the report, with the menu of school-based items to be finalized by April, 1997, with the understanding that it is evolving and that a report will come back to the Board within six months.

2. That the Board direct the administration to request a waiver from the statutory evaluation requirements for programs such as Title I, P5, and at-risk programs.

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(Item 4) Action on Resolution 9697R-018 by Directors Braun, Fisher, Gardner and O'Neil Regarding Public Reporting of Data Regarding Choice within MPS

Resolution

At its meeting on May 29, 1996, the following resolution was introduced by Directors Braun, Fisher, Gardner and O'Neil:

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to providing every student and parent within the City of Milwaukee with first choice selection within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors during 1995-1996 opened seven innovative schools; authorized two additional innovative schools for the 1996-1997 school year; entered into negotiations for the District's first charter school; reconstituted ten schools; and made plans to expand over-subscribed programs during 1996-1997 for Montessori, language arts, and college-bound programs; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to making public the results of these efforts, and to pursuing more such efforts with all deliberate speed; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to racial and gender justice and exceptional education inclusion within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to using annual data regarding application, acceptance, and enrollment at all schools to promote racial integration and equity, and exceptional education inclusion; now, therefore, be it

RESOLVED, That application, acceptance, and enrollment results for each MPS school, including all partnership, alternative, charter, and contracted schools and educational facilities; including the number, race, and gender of all students applying to each school; the number, race, and gender of students who were admitted to each school; the number, race, and gender of students admitted by first, second, and third choice; the number, race, and gender of students subsequently assigned to each school; and be it

FURTHER RESOLVED, That all data will be delivered to each MPS school, including all partnership, alternative, charter, and contracted schools and educational facilities; and to all Milwaukee County Federated Library System libraries, with instructions to make the reports available to all people who wish to see them, no later than August 20 of each year; and be it

FURTHER RESOLVED, That this resolution will not continue beyond June 30, 1999, unless extended by Board action.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

* * * * *

(Item 5) Acceptance of the Performance Audit Report on September 15, 1995, and January 12, 1996, Integration Transfer Program Student Membership

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 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.

3. Deloitte and Touche has completed the 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. They have been attached to the minutes of your committee's meeting of June 12, 1996.

4. Representatives of Deloitte and Touche are available to provide the Committee with a formal presentation and answer any questions from Board members.

Committee Recommendation

Your Committee recommends that the Board accept the Deloitte and Touche audit report: Performance Audit Report on September 15, 1995, and January 12, 1996, Integration Transfer Program Student Membership.

* * * * *

(Item 6) Report on the Proposed Annual Plan of Audits for 1996-97

Background

Annually, the Board of School Directors by Audit Committee recommendation 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 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. Theses 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.

Included with the draft plan is a table summarizing resources available for the proposed audit projects. The resources required to complete these proposed audit projects exceeds available resources. Last year, the Audit Committee received the draft plan in June, and held a meeting in July to select which proposed projects would be included in FY97 Annual Plan of Audits.

The draft plan is presented to the Audit Committee for review and input and for consideration during the Board's Strategic Planning Sessions in June and July. It has been attached to the minutes of your committee's meeting of June 12, 1996. A revised draft will be presented for final review and approval at the July Board meeting.

* * * * *

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

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

Noes—None.

Temporarily absent—Director Johnson—1.

Item 2, relating to partnership school contracts, having been set aside for separate consideration, Director Bills moved to adopt the Committee's recommendation, with the

addition of a one year contract for Silver Spring Academy and a one year contract for Assata, with the extension of those contracts based on successful evaluations.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORT OF THE LEGISLATION, RULES AND POLICIES COMMITTEE

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) Adoption of Policy Revisions Regarding Board Policy 9.22: School Fund-raising Activities

Administration's Analysis

1. At its meeting on May 29, 1995 (Proc. pp. 40-41), The Board referred proposed modifications to Board Policy 9.22 School Fund-Raising Activities back to the administration to review further.

2. This review has now been completed, in conjunction with the City Attorney, and is now being presented for Board approval.

3. It should be noted that:
   - Language pertaining to gift certificates has been moved to Policy KH - Gift Certificates.
   - Language previously found in Policy IGDG - Use of School Funds has been moved to Policy IGDF - School Fund-Raising Activities.
   - Some minor editing has been done to update numbers on forms that are used during fund-raising to clarify statement, etc.
   - Language has been added pertaining to the solicitation of vendors.

4. Guidelines for fund-raising are included not only in the policy and procedures for Board Policy 9.22, *School Fund-Raising Activities*, but also in Guideposts and in the MPS Accounting Manual. The administration plans to involve parents, community, and school staff in further refining and consolidating the guidelines from these various documents, so that they will be more easily understood by all concerned.

Committee Recommendation

Your committee recommends that the Board approve the following language changes as presented in the revised fund-raising policy and direct the administration to continue further development and consolidation of the guidelines for fund-raising:

Policy 9.22
SCHOOL FUND-RAISING ACTIVITIES

General: Student/Parent/Staff Participation, Restrictions
Funds are raised for schools through fund raisers conducted by school staff and fund raisers conducted by parent organizations. In addition, schools also participate in approved events for the benefit of charitable organizations.

Fund-raising efforts will be permitted only by those recognized parent or student organizations and staff members whose purpose is to raise moneys for the benefit of the Milwaukee Public school system. Fund-raising activities must always be done in the best interest of the students.

Students' participation shall be on a voluntary basis with parental permission. Students participating in sponsored fund-raising activities are not to be involved in door-to-door sales.

Use of class time shall be limited to announcements to inform students of the fund-raising activity and their options to voluntarily become involved. Fund-raising activities are not to be conducted during regular school hours, nor shall the activities impinge on student or staff time during the regular school instructional day.

Sales incentives can be accepted by the school as part of the revenue from a fund raising activity. Individual staff members, students, or members of their families shall not receive sales incentives such as money, gifts or merchandise from vendors or the school for their participation or sales efforts during a school fund-raising activity. Individuals failing to comply will be subject to forfeiture of not more than $200 for each offense as provided by state law.

No staff member shall engage in the sale of merchandise for fund raising purposes which is prohibited by local, state or federal laws. All vendors for fund raising companies shall agree to abide by Board policies and administrative guidelines relating to fund raising in order to participate in any school fund raising activity. Vendors may only discuss fund raising products with staff members after receiving permission from the principal. Faculty advisors of school-related fund raising activities are prohibited from entering into private contracts with a vendor. Only the school principal is authorized to sign contracts for fund raising merchandise.

Because the Board may be exposed to potential liability when it sanctions or is involved in the sale of coupon books (e.g., Entertainment Book, Gold C Book), an indemnification agreement must be obtained prior to signing any contracts.

No employee of the Milwaukee Public Schools or any school or parent organization shall actively solicit on behalf of the Milwaukee Public Schools or any individual school, donations of money, goods, or services from any vendor as a condition of doing business with the district.

LEGAL REF.: 1985 Wisconsin Act 214
CROSS REF.: Policy 4.08, Student Activity Funds Management

Use of School Property for School Fund-Raising

School facilities may not be used for fund raising not related to school activities or for events sponsored by non-school related groups except when the proceeds are used for charitable, educational, and civic purposes.

No more than two entertainments in any school year shall be given by any school other than high schools for the purpose of raising funds. Recognized parent organizations may be permitted to hold an entertainment or other fund raising activity in the school once a year, and to make such admission or other charges as they may determine.

Prior to the giving of any entertainment for fund-raising purposes, the faculty advisor or sponsor shall request a permit for the use of the building, which request is to be approved by the building principal. The request shall include a statement setting forth the nature of the entertainment to be held, the date and time of the entertainment, the price of admission to be charged, and the purposes for which the funds realized are to be expended.

Within one week after any activity for which admission is charged or concessions are sold, the faculty advisor or sponsor shall file with the principal a statement showing the receipts and disbursements connected therewith. All financial records relating to fund-raising activities must be retained for a period of five years for audit purposes. The Board reserves the authority to examine the records of all fund raising groups.

The funds derived from such entertainment shall be used for no other purposes than those approved in advance by the building principal.

Parent organizations must:

- be registered and approved by the school's principal.
- use the school's name within their own name.
- usually conduct meetings in the schools.
- meet and conduct business with the cooperation and assistance of the principal.
- be dedicated to the welfare of the general student body or to a specific group of students within the student body.
- have open membership and open meetings on a regular basis.
- not be sectarian, religious or political in nature.

Because the school system does not wish to encourage gambling or games of chance, parent groups are strongly discouraged from using bingo games or raffles as money raising activities. In the event that parent groups wish to proceed with the use of bingo games or raffles, the following rules shall apply:

- school buildings may not be used in any way.
- students may not be involved in any way.
- a permit must be obtained from the State of Wisconsin.

Use of School Funds

All revenues from school fund raising must be disbursed for the purpose for which they were intended and in accordance with established procedures. Funds unexpended or remaining due to unforeseen circumstances are to be kept as part of an appropriate school account.

Funds remaining after payment of fund raising expenses conducted by parent organizations must be used for the direct benefit of the parent organization and/or the Milwaukee Public School System.

Funds derived by a student organization/activity/club shall be so expended as to be of direct benefit to the members of that organization/activity/club or the entire student body. The basic purpose of such funds is to promote the general welfare and morale of the students and to benefit them as a whole.

CROSS REFS.: Policy 6.02 - Community Use of School Facilities

* * * * *

(Item 2) Action on Resolution 9697R-001 by Director Braun to Amend Board Rules 1.15 (4) and 2.04 to Eliminate Verbatim Transcripts of Board and Committee Meetings and Replace Them with Audio Recordings

Resolution

At its meeting on April 29, 1996, the Board referred the following resolution, which was introduced by Director Braun, to the Legislation, Rules and Policies Committee.

WHEREAS, Board Rule 1.15 (4) on Board Proceedings, requires that "verbatim transcripts shall be made of each regular and special meeting of the Board;" and

WHEREAS, Board Rule 2.04 on Meeting Minutes of Committees, requires that "minutes of each meeting shall be kept," and that such public records are available for public inspection; and

WHEREAS, A survey of other local governments and school districts in the area, including the City of Milwaukee and Milwaukee County, revealed that no local taxing unit employs the use of court reporters to prepare written verbatim transcripts of regular and special and committee meetings of the legislative body; and

WHEREAS, The majority of other local taxing units provide and make available for public inspection, audio tapes of regular and special meetings of the legislative body, in addition to the written action of basic actions and votes of the meetings; and

WHEREAS, Although a survey of Board member use of the current written verbatims revealed a majority favored their continuation, cost savings and more effective use of staff time can be achieved by converting to the less expensive audio tape system; now therefore be it

RESOLVED, That Board Rule 1.15 (4) be amended to read, "Audio recordings shall be made of each regular and special meetings of the Board. These recordings shall be kept by the Office of Board Governance and copies made available upon request to interested public at cost. Such tapes shall be kept by the Office of Board Governance for six years;" and be it

FURTHER RESOLVED, That Board Rule 2.04 be amended to read "Audio recordings shall be made of each Board committee meeting. These recordings shall be kept by the Office of Board Governance and copies made available upon request to interested public at cost. Such tapes shall be kept by the Office of Board Governance for six years;" and be it

FURTHER RESOLVED, While the effect of this resolution terminates the use of court reporters for regular and special Board meetings and committee meetings, that the use of court reporters and formal written transcripts, if needed, be continued for disciplinary and expulsion hearings.

Current Board rules

1.15 Board Proceedings.

(4) Verbatim transcripts shall be made of each regular and special meeting of the Board. These shall be bound and kept in the office of board governance. The notes of the reporter shall also be kept in the office of board governance for a period of six years.

2.04 Meeting Minutes.

(1) Minutes of each meeting shall be kept. Such minutes, which do not constitute official actions by the Board, are nevertheless public records and are available for inspection or sale in the office of board governance during regular office hours. The price of these minutes shall be fixed by the director of board governance with the expense of duplication being given primary consideration. All such minutes sold must contain the statement that they are minutes only and do not constitute official actions by the Board.

(2) Reporter or clerk notes of the Board and committee meetings shall be kept in the custody of the director of board governance for a period of six years.

Analysis by the Office of Board Governance

The Office of Board Governance has recently completed a review of alternatives to verbatim minutes. A copy of the analysis has been attached to the minutes of your committee's meeting of June 17, 1996.

Committee Recommendation

Your committee recommends that the use of a reporter be continued, but that the reporter produce the transcript as a computer file, eliminating the printing costs, with concurrent operation of the current system for 3 months.

* * * * *

(Item 3) Resolution 9697R-020 by Directors Braun, Fisher, Gardner and O'Neil to Amend Board Rule 2.07 to Rename the Strategic Planning and Budget Committee

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun; Fisher; Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, Strategic planning necessarily extends beyond single years, and

WHEREAS, Many aspects of strategic planning include financial considerations that extend beyond the annual budget cycle, including major capital improvements, changes in educational programs; multi-year leases, program development, and policy change; now, therefore, be it

RESOLVED, That the Strategic Planning and Budget Committee be renamed the Strategic Planning, Finance, and Budget Committee.

Current Board rule

2.07 Powers and Duties.

(1) The committee on strategic planning and budget shall consider and make recommendations to the Board on all matters pertaining to budget development. The committee shall consider the school operations, food services, categorical aids, extension, and construction fund budgets as prepared by the superintendent and shall make recommendations to the Board with respect thereto. Copies of the proposed budgets shall be furnished to each Board member before the Board's statutory public hearing on the proposed budgets.

(2) Pursuant to the provisions of section 119.16 (8) of the Wisconsin Statutes, the Board shall each year at a time fixed by it, which shall be at least five days before making its annual budget report to the common council on or before the first Monday in August of each year hold a public hearing on the proposed school budgets for the next fiscal year.

(3) The committee shall be responsible for the development of a strategic planning process and plans.

Committee Recommendation

Your committee recommends that the Board adopt the resolution.

* * * * *

(Item 4) Resolution 9697R-023 by Directors Braun, Fisher, Gardner and O'Neil to Amend Board Rule 1.18: Legal Representation

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun, Fisher, Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation; and

WHEREAS, The Board now has one year's experience operating under the revised rules adopted for, and amended during, the 1995-1996 Board calendar; and

WHEREAS, The Rule 1.18 of the Milwaukee Board of School Directors does not accurately or completely reflect current practice of the MPS Board or the City Attorney, now, therefore, be it

RESOLVED, That Board Rule 1.18, paragraph (2) (a) be amended as follows:

All Board members. A copy of each request and response from the city attorney shall be provided to the director of board governance, who shall share the request and response with all Board members, except where such requests and responses may be protected as confidential opinions requested by, and submitted to, Board members; or protected as matters discussed in closed session of the Board.

Current Board rule

1.18 Legal Representation.

(1) The city attorney of Milwaukee shall be the legal advisor of and attorney for the Board, except that the Board may retain an attorney to represent the Board in any matter if the Board determines that it

requires

specialized legal expertise not possessed by the city attorney, the city attorney does not have sufficient staff to adequately represent the interests of the Board, or a conflict of interest exists. The Board shall provide the city attorney with reasonable notice of any Board meeting at which the Board will consider retention of an attorney.

2) It shall be the duty of counsel to provide opinions on specific legal problems presented to him/her by the following persons;

(a) President of the Board or designee on the Board.

(b) The superintendent of schools and such members of his/her staff as he/she may designate. A copy of each request and response from the city attorney shall be provided the superintendent.

(c) The director of board governance and such members of his/her staff as he/she may designate. A copy of each request and response shall be provided the director of board governance.

Committee Recommendation

Your committee recommends that the Board adopt the resolution.

* * * * *

(Item 5) Action on Resolution 9697R-025 by Director Braun to Amend Board Rule 2.10 Regarding the Power and Duties of the Innovation/School Reform Committee

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun, Fisher, Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, There is need to clarify the charge of the Innovation/School Reform Committee; now, therefore, be it

RESOLVED, That Board Rule 2.10 be amended as follows:

2.10 Powers and Duties. (1) The Committee on innovation/school reform shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards. The committee shall serve as the primary vehicle for discussing <u>existing</u> programs, initiatives, reforms and other subjects needing public input.

(2) The committee shall consider <u>and make recommendations to the Board</u> on instructional reform issues and plans; charter school and partnership 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; non-routine, futuristic instruction items; decentralization initiatives; and policy modification and development in the area of its focus.

Current Board rule

2.10 Powers and Duties.

(1) The committee on innovation/school reform shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards. The committee shall serve as the primary vehicle for discussing programs, initiatives, reforms and other subjects needing public input.

(2) The committee shall consider instructional reform issues and plans; charter school and partnership school proposals and contracts; innovative school proposals; proposals and plans for closing/reconstituting schools; graduation standards and benchmarks; K-12 learning goals and curriculum reform; establishment of measurement criteria or standards; non-routine, futuristic instruction items; decentralization initiatives; and policy modification and development in the area of its focus.

Committee Recommendation

Your committee recommends that the Board adopt the resolution.

* * * * *

(Item 6) Resolution 9697R-021 by Directors Braun, Fisher, Gardner and O'Neil to Amend Board Governance Policy 2.01: General Governance Commitment

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun, Fisher, Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, The Milwaukee Public Schools Board of School Directors removed Fiscal Responsibility from its statement of goals for 1996-1997; and

WHEREAS, The Milwaukee Public Schools Board of School Directors did not, by that action, intend to deny, evade, or subvert its responsibility for fiscal responsibility; now, therefore, be it

RESOLVED, That Board Policy BG 2.01 be amended by adding the following paragraph:

In all matters of planning, governance, and accountability, the Board shall recognize its responsibility to the citizens of the City of Milwaukee and the State of Wisconsin to use all funds for the greatest possible effect in fulfilling Board goals of student achievement and equity.

Current Board Governance Policy

GENERAL GOVERNANCE COMMITMENT

On behalf of the people of the City of Milwaukee, the Milwaukee Board of School Directors will govern the Milwaukee Public Schools with a strategic perspective continually improving its process and capability to express values and vision.

Accordingly, the Board shall develop a strategic plan for a specified time period, including a mission statement, goals, objectives, and accountability measures. The Board's strategic plan guides the process for implementing the school district's overall improvement plan for the twenty-first century.

Committee Recommendation

Your committee recommends that the Board adopt the resolution.

* * * * *

(Item 7) Resolution 9697R-022 by Directors Braun, Fisher, Gardner and O'Neil to Amend Board Governance Policy 2.04: Board Member Authority

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun, Fisher, Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation; and

WHEREAS, The Board now has one year's experience operating under the revised rules adopted for, and amended during, the 1995-1996 Board calendar; and

WHEREAS, Some aspects of Board Policy BG 2.04 have proved more confusing than clarifying, now, therefore, be it

RESOLVED, That the Governance Policy BG 2.04 of the Milwaukee Board of School Directors be amended to delete paragraphs four through eight, and remove the number five from the last paragraph, so that the last two paragraphs, numbers three and four, read:

An individual Board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board.

Board members should respect the Board's commitment to work through its chief administrative officers by requesting the desired information about the schools directly from them by referring to them Board members' suggestions for new policies for their professional advice, by refusing to entertain any complaint until after the administration has had an opportunity to fully investigate and report, by refraining from making recommendations with respect to appointment and promotions of employees and by wholeheartedly supporting approved actions of the administration.

Current Board Governance Policy

BOARD MEMBER AUTHORITY (AND DUTIES)

While discharging their responsibilities through official action of the Board as a whole, Board members are considered to be state officers with school district jurisdiction over the execution of the state's school laws.

Although the Board is a quasi-corporation composed of its members, the members, individually or collectively, may exercise their authority over the affairs of the school system only as they vote to take action at a legal meeting of the Board. This is in accordance with numerous court decisions which have stated that even though school boards are continuing bodies, they exist only when in formal session.

An individual Board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board.

The duties and obligations of individual Board members may be enumerated as follows:

1. Board members represent the people of the school district with respect to public school matters. Accordingly, Board members should avoid partisanship based on special interests.

2. Board members shall be expected to make decisions involving the welfare of the community's children based on study and evidence rather than feelings, prejudices, personal opinions, or other similar factors. Such judgments require mutual considerations of varying points of view before final action is taken.

3. Board members should accept the principle of Board unity and the subordination of personal interests by accepting and supporting majority decisions of the Board and identifying themselves with Board policies and actions.

4. Board members should adhere to the "division of labor" principle implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board and delegates administrative responsibilities and the detailed, technical duties of management to its chief executive officers.

5. Board members should respect the Board's commitment to work through its chief administrative officers by requesting desired information about the schools directly from them by referring to them Board members' suggestions for new policies for their professional advice, by refusing to entertain any complaint until after the administration has had an opportunity to fully investigate and report, by refraining from making recommendations with respect to appointment and promotions of employees, and by wholeheartedly supporting approved actions of the administration.

Committee Recommendation

Your committee recommends that the Board adopt the following resolved:

RESOLVED, That the Governance Policy BG 2.04 of the Milwaukee Board of School Directors be amended to delete paragraphs four through eight, and remove the number five from the last paragraph, so that the last two paragraphs, numbers three and four, read:

An individual Board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board.

Board members should respect the Board's commitment to work through its chief administrative officers by requesting the desired information about the schools directly from them by referring to them Board members' suggestions for new policies for their professional advice, by refusing to respond to complaints until after the administration has had an opportunity to fully investigate and report, by refraining from making recommendations with respect to appointment and promotions of employees.

* * * * *

(Item 8) Resolution 9697R-024 by Directors Braun, Fisher, Gardner and O'Neil to Delete Board Governance Policy 2.07: Board Committee Principles

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun, Fisher, Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation, and

WHEREAS, The Board now has one year's experience operating under the revised rules and policies adopted for, and amended during, the 1995-96 Board calendar; and

WHEREAS, Board Policy BG 2.07, Board Committee Principles, repeats information provided elsewhere in Board rules and policies; and is more confusing than clarifying, now, therefore, be it

RESOLVED, That Board Policy BG 2.07, Board Committee Principles, be deleted; and be it

FURTHER RESOLVED, That Board Policy numbers BG 2.08 through BG 2.16 be appropriately renumbered to reflect the deletion of Board Policy BG 2.07.

Current Board Governance Policy

BOARD COMMITTEE PRINCIPLES

Board committees, when used, will be assigned so as to minimally interfere with the wholeness of the Board's job and so as never to interfere with delegation from the Board to the superintendent. Committees will be used sparingly, only when other methods have been deemed inadequate.

1. Board committees are to help the Board do its job, not to help the staff do its jobs. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. Board committees are not to be created by the Board to advise staff.

2. Board committees may not speak or act for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the chief executive.

3. Board committees cannot exercise authority over staff. Because the superintendent and the director of board governance work for the full Board, they will not be required to obtain approval of a Board committee before an executive action. In keeping with the Board's broader focus, Report #1 staff operations.

4. Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee which has helped the Board create policy on some topic will not be used to monitor organizational performance on that same subject.

5. This policy applies only to committees which are formed by Board action, whether or not the committees include non-Board members. It does not apply to committees formed under the authority of the superintendent.

Committee Recommendation

Your committee recommends that the Board adopt the resolution.

* * * * *

Separate consideration was requested of all items in the report.

Item 1, relating to school fund raising policies, having been set aside for separate consideration, Director Sinicki moved to refer the item back to Committee until the language was clarified.

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

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

Noes—None.

Items 2, 3, 4 and 5, inasmuch as they contained amendments to the Board rules, were ordered held over for action at the regular July meeting.

Item 6, relating to an amendment to Board governance policy 2.01, 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 Bills, Braun, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Fisher—9.

Noes—None.

Item 7, relating to an amendment to Board governance policy 2.04, having been set aside for separate consideration, Director Bills moved to lay the item on the table.

The motion to table failed of adoption, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Director Braun moved to adopt the Committee's recommendation.

Director Bills moved to refer the item back to Committee.

The motion to refer failed, the vote the same as that preceding:

Ayes—4; Noes—5.

The question being on adoption of the Committee's recommendation, it was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—Directors Bills, Johnson, Sinicki and Small—4.

Item 8, relating to the deletion of Board Governance policy 2.07, 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, Todd and President Fisher—5.

Noes—Directors Bills, Johnson, Sinicki and Small—4.

REPORT OF THE STRATEGIC PLANNING AND BUDGET COMMITTEE

Director Gardner 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:

STRATEGIC PLANNING AND BUDGET COMMITTEE
REPORT #1

(Item 1) Action on Resolution 9596R-027 by Director Bills to Hold Schools Responsible for Children Reading on Grade Level and Hiring Teachers with Early Childhood Certification

Resolution

At its meeting on May 29, 1996, the following resolution was introduced by Director Bills.

WHEREAS, High standards and expectations are an integral part of the Milwaukee Public Schools reform agenda; and

WHEREAS, Graduation standards cannot be met by a majority of our students if children do not get a solid foundation for learning; and

WHEREAS, The ability to read by the third grade is a necessary underpinning for future achievement; and

WHEREAS, Certification in early childhood provides teachers with the expertise to help our smallest children get off to the best start and prevent many exceptional education referrals; now, therefore, be it

RESOLVED, That all elementary schools will be held accountable for all their children being able to read on grade level by the third grade; and be it

FURTHER RESOLVED, That it will be the policy of the Milwaukee Public Schools to hire only teachers certified in early childhood to teach in kindergarten through the third grade.

Committee Recommendation

Your committee recommends that the resolution be adopted, with the administration to report back in August 1996 with options on how to implement the accountability provision; recommendations for the 1997-98 budget; the number of teachers with an early childhood license and the numbers needed; that the Board work with the Library Board to develop strategies for community-wide reading initiatives; and that the administration bring back information regarding the 1996-97 budget impact if teachers certified in early childhood receive first priority to teach in kindergarten through third grade including information on the number of teachers who have the certification and the number that would be needed.

* * * * *

(Item 2) Action on Resolution 9596R-034 by Directors Bills, Sinicki and Small Regarding Health Screening/Nursing Services at School/Kindergarten Sites

Background

At its meeting on February 28, 1996, the following resolution was introduced by Directors Sinicki, Small and Bills.

WHEREAS, The City of Milwaukee historically provided health nurses in all public schools; and

WHEREAS, The City of Milwaukee no longer provides immunizations or health screening to students in the Milwaukee Public Schools; and

WHEREAS, These health services are necessary if children are to achieve in schools; and

WHEREAS, Schools administer numerous medications to children on a daily basis; and

WHEREAS, School and neighborhood early childhood centers could provide immunizations, screening for lead, asthma, vision and hearing to prevent learning problems which become costly if not treated early; now, therefore be it

RESOLVED, That the administration work with the City Health Department and bring back a plan for health screening and/or nursing services at school and neighborhood kindergarten sites.

Procedural Analysis

1. The MPS **Health Resource Center**, a network of health organizations that collaborate to meet the health needs of MPS students which was formalized on January 8, 1996, has discussed the resolution, along with other issues, including:

- assessing health needs of MPS students
- connecting community health resources and current school services
- delivering culturally appropriate health services
- reviewing policies and procedures for meeting students' health needs
- using HMO's more efficiently to meet students' health needs
- engaging in discussion with the City Health Department regarding roles and responsibilities including funding mechanisms
- implementing a school-community comprehensive health approach

2. The Health Resource Center includes a fifteen-member advisory board and a group of about 30 health-related organizations. It has five committees corresponding to the top priorities or objectives of the Health Resource Center:

a) Assess the students' health needs.

b) Assess the existing available health resources.

c) Develop strategies to meet students' health needs from a multicultural perspective.

d) Develop policies and programs identifying roles and responsibilities in meeting students' health needs.

e) Effective use of Health Maintenance Organizations

3. Other objectives of the Health Resource Center are to facilitate and coordinate access for health care services, promote comprehensive health education, assist individual schools in establishing their own health service delivery within appropriate parameters, assist school-linked organizations, such as family resource centers, in developing the health services component, develop evaluation and research mechanisms, and assist in submitting health related grants.

4. The Advisory Board of the Health Resource Center is as follows:

Sheryl Gotts Chair, MPS	**Bruce Kamradt** Child Adolescent Treatment Center	**Swanita Robinson** North Division H. S.
Ardene Brown Marquette School of Nursing	**Rea Katz** South Div. Wellness Ctr.	**Peggy Rosenzweig** State Senator
Lorena Chicoye Medical College of Wisconsin	**George Hinton** Children's Hospital	**Jamie Scott** WI Division of Health
Peggy Clapp Lady Pitts Principal	**Christy Jefson** MPS Health Ed Teacher	**Carol Thorton** City Health Department
Alberta Darling State Senator	**Patricia McManus** Black Health Coalition	**Jacqueline Ward** Parent
Mark Huber Aurora Health Care	**Francisco Martorell** MPS, Ex Officio Member	**Doug White** DPI Comprehensive Health

5. The HEALTH RESOURCE CENTER membership is as follows:

American Red Cross	Health Education Ctr.	Nurse/ Midwifery Ctr./UOB/ GynAurora
Behavioral Services Health Care	Managed Health Service	Rainbow Community
Aurora Heath Care	Marquette School of Nursing	Sinai Samaritan Medical Ctr.
Black Health Coalition	Medical Society of Milwaukee Co.	Sixteen St. Community Health
Child Adolescent Treatment Ctr.	Milwaukee Adolescent Health Prog.	St. Mary's Hospital
Child Protection Ctr.	M Council on Alcoh./ Drug Abuse	Silver Spring Nursing Ctr.
Children's Hospital	Milwaukee Health Dept	UWM School of Nursing Ctr.
Advancement of Urban Children	MPS Schools	WI Dept. of Public Instruction
Common Ground	MPS Central Services	WI Dept. of Health and S. Services Healthy Women and Infant Pro
NW General Hospital	WI Division of Health	MCH Wisconsin Medical College

Committee Recommendation

Your committee recommends that the resolution be adopted, with the resolved modified as follows:

RESOLVED, that the administration work with the City Health Department, the Health Resource Center, and other health care providers and insurers and bring back a plan for health screening and/or nursing services at schools and neighborhood kindergarten sites in August, 1996, with

recommendations for the 1997-98 budget; and because violence reduction is a priority, violence reduction people should be added to the health resource network, because we have to look at redeploying and refocusing sure of the individual initiatives to be more cost effective and include student management of their own health care.

* * * * *

(Item 3) Action on Resolution by 9596R-011 Director Bills Regarding Implementation of a Student Court

Resolution

At its meeting on July 26, 1995, the following resolution was introduced by Director Bills.

WHEREAS, The challenge for the Board in the next two years is to decentralize the high standards and expectations, accountability, K-12 teaching and learning goals and School-To-Work to all our schools and all our children; and

WHEREAS, With recent state and anticipated federal budget cuts and the end of welfare in 1997, the Board will need to re deploy its funds and energy in order to meet its goals; and

WHEREAS, The Board intends to continue its efforts to provide better linkage with the people of the City of Milwaukee, to promote organizational effectiveness, and to talk about what we value; and

WHEREAS, These ideas were shared with the Board members in a letter from the Board President dated July 7, 1995 (see attachment); now, therefore, be it

RESOLVED, That the Board establish an agenda to educate Milwaukee's children to twenty-first century standards and beyond; and be it

FURTHER RESOLVED, That this agenda include the following:

11) Implement a student government model to include a student court to allow students to practice citizenship and hear and dispose of minor student behavior problems.

Committee Recommendation

Your committee recommends that the resolution be adopted, with administrative guidelines to be developed and brought back to the Board in October 1996 with a projected January, 1997 implementation date.

* * * * *

Separate consideration having been requested of Item 1, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to a resolution to have children reading on grade level, having been set aside for separate consideration, Director Bills moved to adopt the Committee's recommendation, modified as follows, and with the Further Resolved modified as follows:

Your committee recommends that the resolution be adopted, with the administration to report back in ~~August~~ September 1996 with options on how to implement the accountability provision; recommendations

for the 1997-98 budget; the number of teachers with an early childhood license and the numbers needed; that the Board work with the Library Board to develop strategies for community-wide reading initiatives; and that the administration bring back information regarding the 1996-97 budget impact if teachers certified in early childhood receive first priority to teach in kindergarten through third grade including information on the number of teachers who have the certification and the number that would be needed.

FURTHER RESOLVED, That it will be the policy of the Milwaukee Public Schools to give priority in hiring for two years and thereafter to hire only teachers certified in early childhood to teach in kindergarten through the third grade.

The motion was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki, Small and President Fisher—5.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

STRATEGIC PLANNING AND BUDGET COMMITTEE REPORT #2

(Item 1) Action on Recommendations to Develop a 1996-2001 Multi-Year Capital Needs Plan and Begin a Process for Updating the Long-Range Facilities Master Plan

Background

1. On November 4, 1992 (Proc. pp. 345-348), the Board approved the Facilities Master Plan: 1992-2001. This document served as the basis for a referendum held in March, 1993. The referendum was not approved. The document has continued to serve as the basis for capital expenditures utilizing City borrowed funds, district borrowed funds from the State, energy grants, and funds derived from the annual Construction Fund tax levy.

2. In February and December of 1995 the Administration presented updated information to the Board related to facilities needs, issues, and funding strategies.

3. Since 1993 the Administration has annually presented an updated capital plan to the Board during the budget process. The plan, limited in scope, has included annual appropriations from the city of $12 million in 1993, $6 million in 1994, $6 million in 1995, $12.5 million in 1996, and $6 million in 1997 for a total of $42.5 million. $30 million of this amount was for deferred maintenance; $6 million for completing Lincoln Middle School; and $6.5 million for purchasing and renovating the former St. Thomas Aquinas School, reopening Craig, and other expansion projects. In addition, the district borrowed $15 million from the Common School Fund since 1994 to fund ADA compliance projects.

4. Since the failure of the referendum, there have been a number of issues and questions which have been raised by Board members relating to how relevant the current plan is, as well as approval of new programs and policies by the Board which have impacted the plan's content. These issues include:

a. Continued expansion of early childhood programs.
b. Reduced class size initiatives such as SAGE.
c. Continued enrollment increases at all levels.
d. Creation of new and innovative schools.
e. Increased technology needs throughout the district.
f. Potential grade reorganization due to the temporary excess space at the high school level.
g. Replication of successful programs.
h. Long-term maintenance needs due to aging facilities.
i. How to use large physical plants effectively.
j. Extended year programs.
k. Lack of adequate funding.
l. Unfunded mandates.

m. Replication of successful schools.

5. There is a need to move forward on:

   a. A short-range 1996-2001 multi-year capital needs plan that addresses the most immediate needs. This plan is provided under separate cover. Immediate approval of this plan will enable funding discussions with the City to move forward. Projects proposed in this plan will be incorporated into the Facilities Master Plan.

   b. A long-range Facilities Master Plan which addresses such items as class size, grade organization, substandard space, and future technology. Development of this plan will require updating the 1992 Facilities Master Plan and involve the use of consultants. A variety of stakeholders should be involved in reviewing the plan and developing funding strategy.

Committee Recommendations

Your committee recommends:

1. That the 1996-2001 multi-year capital needs plan be approved to permit negotiations for funding from the City of Milwaukee to move forward.

2. That the current facilities standards be reviewed and modified as required with recommendations to be brought to the Board in December, 1996.

3. That the Administration develop a new long-range facilities master plan to be brought to the Board for approval in May, 1997.

* * * * *

(Item 2) Status Report on Block Schools

At its February 14, 1996, meeting the Board passed a resolution to authorize the administration to begin planning and exploring the feasibility of Community Block Schools for the 1996-97 and 1997-98 school years. At the June 5, 1996, School Board Agenda Setting meeting, a request was made to have the administration report on the progress of the Community Block School initiative. The report is being submitted at this time in order to include the actions taken at the June 18, 1996, meeting of the Community Block School Task Group.

A Community Block School is a small school serving between 25-50 students in new or remodeled facilities located close to or on the same block students live. The Community Block School may offer a wide variety of programs and/or services that the parents and students in that community desire. The administration has been working with the City of Milwaukee and various community based organizations to identify potential sites for construction.

Five areas have been identified has potential sites for the 1997-98 school year. They are: Clarke Street School (1), La Causa/Allen Field School (2), Metcalf Park (2), Sherman Park, and 21st Street School. The projected number of FTEs projected for the 1997-98 school year would be 350 FTEs.

Eppstein Keller Uhen Architects have agreed to provide pro bono architectural services for this initiative. Sketches and drawings will be completed over the next two months, and presented to the community groups for their review and comments. Initial estimates place the size of each building at between 3,500 and 5,000 square feet, with a projected construction cost of between $250,000 and $400,000 per site. City of Milwaukee officials have indicated their continued financial support for the construction of these facilities.

The need for child care services to complement the educational program in these sites has become a grave concern for parents in the community. The advent of W-2 legislation has heightened this concern. MPS has been in contact with various day care providers and agencies to explore collaborative efforts in

this area. The administration has also contracted with Mr. Sylvan Leabman to provide an overview of child care issues.

Some major findings of the report are listed below:

- An estimated 29,769 children under the age of six years, and another 24,449 ages 6-12 will need child care arrangements.

- Mobility of populations to be served will be a significant barrier and argues for a coordinated approach to providing day care. Any effort will require strong and directed coordination among MPS, County, SDC, Head Start, W-2 agencies and private sector child care vendors.

- Expansion of early childhood education in MPS must have a day care wrap around program to be successful, and those slots can not be accommodated within existing MPS buildings.

- The delivery of quality care is a "win" from all perspectives, and is an investment well worth the costs and difficulties of coordinating with public entities.

- A single point of responsibility within MPS to identify and resolve child care issues should be developed.

The administration is expecting to bring proposals for Community Block Schools to the Board for approval in October, 1996. Upon Board approval, the administration will forward proposals to the City of Milwaukee for approval in their 1997 fiscal budget.

The projected cost per FTE is $4,000-$4,500. At 300 additional FTEs the estimated cost for FY98 is $1.2-$1.35 million. These figures are estimates. A more precise figure can be developed once the program, location and administration of these schools are determined.

* * * * *

Separate consideration having been requested of Item 1, the balance of the report, being an informational item, was ordered accepted.

With respect to item 1, relating to the capital needs plan, Director Bills moved to add the Milwaukee School of Languages to the plan.

Director Gardner moved to refer the item back to Committee.

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

Ayes—Directors Bills, Gardner, Johnson, O'Neil and President Fisher—5.

Noes—Directors Braun, Sinicki, Small and Todd—4.

Directors Sinicki and Todd left at 10:50 PM.

Vice President Braun in the chair.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented six expulsion reports of the Independent Hearing Panel of the Board of School Directors.

Director Bills moved to accept the reports of the Independent Hearing Panel of May 23; May 29; June 10 at 9:30 AM and 2:00 PM; and June 11, 1996, at 9:30 AM and 2:00 PM

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Sinicki, Small and President pro Tem Braun—5.

Noes—None.

Temporarily absent—Director Johnson and President Fisher—2.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Report in Response to Resolution 9596R-012 by Director Small Regarding Increased Transportation Costs Resulting from Choice Expansion

Background

At its meeting on July 26, 1995, the following resolution was introduced by Director Sandra Small.

WHEREAS, The Governor has signed the State's biennial budget into law; and

WHEREAS, This budget contains provisions for greatly expanding the school choice program, to 7,000 seats for 1995-96 and 15,000 seats in succeeding years; and

WHEREAS, MPS is required by statute to provide transportation service to qualifying private schools and private school students; and

WHEREAS, In addition to the loss of state aid to MPS, the expansion of the school choice program may result in a significant increase in private school transportation costs to MPS; and

WHEREAS, MPS transportation costs have exceeded the budget by a significant amount again this year; and

WHEREAS, The Board may be faced with the decision to raise property taxes or reduce services to public school children in order to pay transportation costs for children enrolled at private schools; now, therefore, be it

RESOLVED, That the administration provide the Board with an analysis of the potential additional costs to the district for transportation resulting from the expansion of the school choice program; and be it

FURTHER RESOLVED, That the administration review the district's transportation policies and procedures to determine whether there are any actions that might be taken to reduce these anticipated costs; and be it

FURTHER RESOLVED, That the administration explore any necessary changes in state law to provide aid or relief from this financial burden; and be it

FURTHER RESOLVED, That the administration explore the feasibility of making this issue a part of any lawsuit filed to challenge the constitutionality of the school choice program.

Response

1. To proceed with implementing the resolution, the administration would examine the number of students currently involved in the Milwaukee Choice Program; determine the number eligible for transportation, and determine if transportation would be necessary if the student went to an MPS school. Based on this data, tentative projections would be provided.

2. The administration could present a report in August, 1996, based on final 1995-96 data. An update could be provided in November 1996 based on preliminary 1996-97 data.

3. The statute governing non-public transportation is WI.SS.121.54. The Board could request the City Attorney's Office to review WI.SS.121.54 for alternatives and/or modifications.

4. Any revision to WI.SS.121.54 could impact a significant part of the community; therefore, public input is suggested.

Director Small moved that the administration review the district's transportation policies and procedures to determine whether there are any actions that might be taken to reduce these anticipated costs.

Director Gardner moved to amend by adding the following language: "That the administration further provide to Board an analysis of the potential additional savings to the district for transportation, capital expenditures and other items resulting from expansion of the school choice program."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Small and President pro Tem Braun—7.

Noes—None.

The question being on adoption of the motion as amended, it was adopted, the vote being the same as that preceding:

Ayes—7; Noes—0.

* * * * *

(Item 2) Annual Adoption of 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 1995-96 because of the increased number of cases, it was necessary to expand the pool of panel members both to assure a better distribution of the work load, and to make sure that it was always possible to obtain a panel within the time constraints required by law. For the 1996-97 school year the administration is again recommending that the panel members be comprised of 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.

Strategic Plan Compatibility Statement

4. 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

5. The proposed resolution regarding the 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 JG: Student Discipline
- Board Policy JGD: Student Suspension
- Board Policy JGE: Student Expulsion
- Parent Student Handbook on Rights, Responsibility and Discipline

Fiscal Impact Statement

6. The cost of processing student expulsion cases is a part of various departmental budgets.

Implementation and Assessment Plan—Educational Services

7. The Independent Hearing Panel may offer educational services to expelled students at a non-MPS site. 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 member explaining the cause of the deviation (See attachments). For the 1995-96 school year these sites were LaVarnway Alternative School for middle school students and Synergy Alternative Program for high school students. The educational programs at the two 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 1996-97 school year:

1. 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 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

2. FURTHER RESOLVED, that the same procedures as were used in 1995-96 be followed when hearing all cases of student expulsions which include the Independent Hearing Panel guidelines for no educational services offered; and be it

3. 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 a partnership school; and be it

4. 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 Bills moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Small and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 3) Action on Recommendations to Establish a Sole Source Supplier Agreement for Energy Management Systems

Administration's Analysis

1. For the last seven (7) years, the Milwaukee Public Schools has been participating in the Institutional Conservation Program (ICP). The ICP is a federal energy grant program which provides matching funds for schools and hospitals to enable them to complete various types of energy conservation programs. One of various types of projects the district has been completing is the installation of energy management systems (EMS). To date a total of 64 school buildings have had EMS controls installed.

2. Since the program was started, the district has been fortunate to have the same system installed in 56 of the 64 buildings completed to date. There are two other manufacturers in the other eight buildings. The number of manufacturers and types of systems must be limited in order for the district to remain proficient in the operation and maintenance of this equipment. In order to solve this problem, the Division of Facilities and Maintenance Services (DFMS) has recommended that the district standardize on a single manufacturer.

3. During the past two years, DFMS evaluated the ten largest EMS manufacturers to determine which one best meets our needs. The evaluation included demonstrations, site visits, discussions with other users, and a formal Request For Proposal (RFP) process. The RFP proposed that MPS become a qualified system supplier and factory authorized repair agency for the controls used in the schools. Direct purchase for components from the manufacturer for stock replenishment and installation would be available. This arrangement would enable MPS to design, engineer, install, service, and perform warranty work and protect the district from artificial price increases.

The RFP was responded to by eight companies. Based upon the analysis of the proposals, three firms were interviewed. The consensus of the review committee was that Landis & Gyr was the best selection.

Strategic Plan Compatibility Statement

4. 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

5. Board authorization is required to authorize sole source contracts/agreements and those contracts in excess of $100,000.

Fiscal Impact Statement

6. There is no immediate fiscal impact, but does create a sole source supplier for all future purchases. In the longer term, approval will protect the district to the greatest degree possible from artificial price increases, permits the best possible prices, provides factory training at no cost, and minimizes service costs.

Implementation and Assessment Plan

7. The agreement will be reviewed annually to insure that the interests of the district are protected. Should conditions warrant a change in the future, opportunities exist to enable this change to be made based on a reasoned rational approach similar to the one used in the selection of this supplier.

Superintendent's recommendation

That the Board approve Landis & Gyr as the sole source provider of energy management systems contingent on satisfactory annual reviews.

Director Small moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Small and President pro Tem Braun—7.

Noes—None.

The Board recessed from 11:12 to 11:20 PM.

Directors Johnson and O'Neil left at 11:17 PM.

* * * * *

(Item 4) Action on a Request to Move Forward on the Sale of Lots in the Sholes and Vincent Subdivisions

Administration's Analysis

1. On June 29, 1994 (Proc. pp. 86-87), the Board approved an Intergovernmental Cooperation Agreement for the Disposition of Surplus Milwaukee Public School Sites. This agreement authorized the City of Milwaukee to market surplus school sites or portions of sites as identified. Included in this agreement were portions of Site #6 and Site #45 which were to be developed for subdivisions and sold as individual lots.

2. The Division of Facilities and Maintenance Services (DFMS) has been actively working with staff from the City of Milwaukee to design, plan, and prepare the lots for sale. At the present time, contracts for all of the infrastructure have been awarded and work is proceeding with completion by September, 1996. In addition, all final plats have been approved by the Common Council and the lots are ready for marketing by the Department of City Development (DCD). A progress report detailing these efforts was communicated to the Board on May 15, 1996.

3. As part of the marketing efforts, DCD contracted with Stefanik and Associates to conduct a market analysis to determine estimated retail lot values to be used in the marketing of the lots. Since the receipt of the market analysis, the administration felt it was necessary to contract for a second market analysis to insure that the sale price for the lots would maximize income for the Board. As a result, Appraisal Services, Inc. was retained by DFMS to conduct this study. The results of each study are listed below as well as the proposed asking price for each lot in each subdivision:

	Site #45	Site #6
Stefanik and Associates	$35,900-36,900	$38,500-43,500
Appraisal Services, Inc.	$37,500-39,500	$38,750-44,000
Proposed Asking Price	$45,000	$40,000-45,500

Individual lot prices for each subdivision are shown in the attached subdivision plans. Representatives of both companies are present to answer questions relative to their respective reports.

Strategic Plan compatibility Statement

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

Statute, Board Policy or Rule Statement

5. Board authorization is required to dispose of surplus property and to authorize the City Real Estate Agent to execute the action. Although the Board has previously authorized the sale of the property, the Board has not approved the sale price.

Fiscal Impact Statement

6. Assuming the Board approves the sale prices as proposed, it is anticipated that the lot sales at Site #6 and Site #45 will generate at least $1,368,500 and $360,000 respectively for a total of $1,728,500 in revenue. It is anticipated that some of the lots at Site #6 may generate additional revenue due to sale in excess of the asking price. Assuming the sale at asking price, net income for the Construction should exceed $800,000.

Implementation and Assessment Plan

7. Upon determination of a price, the lots will be marketed by DCD. Assuming approval by the Board, the current schedule would have information being mailed to all persons who have already expressed an interest (approximately 160) in the lots on July 10, 1996. A block ad would be placed in the Journal/Sentinel, Business Journal, Milwaukee Community Journal, and the Spanish Journal to be published on July 14, 21, and 28. Offers would be received at DCD until 1:00 p.m. on July 31, 1996. All offers will be time stamped and only offers received prior to the closing time would be considered. All offers will be reviewed for completeness and in case of ties all affected parties would participate in a tie-breaking process such as a coin toss. Persons submitting successful bids will be notified by August 5, 1996, and closings would occur within 60 days. The City Real Estate Agent will be available to answer questions relative to the marketing effort.

Both subdivisions will contain subdivision deed restrictions as to the size of homes and other requirements upon sale. These restrictions will insure that the development will enhance the existing neighborhood.

Superintendent's recommendation

That authorization be given to market the lots in the Sholes and Vincent subdivisions at the prices shown on the attached plans.

Director Gardner moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Small and President pro Tem Braun—5.

Noes—None.

* * * * *

President Fisher in the chair.

(Item 5) Action on a Request for Transfer of Funds to Continue to Retain Legal Counsel Regarding the Lease for the Facility Located at 734 North 8th Street (New School for Community Service) and Report on the Status of Negotiations with Respect to the Lease

Administration's Analysis

1. At the April 17, 1996, meeting of the Board of School Directors, the Board authorized the administration to retain the services of Attorney Richard Porter of the law firm Gonzalez, Saggio, Birdsall & Harlan, S.C. to review the lease of the facility located at 734 North 8th Street and to advise the administration of MPS's rights with respect to the planned condemnation of this property.

2. The administration has received a report from Mr. Porter which addresses the issues specified in the scope of services approved by the Board on April 17, 1996.

3. As a result of the initial review of the subject lease, the administration believes that further investigation is necessary and would like to extend the contract with Mr. Porter to pursue further investigation and negotiations with the appropriate parties.

4. The scope of services under the extended contract would include:
   a. Enter into discussions and negotiations with the attorney for Penta, LLC (Property landlord);
   b. Hire an appraiser at the expense of MPS to determine the value of the leasehold interest;
   c. Determine if federal resources are a source of funding for the Westown project, and are available to MPS;
   d. Negotiate with the City of Milwaukee with respect to potential relocation benefits, etc.

Statute, Board Policy or Rule Statement

5. Wisconsin Stats. 119.12(6) allow the Board of School Directors to retain independent legal counsel in the event of a possible conflict of interest.

Fiscal Impact Statement

6. The scope of services will not exceed $7,500. The hourly rate for these services will be $150.00. The amount quoted above will include acquiring an appraisal of the property.

7. The funding for the expanded services can be absorbed within district carryover funds resulting from FY96 balances.

Superintendent's recommendation

That the Board authorize the administration to extend the agreement with Mr. Porter and to expend up to $7,500 from FY96 carryover funds for the purpose of pursuing further investigation and negotiations in relation to the lease for 734 North 8th Street.

Director Bills moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Small and President Fisher—4.

Noes—None.

Abstaining from voting—Director Gardner—1.

* * * * *

(Item 6) Action on a Request for Approval of FY96 Fund Transfers

Administration's Analysis

1. In accordance with Board policy #DBK which requires cumulative transfers of $100,000 or more to be approved by the Board, the Administration has prepared a request for transfers between departments and centralized accounts.

2. The Department of Finance has reviewed departmental and centralized account budgets and has identified available balances in departmental and central service accounts to be used for revenue shortfalls, deficits, carryovers, and other additional needs.

	Description	Amount		
a.	*Available Balances*			
	Contingent Fund	$ 1,331,985		
	Benefits and Insurances	5,809,518		
	Teacher Reserve Fund	60,710		
	Exceptional Education Expansion Fund	224,649		
	Available Operating Balances:			
	Office of Board Governance	106,200		
	All Other Departments	693,869		
	Total Available Balances			*$8,366,035*
b.	*Projected Deficits:*			
	Deficits:			
	Transportation Expenditures	2,000,000		
	Total Revenue Shortfalls and Deficits			*2,000,000*
c.	*Department Carryovers:*			
	Office of Board Governance	106,200		
	Office of the Superintendent:			
	Communications and Public Affairs	40,000		
	Department of Human Resources	85,000		
	Department of Technology	182,000		
	Department of Leadership and School Support	17,000		
	Total Department Carryovers			*430,200*
d.	*Additional Needs:*			
	Congress School-Air Conditioning	350,000	*	
	Unalloted Salaries- for Negotiations	1,133,835		
	Summer Institute - Staff development for principals and assistant principals	259,000	*	
	Enrollment Growth Fund FY97	1,408,000	*	
	Summer Sessions for Identified Needs (e.g., 3rd Grade Reading, Algebra, Proficiency, etc.	400,000		
	Textbooks	2,385,000		
	Total Additional Transfers			*5,935,835*
	Net Transfer (a)-(b)-(c)-(d)			**$ 0**

***** Funds would be encumbered and carried over to FY97 for expenditure.

3. The departmental carryovers would be added to the carry-over pool and are requested for the following reasons:

Department	Amount	Reason
•Office of Board Governance	106,200	--Audit of MPS/City of Milwaukee relationship.
•Office of the Superintendent:		
•Communications and Public Affairs	40,000	--High Standards -- communication plan

•Department of Human Resources	85,000	--Duplicating of labor contracts, once negotiations are settled -- $25,000. --Criminal background checks--on-line capability--$60,000
•Department of Technology	182,000	--Training center and equipment.
•Department of Leadership and School Support	17,000	--Principal inservices in FY97.
Total	*430,200*	

4. The amounts used in 2 above are based on current estimates which may vary from actual year-end balances. Should additional surpluses in centralized accounts occur at year-end close, the Superintendent needs the flexibility to designate the use of these funds in FY97.

Strategic Plan Compatibility Statement

5. The recommendation is consistent with the Board goal of Fiscal Responsibility to obtain resources necessary to provide quality education and to use these resources efficiently and effectively.

Statute, Board Policy or Rule Statement

6. Board policy #DBK requires cumulative transfers of $100,000 or more to be approved by the Board. Board rule #1.14 (4) requires a two-thirds majority vote by the Board for the use of contingent funds.

Fiscal Impact Statement

7. The transfer of $8,366,035 in available FY96 balances from centralized accounts and miscellaneous will permit the district to utilize its budget authority to maximize the revenue limit authority.

Implementation and Assessment Plan

8. Upon approval, the funds will be transferred to the appropriate accounts. Department carry-over funds will be transferred to the carry-over pool and be used to pay expenses during FY96. At the start of FY97, these funds would be returned to the contributing departments.

Superintendent's recommendations

1. That the Board approve the transfer of $2,000,000 to be applied to net revenue shortfalls and operating deficits described in 2b above.

2. That the Board approve department carryovers of $430,200 as described in 4 above.

3. That the Board approve the transfer of $5,935,835 for the purchase of textbooks and other purposes described in 2d above.

4. That the Board approve the use of the balance in the Contingent Fund for the purchase of textbooks by a two-thirds majority vote.

5. That the Board authorize the Administration to modify carryovers for departments based on actual year-end balances.

6. That the Board authorize the Superintendent to designate the use of any additional surpluses from centralized accounts identified during the FY96 year-end closing process.

Director Bills moved to adopt the Superintendent's recommendations 1, 2, 3, 5, and 6.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

Director Braun moved to adopt the Superintendent's recommendation 4.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(Item 7) Action on a Request for Authorization to Enter into a Wire Funds Transfer Agreement for Banking Services

Administration's Analysis

1. The Finance Department of MPS has used electronic wire transfer facilities to automate the process of repetitive fund transfers for approximately eight years. The use of electronic wire transfers increases the efficiency and, therefore, decreases the cost of making repetitive fund transfers. The District has had a wire funds transfer agreement in place with Bank One throughout this eight year period.

2. As a result of changes in Federal regulations concerning wire transfer procedures and practices, Bank One is required to obtain new wire transfer agreements for all its banking clients, including MPS. The District cannot make further electronic wire transfers until a new wire funds transfer agreement is executed.

3. Bank One provided the District with a proposal for a new wire funds transfer agreement. The District requested the City Attorney to review the proposal, and to negotiate the terms of a new agreement with Bank One on behalf of the District. The City Attorney worked with Bank One's legal counsel to produce the immediate Wire Funds Transfer Agreement.

This Wire Funds Transfer Agreement would be an interim agreement until the District selects a new vendor for banking services. A banking services Request For Proposal is expected to be issued in July 1996. Upon selection of the successful bidder, a new wire funds transfer agreement would be required.

4. The Finance Department has reviewed the negotiated Agreement and feels it satisfactorily addresses all operational and security concerns. The Agreement also allows for the monitoring of all fund transfers, thereby providing an audit trail.

Strategic Plan Compatibility Statement

5. This request is consistent with the Board goal of fiscal responsibility. This Agreement will allow the District to continue to benefit from the efficiencies of making repetitive fund transfers electronically.

Statute, Board Policy or Rule Statement

6. Board authorization is required to enter into this agreement.

Fiscal Impact Statement

7. A fee is assessed for each wire transfer transaction. The annual cost for transaction fees is expected to be approximately $3,500 and is included in the Department of Finance FY97 operating budget.

Implementation and Assessment Plan

8. The Wire Funds Transfer Agreement will go into effect upon its execution and will remain in effect until either party provides written notice of termination. Upon selection of the successful banking

services bidder (item 3. above), a new wire funds transfer agreement would be negotiated by the City Attorney with the new vendor and brought to the Board for approval.

Superintendent's recommendation

That the Board authorize the administration to enter into a Wire Funds Transfer Agreement with Bank One.

Director Small moved to adopt the Superintendent's recommendation with the word "interim" added.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(ITEM 8) Action on a Recommendation to Adopt a Resolution Authorizing the Sale of Revenue Anticipation Notes

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 $74,000,000 to cover regular Operations Fund expenses pending receipt of state educational aids. A copy of the communication from the City Comptroller is attached.

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 therefor; and

WHEREAS, The Milwaukee Public Schools operates on a fiscal year commencing July 1, 1996, through June 30, 1997; and

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

WHEREAS, The anticipated state general aid revenue payments for the School Operations Fund for fiscal year 1996-1997 amount to $418,460,277 and these anticipated school aid revenue payments under sec. 121.15, Stats., represent 59.7% of the anticipated revenues for the School Operations Fund for fiscal year 1996-1997; and

WHEREAS, The Milwaukee Public Schools is anticipating the receipt of general aid revenues from the State of Wisconsin in September, 1996; December, 1996; March, 1997 and June, 1997, and specifically in the amount of $146,460,000 in June, 1997; and

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

WHEREAS, The Milwaukee Public Schools has determined that it will be necessary to finance the operating budget of the Milwaukee Public Schools on an interim basis between now and the receipt of state general aid revenue payments during fiscal year 1996-1997; 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), Stats., in an amount not to exceed Eighty-Nine Million Five Hundred Thousand Dollars ($89,500,000) for the purpose of financing the operating budget of the Milwaukee Public Schools on an interim basis pending receipt of state general aid revenue payments during fiscal year 1996-1997; 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 revenues of the School Operations Fund due and not yet paid as of the date of delivery of and payment for the notes and which are not otherwise applied as security for repayment of such obligations; and be it

FURTHER RESOLVED, That the City of Milwaukee and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund state school aid revenue payments under sec. 121.15, Stats., received in June, 1997 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 1996-1997 as unnecessary funds in the School Extension Fund authorized under sec. 119.47, Stats., or the School Construction Fund authorized under sec. 119.48, Stats., which have been certified by the City Comptroller as encumbered by reason of there being in existence a contract in full force and effect.

Director Braun moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(Item 9) Action on a Recommendation to Amend the Board's Action of March 27, 1996, with Respect to the Borrowing of $5 million from the Board of Commissioners of Public Lands

Background

1. For the past several years, MPS has borrowed funds from the Common School Trust Fund (also referred to as the State Trust Funds of the Board of Commissioners of Public Lands).

2. Since legal questions arose regarding the Board's ability to borrow as it relates to the City of Milwaukee, the Board, on February 28, 1996 (Proc. pp. 655-656), authorized the execution of an intergovernmental cooperation agreement with the City governing this borrowing.

3. On March 27, 1996, (Proc. pp. 676-677), the Board adopted a resolution authorizing the borrowing of an additional $5,000,000 from the Common School Trust Fund.

4. The City Attorney has advised the Office of Board Governance that the intergovernmental cooperation agreement authorized by the Board on February 28, 1996, only applies to past loans, and a new agreement will need to be executed to cover the new loan. A file has been introduced in the Common Council to accomplish this, and the agreement will be brought to the Board for action on July 31, 1996. A copy of the City Attorney's opinion is attached.

5. Since the loan application is due on July 1, 1996, the City Attorney has further advised the Office of Board Governance that the Board should amend the resolution it adopted on March 27, 1996. This amendment will allow the loan application to go forward while the intergovernmental cooperation agreement is being finalized.

Recommendation of the Superintendent and the Director, Office of Board Governance

That the Board amend its action of March 27, 1996, by adding the following Resolved to the resolution:

Be it further resolved that the School Board's application for the State Trust Fund loan is contingent upon the entry into a sec. 66.30, Stats., intergovernmental cooperation agreement with the City of Milwaukee, which approves the application for the loan and the issuance of City general obligation short-term promissory notes.

Director Braun moved to adopt the amendment to the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(Item 10) Action on Resolution 9697R-007 by Directors Braun, Fisher, Gardner, Small and Todd Expressing Appreciation for the Efforts of Herb Kohl, Russ Feingold, Jerry Kleczka and Tom Barrett in Restoring Funding for Title I

Resolution

At the May 29, 1996, Board meeting, Directors Braun, Fisher, Gardner, Small and Todd introduced the following resolution:

WHEREAS, The federally funded Title I program has provided essential classroom support to the Milwaukee Public Schools for many years resulting in documented evidence of contributing to improvement in student achievement; and

WHEREAS, The 1995-96 federal budget initially approved by the U.S. House of Representatives would have imposed a 17% cut in Title I funding from the previous year; and

WHEREAS, For the Milwaukee Public Schools this proposed Title I funding reduction would have meant a reduction of $7.7 million, the equivalent of more than 150 teachers, from $43.7 million to an estimated $36 million; and

WHEREAS, The U.S. Senate restored that cut, later approved by the House, and provided for a slight increase in the 1995-96 appropriation level for Title I over the previous year; and

WHEREAS, The federal budget for 1995-96 as enacted, maintained the 1995-96 Title I appropriation at the 1994-95 budget level; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors express its appreciation for the efforts of State Senators Herb Kohl and Russ Feingold, and Representatives Tom Barrett and Jerry Kleczka for their leadership in maintaining the 1995-96 appropriation level for the Title I program.

The resolution was adopted by unanimous consent.

* * * * *

(Item 11) 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 REPLACEMENTS
Craig Elementary School
Simmons Building Products, Inc., low bidder, base bid of $168,000

Phillis Wheatley School
J. F. Cook Co., Inc., low bidder, base bid of 248,900

NEW TOT LOTS
Division 1—Allen Field School
Bluemel's Maintenance Service, Inc., low bidder, base bid of 53,890

Division 2—Fernwood School
Bluemel's Maintenance Service, Inc., low bidder, base bid of 55,890

Division 3—Honey Creek School
Bluemel's Maintenance Service, Inc., low bidder, base bid of 63,890

Division 4—Mitchell School
Bluemel's Maintenance Service, Inc., low bidder, base bid of 54,890

Division 5—Sherman School
Bluemel's Maintenance Service, Inc., low bidder, base bid of 53,890

OFFICE REMODELING
Trowbridge Street School
Giorgi Construction Inc., low bidder, base bid of $50,667 plus $4,617 for mandatory alternate bid 1 to reroute the sanitary sewer piping to the engineer's office, for a total contract of..... 55,284

ASBESTOS ABATEMENT
Site 370 (formerly St. Thomas Aquinas School)
Environmental Specialist, Inc., low bidder, base bid of 92,000

RENOVATIONS, PHASE I
Craig School
Giorgi Construction Inc., low bidder, base bid of 206,473

ROOF REPLACEMENT
Malcolm X Academy
F.J.A. Christiansen Roofing Co., Inc., low bidder, base bid of 284,570

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS
Clarke Street School
Roman Electric Co., Inc., low bidder, base bid of $54,847 plus $6,178 for mandatory alternate bid 1 to provide all electrical work for rooms 8, 11, 18 and 27B, plus $4,652 for mandatory alternate bid 2 to provide all electrical work for rooms 4, 5, and 28, for a total contract of 65,677

Fairview School
Roman Electric Co., Inc., low bidder, base bid of 85,396

Palmer School
WIL-Surge Electric, Inc., low bidder, base bid of 70,888

Pierce School
Roman Electric Co., Inc., low bidder, base bid of 80,363

PROJECT MANAGER FOR LIGHTING RETROFIT WORK, PHASE II
Lins Corp.,..... $62,000

Authorization to Make Purchases

RFP-218 Contracts for Primary Suppliers of Library Materials
Award of systems contract for library books and related materials to Follett Library services at $197,000; Baker and Taylor Company at $107,000; Mackin Book Company at $249,000; Bound to Stay bound Books, Inc. at $17,000; and Perma-bound Books at $71,000 for a net total for the 1996-97 school year of $641,000

SS-252 Student Broadcasting System (Marshall High School)
Video Images for a complete "FAST" broadcast system including video machines, recorders, monitors, computer interface, installation, training and support for $88,265

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of May 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$649,023,758	$0	$649,023,758	$473,178,031	$175,845,727	72.9%
Categorically Aided	71,272,090	10,887,676	81,159,766	53,050,475	29,109,291	64.6%
School Nutrition	24,943,898	0	24,943,898	19,942,025	5,001,873	79.9%
Construction	21,731,000	6,387,917	28,118,917	17,686,558	10,432,359	62.9%
Extension	6,296,113	0	6,296,113	5,785,230	510,883	91.9%

B. Statement of Expenses as of May 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,734,346	$666,758,104	$587,314,934	$79,443,170	88.1%
Categorically Aided	71,272,090	11,531,179	82,803,269	62,815,273	19,987,996	75.9%
School Nutrition	24,943,898	132,132	25,076,030	21,362,431	3,713,599	85.2%
Construction	21,731,000	15,825,845	37,556,845	23,141,381	14,415,464	61.6%
Extension	6,296,113	44,125	6,340,238	4,981,796	1,358,442	78.6%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.
(2) Encumbrances and expenditures included through May 31 1996, and payrolls through May 31, 1996.

Expenditure Control Report

The expenditure control report has been attached to the minutes of the meeting. No action is required.

Report on Administrative and School Transfers

The listing of administrative and school transfers required by Board Policy 4.04 has been attached to the minutes of the meeting. This is an informational report an no action is required.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Ameritech Foundation	$3,200	R.I.F. Program
Bay View	Master Lock	$4,800	3 Drafting Tables
Browning	Alfred Weber	$100	College Scholarship Fund
Clarke	Local Union 469	$900	Digital Camera Equipment
Congress	PTA	$1200	Popcorn Machine
Cooper	PTO	$4,997	Copy Machine
Doerfler	Mrs. Penny Crandall	$453	Enhance Music Program
Fifty-third Street	PTO	$5,697	Three Power Mac Computers
Garland	PTA	$500	R.I.F. Program
Hamilton	Nancy Griesberg	$50	Stationary Bicycle for Ex. Ed. Dept.
Hamilton	W. H. Brady	$1,000	ITEK-620S Plate Maker
Hawthorne	PTO/PTA	$266	Gym Equipment
Irving	PTC	$3,000	Field Trips, Reading Incentives, Graduation Expenses
Kilmer South	Briggs & Stratton	$225	5 hp Quantum Engine
Kosciuszko	Allen-Bradley	$350	School-To-Work Field Trip
Kosciuszko	Allen-Bradley	$400	STW Project - Kozy Cafe
Lowell	School Account	$2028	Gestetner Copier
MacDowell	RIF	$1,000	Purchase Books for RIF Giveaway
Malcolm X Academy	Deborah/Vincent Lubsey	$100	Student Council Trip to Washington, DC
Malcolm X Academy	Milw. Christmas Parade	$100	Malcom X Academy Band - In Appreciation for Participation in 1995 Christmas Parade

Malcolm X Academy	Manpower	$250	Gospel Choir - Recognition of Entertainment at Manpower 1995 International Holiday Party
Manitoba	Gregory Walczyk	$100	Books for Students
Manitoba	Mrs. Mary Haas	$650	Rifton Prone Stander for Ex. Ed.
Maple Tree	Task Force on Battered Women/Children	$400	Beginning Alcohol & Drug Education - Babe's Kit
Marshall	Herb Kohl Foundation	$185	Cannon Lens & Accessories
Meir	Heartland Advisors	$5,000	Purchase Equipment
MHSA	Meissner/Kadish	$700	Attend "Jazzfest" in Orlando, FL.
Milw. French	Rata's Liquor	$200	Field Trips for Students
Milwaukee Tech	Rose & John Simon	$180	Therapy Table
Milwaukee Tech	Frank Budzisz	$700	Yearbooks - Research Identification
Milwaukee Tech	Old Coach	$150	Tech Decals
Morse	PTO	$800	Two 8MB RAM Upgrades
Palmer	Gift Account	$30	Year End Party
Parkview	PTO	$250	Sound System
River Trail	Smithsonian Institute	$400	RIF Program
Riverside	Cathy Schaefer	$250	1 Computer, 1 Printer
Sixty-fifth Street	Mt. Mary College	$239	Two Little Tykes Castles
Story	Herb Kohl	$300	Washington, DC Trip
Tippecanoe	Judy Cygnor	$800	Apple Laserwriter Printer
Tippecanoe	Tippecanoe Teachers	$300	Color TV - Classroom Instrution
Victory	PTA	$70	Engineer's Overtime Services
Vincent	Booster Club	$500	6' Diameter Logo - Pool Area
Waldorf	Rudolf Steiner Foundation	$500	Gift
WCLL	W.H. Brady Co.	$100	Student Scholarship Fund
Whitman	PTO	$216	Dry Erase Markers for Students
Zablocki	General Fund	$2,500	Outdoor Sign

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.

Director Bills moved to adopt the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(Item 12) 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, Report on Deletion of a Name from the List of Appointed Teachers, 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.

Reappointment of Probationary Personnel

3. The superintendent nominates for reappointment the probationary principal listed below, contingent upon proper Wisconsin certification.

Approval of Leaves of Absence

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

Report on Resignations

5. 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.

Report on Deletion of a Name from the List of Appointed Teachers

This is an informational report an no action is required.

Affirmative Action Report

7. The Affirmative Action Report for the month of May has been attached to the minutes of the meeting. This is an informational report and no action is required.

Approval of Prevailing Wage Rates

8. 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 have been received dated May 17, May 24, June 7, and June 14, 1996.

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 attached communication in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the date indicated on the communication.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Melvin Anderson	Boiler Attendant Trainee	06-03-96

Steuben	$21,078.46/yr.

Stacey Manske School Nutrition	Food Service Manager Trainee $7.77/hr.($10,388.49/yr.)	05-13-96
Ermalene Martin Pulaski	Boiler Attendant Trainee $21,078.46/yr.	06-03-96
Clarence McDowell, Jr. South Division	Boiler Attendant Trainee $21,078.46/yr.	05-20-96
Jesse Williams Marshall	Boiler Attendant Trainee $21,078.46/yr.	05-13-96

PROMOTIONS

Raymond Benner Technology Serv.	Sr. Programmer/Analyst $45,352.06/yr.	07-01-96
Darlene Brown South Division	School Secretary III $27,162.20/yr.	05-15-96
Karen Delker Fernwood	School Secretary I $15,157.33/yr.	04-18-96
Pamala Fisher Parkman	School Secretary I $15,157.33/yr.	04-18-96
William Garrison Fac. & Main.	School Engineer I $26,247.00/yr.	06-03-96
Sue Heiser LaFollette	Food Service Manager III $14,515.58/yr.	05-23-96
Douglas Higley Fac. & Main.	School Engineer I $29,836.56/yr.	06-03-96
Steve Hochhalter Fac. & Main.	Engine Mechanic $30,580.16/yr.	03-25-96
Lisa Hochschild Lincoln Middle	School Secretary I $15,157.33/yr.	05-01-96
Jody Krieger Hopkins	Food Service Manager III $16,330.29/yr.	05-15-96
Janine Krokowski 78th	School Secretary I $15,157.33/yr.	05-01-96
Anita Liebl Technology Serv.	Sr. Programmer/Analyst $45,352.06/yr.	07-01-96
Gary Longworth Technology Serv.	Sr. Programmer/Analyst $45,352.06/yr.	07-01-96
Timothy O'Donnell Fac. & Main.	School Engineer I $26,247.00/yr.	06-03-96

Catherine Prud'homme Elm	Food Service Manager I $13,726.96/yr.	05-06-96
Brenda Pullen-O'Donnell Maple Tree	School Secretary I $15,157.33/yr.	05-01-96
James Spagl Technology Serv.	Sr. Programmer/Analyst $45,352.06/yr.	07-01-96
Reverlanet Walker Lapham Park	School Secretary I $15,157.33/yr.	05-01-96

REINSTATEMENTS

Donald Rychlinski Fac. & Main.	Steamfitter $23.39/hr.(46,780.00/yr.)	06-10-96

CHANGES IN STATUS

Ulla Pinion Milwaukee Village	School Secretary I $19,755.32/yr.	06-20-96
Sophia Ramirez-Fuentes Parent/Student Serv.	School Secretary I $23,189.66/yr.	06-17-96
Dorothy Young Ins. & Risk Mgmt.	School Secretary I $21,602.62/yr.	06-24-96

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between February 7, 1996, and February 20, 1996, inclusive:				
(r)	Wilford L. Newman Elementary	B	24,413	0	02-19-96
	Effective between March 18, 1996, and March 28, 1996, inclusive:				
(r)	Sean J. Goldner Art	B	24,413	0	03-27-96
	Effective between March 29, 1996, and April 18, 1996, inclusive:				
(r)	Ruth C. Dell Grade 2	B	24,413	0	04-02-96
	Effective September 1996, payroll:				
(nr)	Allen E. Baribeau Technical Education	B	32,958	7	08-28-96
(nr)	James P. Barton	B	24,413	0	08-28-96

Physical Education

(r)	JoAnn C. Buhr Speech Pathology	E	40,538 (+ $1,000 for earned Ph.D.)	7	08-28-96
(r)	Patricia L. Cifax Elementary	B	24,413	0	08-28-96
(nr)	Clover T. Flowers Elementary	B	24,413	0	08-28-96
(nr)	Angy C. Gagliano Speech Pathology	BB	25,634	0	08-28-96
(r)	Reginald Harris Elementary	B	24,413	0	08-28-96
(r)	Michelle L. Hoffman BF Science/Biology	B	24,413	0	08-28-96

Effective September 1996, payroll:

(r)	William H. Jung Elementary	B	24,413	0	08-28-96
(r)	Alica M. Lenoach Speech Pathology	B	24,413	0	08-28-96
(r)	Antonio Lucio Bilingual/Mathematics	B	24,413	0	08-28-96
(r)	Patricia J. McClellan Speech Pathology	B	24,413	0	08-28-96
(r)	Alison P. McCluskey C. D.	B	24,413	0	08-28-96
(r)	Randy B. Nichols Elementary	B	24,413	0	08-28-96
(nr)	Jennifer L. Parins Upper Elementary	B	24,413	0	08-28-96
(nr)	Patricia L. Peterson Upper Elementary	B	24,413	0	08-28-96
(r)	Lisa M. Poeschl-Sobczak Elementary	B	24,413	0	08-28-96
(nr)(b)	Matthew E. Ray Elementary/Montessori	C	37,242	7	08-28-96
(r)	Valerie A. Sauve' Mathematics	B	24,413	0	08-28-96
(r)	Todd L. Schlenker Bilingual/Spanish	D	38,890	7	08-28-96
(r)(b)	Timothy R. Souers	E	45,042	10	08-28-96

L. D./Montessori

(r)	Jennifer A. Tillman Elementary	B	24,413	0	08-28-96
(r)	Carey M. Van Den Busch Upper Elementary	B	24,413	0	08-28-96
(r)	Stephan M. Van Dorn L. D.	B	24,413	0	08-28-96
(r)	Dianne K. Winbush Upper Elementary	B	24,413	0	08-28-96

(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

The Superintendent nominates for reappointment the following probationary principal, contingent upon proper Wisconsin certification:

(Completing Two Semesters)

Minnie Pulliam-Novy

APPROVAL OF CERTIFICATED LEAVES OF ABSENCE

	Present Assignment	Effective From
Illness Leave, to January 24, 1997:		
Harold Ramsey	Parkman	April 3, 1996
Illness Leave, to June 14, 1996:		
Karen DeShong	Siefert	February 27, 1996
Kathleen Duffy	Kosciuszko	May 2, 1996
Maternity Leave, to June 13, 1997:		
Kristine Carey	MEC	August 28, 1996
Suzanne Kayser	Longfellow	August 28, 1996
Jane Soko	Webster	October 30, 1996
Personal Leave, to June 13, 1997:		
Phontonia Belin	Clemens	August 28, 1996
Lisa Drescher	Honey Creek	August 28, 1996
Diane Freiherr-Goyer	81st Street	August 28, 1996
Deborah Hoffman	Hopkins	August 28, 1996
Stephanie Meyer	King HS	August 28, 1996
Therese Scherbert	Honey Creek	August 28, 1996
Jacob Slodki	Custer	August 28, 1996
Connie Wood	King HS	August 28, 1996

Sabbatical Leave, to June, 1997:

Luis Camacho	EESS Center	August 28, 1996
Barbara Hart	Lincoln MS	August 28, 1996
Elizabeth Johnnie	Riverside	August 28, 1996
Andrew Moss	37th Street	August 28, 1996
Joan Peifer	Greenfield	August 28, 1996

Extension of Illness Leave, to June, 1997:

Robert Davies	Leave	August 28, 1996
Ruth Ann Guthmann	Leave	August 28, 1996
Karen Nettesheim	Leave	August 28, 1996
Marie Ruvolo	Leave	August 28, 1996
Clare Siems	Leave	August 28, 1996
Pamela Suggs	Leave	August 28, 1996

Extension of Maternity Leave, to June, 1997:

Bonnie Lynn Book	Leave	August 28, 1996
Mary Burant	Leave	August 28, 1996
Jennifer Byzewski	Leave	August 28, 1996
Brenda Carlton	Leave	August 28, 1996
Jyl Krohn	Leave	August 28, 1996
Susan Menzies	Leave	August 28, 1996
Jody Merchant	Leave	August 28, 1996
Teri Norton	Leave	August 28, 1996
Jacalyn Oliva	Leave	August 28, 1996
Carol Rokni	Leave	August 28, 1996
Julie Rosenfeld	Leave	August 28, 1996
Brenda Scharping	Leave	August 28, 1996
Beth Specht	Leave	August 28, 1996
Heidi Timm	Leave	August 28, 1996
Ann White	Leave	August 28, 1996
Joy Wilds	Leave	August 28, 1996
Margaret Wittkowske	Leave	August 28, 1996

Extension of Personal Leave, to January, 1997:

Milagros Caceres	Leave	August 28, 1996

Extension of Personal Leave, to June, 1997:

Evelyn Benson	Leave	August 28, 1996
Charlotte Foryan	Leave	August 28, 1996
Cathleen Lewandowski	Leave	August 28, 1996
Timothy Lichtenwald	Leave	August 28, 1996
Julie Sharpe	Leave	August 28, 1996
Lisa Watson	Leave	August 28, 1996

CURTAILMENT OF LEAVE:

Jill Zywicki	--Was granted a child rearing leave from March 9, 1996, through June 14, 1996. Rescinded leave effective May 20, 1996.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Judith F. Berg	Teacher	05-03-96
Cecil A. Berry, Jr.	Teacher	05-21-96
Bretton A. Butzman	Teacher	06-14-96
Sandra D. Cayle	Teacher	06-14-96
Carmen M. Conaway	Teacher	06-14-96
William J. Dahlk	Teacher	07-05-96
Jill A. Gardetto	Teacher	05-24-96
Elizabeth A. Gleisberg	Teacher	06-14-96
Fred E. Jungers	Coordinator	07-05-96
Christina A. Koos	Teacher	06-14-96
Bonnie Lea	Psychologist	05-01-96
Peter A. Long	Teacher	06-14-96
Calvin M. McIntyre	Coordinator	07-26-96
Edward S. Mooney	Teacher	05-17-96
Charlsey M. Nord	Psychologist	06-20-96
Shelley J. O'Malley	Teacher	05-05-96
George A. Sargent	Teacher	09-11-96
Lilly Simmons	Teacher	07-01-96
Ronald L. Szymanski	Supervisor	07-05-96
Valerie V. Thomson	Teacher	06-14-96

REPORT ON DELETION OF A NAME FROM THE LIST OF APPOINTED TEACHERS

In accordance with the provisions of Section 3.26 of the Board's Rules which requires that the Superintendent shall report the absence without leave of a teacher for more than 45 days during a half year. The Superintendent advises your Committee of the absence without leave of the following teacher:

Annmarie Anderson has been absent without leave from the Milwaukee Public Schools. No requests for any leaves of absence are on file. On April 2, 1996, a 15-day conference letter was sent stating that she should respond within 15 days or her name would be deleted from the list of appointed teachers. As of this date, no response has been received nor has the staff member informed the administration of her status.

Director Braun moved to adopt the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(Item 13) Action on Recommended Administrative Appointments and Promotions

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

(r) Michael Becker	Accountant II Department of Finance	Schedule III, Range 5A $36,219
(r) Therese Hrica	Accountant II Department of Finance	Schedule III, Range 5A $36,969
(r) Lynn Ruhl	Accountant II Department of Finance	Schedule III, Range 5A $36,219
(r) Sara Marquez	Principal Forest Home Elementary School	Schedule III, Range 14D $54,401
(r) Karen Theama	Principal Mitchell Elementary School	Schedule III, Range 14D $52,059

r - Resident
nr - Non-resident

Director Small moved to adopt the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

UNFINISHED BUSINESS

(Item A) Communication 9596C-012 from Dennis Conta regarding proposal for a student mobility study

Background

At its meeting on February 28, 1996, a proposal to conduct a study on student mobility was introduced by Dennis Conta. The Board deferred action to June, 1996. Mr. Conta has since revised the scope of his proposal.

Superintendent's recommendation

The administration recommends that the Board approve Mr. Conta's new proposal.

Director Braun moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

(Item B) Request for Hearing from Milwaukee Tech Regarding the School Selection Process

Background

1. At its March 20, 1996, meeting, the School Board gave hearing to Milwaukee Trade and Technical High School (Tech). The initial request focused on removing the assignment preference for students who live within the Tech neighborhood. Their concern was that neighborhood students would receive a Tech assignment, regardless of whether they desired the education programs at Tech.

However, the results of the 1996-97 selection process, indicate that all students requesting Tech as their first choice received a Tech assignment. Therefore, the concern raised by Tech proved unfounded.

2. A subsequent issue involved the establishment of entrance requirements for Tech. The Procedural Analysis that follows will address this issue.

Procedural Analysis

3. Implementation of this request would necessitate either a waiver from the current Board policies and procedures regarding school selection, or a district-wide revision of the school selection process. Any waiver or revision to the school selection process must be approved by the Board no later than November, 1996.

4. There are significant policy issues related to selection criteria, in that selection criteria change the process from one of random selection to one of preference. Any selection criteria must be neutral with regard to race, gender and socioeconomic status. A City Attorney's opinion will be needed.

5 Public input will be needed. The Leabman and Associates, Inc. study completed in 1995 found that 65% of those surveyed preferred the random selection process to one with preference criteria.

Superintendent's recommendation

That the Board defer action pending additional public input and additional study by the administration.

Director Small moved to adopt the Superintendent's recommendation.

Director Gardner moved to lay the item on the table.

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

Ayes—Directors Bills, Braun, Gardner, Small and President Fisher—5.

Noes—None.

* * * * *

COMMUNICATIONS AND PETITIONS

Communication from Lisa Kujawa Requesting an Opportunity to Discuss the Rejection of a Proposal for an American Sign Language Immersion School.

Referred to the Innovation/School Reform Committee.

Communication from Progressive Milwaukee Regarding a Delay of Board Action on the Proposed New High School Admissions Policy.

Received and ordered placed on file.

Communication from Jack Szymborski regarding the sale of site #74 in the vicinity of North 107th Street and West Mill Road.

Referred to the Agenda Planning Meeting.

Communication from the Consortium of Chicago School Research submitting a cross-site analysis of school system decentralization.

Referred to the Innovation/School Reform Committee.

* * * * *

RESOLUTIONS

RESOLUTION 9697R-027

By Director Gardner:

WHEREAS, Many MPS schools have formally involved parent representatives in governing schools through Site Based Management, Shared Decision Making, Interim Governance Councils, and other forms of school governance; and

WHEREAS, The experience of parent participation in reconstituting schools has given parents a formal voice in six schools; and

WHEREAS, Parents. teachers, principals and others who have invested significant time in governing, managing, and supporting MPS schools have asked for clear directions in developing formal parent representation; now, therefore be it

RESOLVED, That the administration will report to the Board no later than September 30, 1996, on procedures for electing parent representatives to all forms of school governance; and be it

FURTHER RESOLVED, That such procedures will include clear guidelines regarding the following issues:

1. The definition of a parent for purposes of representation, holding office, and voting.
2. Specific exclusions of parents from holding office in local governance, such as staffs at schools; MPS staff in general, staff or contractors for entities which receive compensation for services performed for MPS; immediate family members of MPS staff, or staff at schools.
3. Procedures by which parents or other parties may call for formal election of parent representatives.
4. Scheduling parent elections.
5. The times(s) and place(s) of parent elections.
6. Advance notification to all parents at the school, including the means of notification, the amount of time and number of times parents must be notified, and the languages in which such notice must be served.
7. Nomination of candidates.
8. Conduct of voting, including the printing and distribution of ballots, the printing and distribution of information about all candidates; persons and/or organizations responsible for overseeing the voting; ballot boxes; and the opening and closing of election.
9. Counting ballots and certifying results.
10. Adjudicating grievances and appeals
11. Storing ballots.
12. Filling parent representative vacancies in the event of the resignation, removal, or other circumstances that result in a parent representative’s departure from participating in school governance.

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-028

By Director Gardner:

Whereas, North Division High School parents, teachers, and administration have worked hard and continuously for more than two years to develop comprehensive plans to improve student achievement, morale, membership, and discipline at North Division; and

Whereas, The MPS board, Administration, MTEA, ASC, and many community-based institutions in the North Division community have lent their support to the consensus that has emerged at North Division; and

Whereas, A small additional amount of funding for the 1996-97 school year could make a major difference in North Division's ability to implement the new block scheduling plan adopted by the North Division community; now, therefore, be it

Resolved, That the administration be directed to supplement the funds allocated to reconstituting North Division for the 1996-97 school year by seventy-five thousand dollars ($75,000); and be it

Further Resolved, That this additional funding, which is for the 1996-97 school year only, be contingent upon the stated approval of the North Division Principal, the elected President of the Parents Organization, and the North Division MTEA building representatives; and be it

Further Resolved, That this additional funding is contingent upon successful signing of a Memorandum of Understanding between the MTEA and MPS regarding the reconstitution plan at North Division.

Referred to the Agenda Planning Meeting.

The Board recessed from 8:53 to 9:02 PM, and from 11:17 to 11:23 PM.

The Board adjourned at 12:02 AM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 1, 1996

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:00 PM.

Present—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Absent and excused—Director Todd and President Fisher—2.

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

June 28, 1996

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 1, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on collective bargaining negotiation matters relative to the Milwaukee Teachers' Education Association (Teachers).

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

The Board may reconvene in open session to take action on matters considered in executive session.

This meeting is being called, pursuant to Board Rule 1.03 (1), at the request of Directors Bills, Sinicki and Small.

Nancy R. Noeske
Director

Director Sinicki moved that the Board retire to executive session, pursuant to Wisconsin Statutes Section 19.85 (1) (e), for the purpose of formulating strategies concerning collective bargaining negotiations matters regarding the Milwaukee Teachers' Education Association (Teachers).

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

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

Director Johnson left at 7:10 PM.

The Board reconvened in open session at 7:18 PM.

Director Sinicki moved that the Board authorize the administration to provide information to the public about the Board's offer to the MTEA regarding health insurance, and instruct the Superintendent to bring back to the Board a proposed settlement or information about a negotiations deadlock by August 9, 1996.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

The Board adjourned at 7:20 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 15, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:20 PM.

Present—Directors Bills, Braun, Gardner, O'Neil, Sinicki and President Fisher—6.

Absent and excused—Director Todd and Small—2.

Absent—Director Johnson—1.

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

July 9, 1996

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, Monday, July 15, 1996, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting the annual performance evaluation of the Superintendent and of the Director, Office of Board Governance.

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.

NANCY R. NOESKE
Director

Director Gardner moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Gardner, O'Neil, Sinicki and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:23 PM.

The Board adjourned from executive session at 7:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 23, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:24 PM.

Present—Directors Bills, O'Neil, Sinicki, Small and President Fisher—5.

Absent and excused— Directors Braun and Gardner—2.

Absent—Directors Johnson and Todd—2.

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

July 9, 1996

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, Tuesday, July 23, 1996, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing the annual performance evaluation of the Superintendent and of the Director, Office of Board Governance.

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.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, O'Neil, Sinicki, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:26 PM.

The Board adjourned from executive session at 9:10 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 1996

Regular meeting of the Board of School Directors called to order by President pro Tem Braun at 6:42 PM.

Present—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Absent and excused—Director Gardner and President Fisher—2.

APPROVAL OF MINUTES

The minutes of the June 5, 12, 19, 25 and 26, 1996, meetings were approved as corrected.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Disallowance of Claims

July 31, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury - Notice of Claim filed against Bob Jasna, Superintendent of Milwaukee Public Schools; Joe Fisher, School Board President; Efrain Vila, former principal South Division High School; Don Krueger, principal South Division High School; City Clerk, City of Milwaukee; and, Otis Johnson, Security Guard South Division High School by Mr. Michael F. Hupy, attorney, on behalf of David Fajardo, a minor, who allegedly sustained fatal injuries on the property of South Division High School on April 4, 1996.

Claim is made in the amount of $500,000 by the Estate of David Fajardo and in the amount of $1,000,000 for his parents Eva Iquique and William Boya.

2. Notice of Circumstances Giving Rise to Claim and Claim filed against the City of Milwaukee and Milwaukee Public Schools by Robert E. Wrenn, attorney, on behalf of Jeremy Romer, a minor, and his mother, Rose Podlewski, for injuries allegedly sustained by Jeremy Romer at the Hamilton High School on November 22, 1995.

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

3. Claim for Damages filed against the City of Milwaukee and the Milwaukee Board of School Directors by Alvin Ugent, attorney, on behalf of Antoine L. Turner, a minor, and his parents, Jeanette and Anthony Hooker, for injuries allegedly sustained by Antoine Turner at the Marshall High School on November 20, 1995.

Claim is made in the sum of $250,000.

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

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

Respectfully submitted,

Robert C. Jasna
Superintendent of Schools

(above-mentioned documents attached)

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

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

(Item B) Approval of a Negotiated Labor Agreements between the Board and Local 150 (Building Service Helpers) and Local 1053 (Clerical Technical) and Approval of Salary Increases for Exempt Secretarial and Clerical Staff

July 31, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

Local 1053 (Clerical) -
Three-year contract (July 1, 1994, through June 30, 1997)

Local 1053 (Clerical) - Exempt

Recommend changes in salaries and benefits for all classified personnel excluded from membership in Local 1053.

Local 150 (Building Service Helpers) -
Three-year contract (July 1, 1994, through June 30, 1997)

Therefore, it is the recommendation of the superintendent that the Board approve and adopt the above contracts with the amendments as indicated on the attached summary documents.

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

Director Small moved to approve the agreements.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented one expulsion report of the Independent Hearing Panel of the Board of School Directors.

Director Bills moved to accept the report of the Independent Hearing Panel of July 8, 1996.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Approval of Contracts for Private School Placement of Students with Exceptional Education Needs

Administration's Analysis

1. On June 26, 1996, the MPS Board of School Directors gave approval for discussions with St. Charles, Inc. and St. Amelian-Lakeside, Inc. to provide a treatment oriented educational program for students with exceptional education needs who have very significant emotional and/or behavioral needs.

2. Discussions leading to the negotiation of a contract agreement with St. Charles, Inc. and St. Amelian-Lakeside, Inc. to serve 120 and 18 students respectively have been concluded.

3. Under provisions of Wisconsin Statute 119.235, the Board may contract with any nonsectarian private school or agency located in the City of Milwaukee to provide educational programs to pupils enrolled in MPS.

4. The Department of Public Instruction has approved a waiver which will allow the district to place students in contracted agencies without individual approval by the state superintendent.

Strategic Plan Compatibility Statement

5. The recommendations support the Board goals related to academic achievement, equity, and fiscal responsibility.

Statute, Board Policy or Rule Statement

6. The recommendations adhere to the provisions established by Wisconsin Statute 119.235, the MPS Board Standards for Contracting with Alternative Partnership Schools, and the Wisconsin Administrative Code of the Department of Public Instruction.

Fiscal Impact Statement

7. The contract cost for the 138 seats in these two agencies, for a term of August 1, 1996, to June 30, 1997, will be $1,251,000 or an average cost of $9,065 per student.

8. Cost comparison information:

a. High costs associated with provision of extensive treatment services in addition to educational programs for exceptional education students with very severe emotional and/or behavioral disabilities have a great impact on the per pupil amount and, therefore, is higher than the average per pupil amount for all students.

b. The average MPS per pupil cost (FY95) for students in Programs for the Emotionally Disturbed (includes all severity levels) is $8,267.

c. The per pupil costs in FY97 for students in the program to be located at the Parkman site serving the most severely emotionally disturbed middle school students is $13,749.

d. The contract amount is less than the district exceptional education costs indicated in (c) above because the contract costs do not include additional costs such as occupational therapy, physical therapy, assistive technology, speech and language services, psychological and social work services, nursing services, identification and placement services, or other administrative costs.

9. Funds originally earmarked to fund the former Hayes and Craig Exceptional Education Alternative Schools will be used to fund the proposed contracts.

10. Sufficient funds to support these programs are contained in the FY97 approved budget.

Superintendent's recommendation

That the Board authorize the Administration to enter into a contract with the following organizations:

Organization	**Seats**	**Grades**	**Cost**
St. Charles, Inc.	120	6-12	$1,080,000
St. Amelian-Lakeside, Inc.	18	1-6	$ 171,000

The initial contract term will be from August 1, 1996, to June 30, 1997. Upon future Board approval for contract renewal, the contract term will be from July 1 to June 30.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small and Todd—6.

Noes—None.

Abstaining from voting—President pro Tem Braun—1.

* * * * *

(Item 2) Review of Administration's Analysis and Action on a Proposal for the HR Academy Charter Educational Possentum

Administration's Analysis

1. The Board received a charter school proposal from HR Academy on January 31, 1996.

2. At its meeting on April 3, 1996, the Board of School Directors directed the administration to enter into negotiations with HR Academy to ascertain whether HR Academy's current partnership program can be expanded, including the possibility of sponsoring a charter school for the 1996-97 school year.

3. The administration met with representatives of HR Academy on April 29, 1996, and indicated to HR Academy a preference for using the 1996-97 school year to continue negotiations to allow HR Academy more time to develop their proposal and the opportunity for MPS to earmark funds for charter school development in the FY98 budget.

4. At the meeting of the Board on June 11, 1996, HR Academy requested that the Board consider a charter with HR Academy for the 1996-97 school year and indicated that they had the resources to provide a fully developed proposal to the administration.

5. The Board indicated, at the meeting on June 11, 1996, that HR Academy should present their fully developed proposal to the administration no later than July 3, 1996. The Board directed the administration to review the proposal and report the advantages, disadvantages, and costs to the Board at the meeting on July 31, 1996.

6. The administration received a proposal from HR Academy on July 3, 1996, for The HR Charter Education Possentem. A meeting was held on July 12, 1996, to discuss the proposal with representatives of HR Academy. The administration has reviewed and analyzed the proposal. The attachment contains an analysis of the advantages and disadvantages as requested by the Board. Following are brief highlights from the attached table:

Advantages:

- Charter school will offer arts-centered curriculum for grades 6-8 for sixty (60) at-risk students.
- Charter school design reflects a strong, exciting, well-grounded educational philosophy and promotes innovative teaching and learning strategies.
- Charter school can potentially meet needs of the district for arts education.
- HR Academy, Inc. is a community-based organization with a strong historical commitment to children and links to the communities from which they come.

Disadvantages:

- Staffing component of proposal does not appear to adequately support the curriculum design.
- Timeline for opening charter school is unrealistic.
- Because of the short timeline remaining prior to the start of the new school year, it would be difficult to clarify, revise, and/or correct issues of the proposal that are not in compliance prior to the opening of the charter school. Attachment A cites the specific areas on non-compliance.

7. Preliminary calculations indicate that the costs for this charter school could range from $272,460 to $292,740, based on a per pupil amount of $4541 or $4879, respectively, subject to negotiations and Board approval. Additional costs for such services as nutrition and exceptional education are not included in this calculation. These additional costs are not included in the FY97 budget. The exact cost of these services cannot be determined until the students are enrolled in the charter school.

Strategic Plan Compatibility Statement

8. In September, 1995, the Board, through its Strategic Planning Process, identified several priorities for program expansion for the 1996-97 school year. They were: Language Immersion, College Bound, The Arts Programs, Extended Day Programs, and Montessori. Based on preliminary data from the 1996-97 school selection process, the major waiting lists are for schools with early childhood programs. The HR Charter Education Possentem proposes to serve at-risk students in an arts-centered curriculum. This is not inconsistent with some of the needs the district has with respect to serving an at-risk population.

Statute, Board Policy or Rule Statement

9. Section 118.40 of the Wisconsin Statutes authorizes a school board to grant charters to operate schools in Milwaukee.

10. Charter school proposals must adhere to the policies and parameters adopted by the Board on February 7, 1996.

Fiscal Impact Statement

11. The parameters for calculating financial support for charter schools were approved by the Board on February 7, 1996. The base per pupil cost for charter schools for 1996-97 shall be $3,962, and with an additional cost for support services of up to $917 per pupil, for a total of $4,879; and such additional costs for services such as nutrition and exceptional education not included in the calculation of base per pupil costs or support services.

The charter proposal seeks $4,879 per pupil in base funding. Should the Board direct contract negotiations to commence, the per pupil amount would be negotiated.

The total cost of funding the $4,879 for 60 full-time equivalent students is $292,740. The total cost of funding the $4,541 for 60 full-time equivalent students is $272,460. This is based on the amount approved by the Board for the Highland Community School; however, this amount may vary.

No funding has been appropriated in the FY97 budget specifically for a second charter school to open during 1996-97. Should the Board approve the charter proposal, funding would need to be identified in the budget for this purpose.

Cost implications of funding the $4,879 over a three(3)-year period is itemized in Attachment B. Also, the chart includes other "what if" scenarios to compare the costs of a charter school, partnership contract, and a contract for services under s.119.235, Wis. Stats. These scenarios are very preliminary and may change based on further refinement of the costing model.

Implementation and Assessment Plan

12. The administration has serious concerns regarding the start-up of a charter school for the 1996-97 school year. There are approximately twenty (20) working days before the start of the new school year. The administration believes that a smooth and orderly implementation of a charter school, such as contract negotiations, enrolling students, hiring staff, inservicing staff, and making all other preparations to open the school, cannot be realistically completed within this time frame.

13. Areas of non-compliance cited in Attachment A must be corrected and fully addressed before charter school is allowed to open.

14. While the educational design of the charter school is sound, innovative, and exciting, the administration feels obligated to inform the Board that the HR Academy partnership school does not have a strong performance record. This factor alone should not eliminate the charter school from further consideration. However, in order for the school to have a successful start, HR Academy, Inc. should consider taking more time during the 1996-97 school year to inservice staff and address the practicalities of translating an exciting vision into real action.

The Board may wish to consider one of the following options in its deliberations:

a. Authorize the administration to negotiate a charter school contract for the start of the 1997-98 school year;

b. Authorize the administration to contract with HR Academy, Inc. for up to sixty (60) seats for the 1996-97 school year using contracting authority under section 119.235, Wis. Stats.;

c. Authorize the administration to expand the current partnership agreement with HR Academy to increase the number of seats to permit more students to be served; or

d. Place charter school proposal on file.

Superintendent's Recommendation

That the Board determine what action it wishes to take.

Director Bills moved that the Board authorize the administration to consider a charter school contract for H. R. Academy for the 1997-98 school year, pending program evaluation and successfully addressing charter compliance issues, and that the Board authorize the administration to expand the current partnership agreement should funds become available in the 1996-97 school year.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki and Small—5.

Noes—Director Todd and President pro Tem Braun—2.

* * * * *

(Item 3) Action on Resolution 9697R-015 by Director O'Neil to Modify the Name of Walker Middle School to Walker International Middle School

Background

At its meeting on May 29, 1996, the following resolution was introduced by Director O'Neil.

WHEREAS, Walker Middle School has an international studies program that gives emphasis to foreign languages and cultural studies; and

WHEREAS, Walker has a community that is made up of a diverse ethnic neighborhood and is now participating in the neighborhood school program to reduce busing; and

WHEREAS, Walker's staff, parent committee and neighbors are attempting to improve Walker's image by making changes such as our "Guarantee" program, attendance improvement incentive lottery, and community report card; now, therefore, be it

RESOLVED, That this school shall be called Walker International Middle School.

Administration's Analysis

1. A survey was sent to all parents and a meeting was held for interested parties regarding changing the name of Walker Middle School to Walker International Middle School. Following these activities, it was a joint decision between the PTO and the Shared Decision Making Council to change the school's name.

2. Walker Middle School has an international studies program emphasizing foreign languages and cultural studies.

3. Walker has a community that is made up of a diverse ethnic neighborhood and is now participating in the neighborhood school program to reduce busing.

4. Walker's staff, parent committee and neighbors are attempting to improve Walker's image by making changes such as the attendance improvement incentive lottery, Community Report Card, and Guarantee program which is a three way agreement among the school, parent and student regarding work assignments.

5. The proposed name change would only require the word "International" be inserted in the existing name of the school.

Strategic Plan Compatibility Statement

6. The MPS School Board has already designated Walker Middle School as having an international studies specialty.

7. Present and previous planning was directly tied by the parent group and staff to this area of study.

Statute, Board Policy or Rules Statement

8. This is consistent with the Board policy on the naming of school facilities, policy # 6.01, which states:

"**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 that 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

9. Letters used on the school sign will cost $2,058.50, which will be taken from the local school budget.

10. Approval of the recommendation will result in no additional cost because letterhead paper and envelopes will be printed only after the present supply of these materials are used up. Likewise, the listing in the telephone book will be changed only when the telephone books are changed.

Implementation and Assessment Plan

11. The parent group and the staff will continue to develop a stronger and more successful program of study in the area of international studies.

Superintendent’s recommendation

That Walker Middle School be called Walker International Middle School.

Director Todd moved to approve the Superintendent’s recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O’Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 4) Action on a Request to Initiate a Staff Technology Buy Program

Administration's Analysis

1. The Department of Technology is recommending that the district establish an "Employee Technology Buy Program" for full-time staff members by providing advance funding up to $2.7 million from a clearing account that the Board is requested to approve as part of this item. MPS staff would purchase technology equipment for personal use and improvement of their technical literacy. Payroll deduction will be used for staff members to pay back the advance during the remainder of the fiscal year, replenishing the clearing account by the end of FY97.

2. The $2.7 million dollars will be obtained through the district's annual cash flow borrowing. This funding mechanism is further detailed in the Implementation and Assessment Plan section.

3. This program will offer staff the opportunity to purchase technology compatible equipment currently being purchased for use in our schools. As the average purchase is about $2,500, approximately 600 employees would be able to participate.

4. The advance would be interest free to employees. There would be a one-time processing fee of $35 for each participating employee, and employees would sign a contract ensuring that the advance would be repaid in the event that they are no longer employed by MPS. There would be a minimum entry point of approximately $1,000 and a limit of $4,500.

5. Selected vendors would display equipment for interested employees. A group order would be facilitated by district staff within three weeks of the announcement. Equipment will be delivered within four weeks of the order date to the home of the employee by the vendor. MPS staff and vendors will conduct an optional inservice seminar for set-up and start-up training for interested employees after the equipment has been delivered. Related district inservice opportunities would be marketed directly to participating employees.

6. Other school districts (Battle Creek, St. Paul, Cedarburg, Mequon-Thiensville) have found this process to be so successful that they have repeated the event.

Strategic Plan Compatibility Statement

7. The "Employee Technology Buy Program" is an economical way to accelerate employee technical capability. Connecting this project to other technology initiatives such as internet access will enhance the pace at which updated student learning experiences are developed. Participating employees will have an increased understanding of the value and role these products bring to the teaching and learning process. This also relates directly to ***K-12 Teaching and Learning Goals*** (especially goal 6) and ***School to Work.***

Statute, Board Policy or Rule Statement

8. The City Attorney has reviewed this matter and has approved the legality of the "Employee Technology Buy Program."

Fiscal Impact Statement

9. Employees will be given two options:

a. Employees who wish to take advantage of this program but do not wish to use payroll deduction, or if the amount of their purchases are significantly below $1,000, will be able to make full payment at the time of order.

b. Employees may also take advantage of this program via the payroll deduction plan. This plan would be set up so that the district would be reimbursed within the current fiscal year.

10. Given the level of projected staff participation and the period the advance would be outstanding, the advance funding will be reimbursed to the district by the end of FY97. A fiscal note is attached.

Implementation and Assessment Plan

11. The following steps will be necessary to implement this program:

a. A technology buy clearing account will be established in the FY97 School Operations Fund budget. It will consist of $2.7 million (obtained through cash flow borrowing) in revenue - employee purchases offset by a $2.7 million expenditure budget for computer purchases, for a net FY97 budgetary impact of zero.

b. Next, the $2.7 million cash flow requirements (due to the timing difference between the computer purchases occurring during September-October 1996 and the account receivable being paid by employees throughout the fiscal year) will be added to the District’s annual cash flow borrowing. There will be no fiscal impact to the district related to the additional cash flow borrowing relevant to this program.

c. Finally, as cash is received through payroll deductions or direct payment, the Accounts Receivable-Employee Technology Buy Program account will be reduced by a like amount. The account will balance to zero.

d. There will be minimal administrative costs related to administering this program. A $35 application fee will be assessed for each employee to defray the administrative costs.

The following chart depicts the transaction described above:

Debit(Credit) in millions

Steps	Description	Revenue	Cash	Accounts Receivable-Employee Technology Buy Purchases	Balance of Entry
(1)	Financing	(2.7)		2.7	0
(2)	Purchases of Computers	2.7	(2.7)	0	0
(3)	Employee Deductions or Payments by 6/30/97	0	2.7	(2.7)	0
	Balance of Transactions	0	0	0	0

12. Employee participation levels will be summarized and reported.

13. A satisfaction/impact survey will be conducted six months after delivery. If survey results and execution of the implementation plan indicate that the program is successful, the administration would likely consider recommending to the Board continuation of this program on an ongoing basis.

Superintendent's recommendations

1. That the Board approve implementation of the "Employee Technology Buy Program."

2. That the Board approve a technology clearing account in the FY97 School Operations Fund budget, consisting of $2.7 million in Revenue - Employee Purchases offset by a $2.7 million expenditure budget for computer purchases.

Director Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 5) Action on a Request to Approve Entering into an Intergovernmental Cooperation Agreement with the City of Milwaukee Relative to a Loan from the Board of Commissioners of Public Lands

Background

1. For the past several years, MPS has borrowed funds from the Common School Trust Fund (also referred to as the State Trust Funds of the Board of Commissioners of Public Lands).

2. Since legal questions arose regarding the Board's ability to borrow as it relates to the City of Milwaukee, the Board, on February 28, 1996 (Proc. pp. 655-656), authorized the execution of an intergovernmental cooperation agreement with the City governing this borrowing.

3. On March 27, 1996 (Proc. pp. 676-677), the Board adopted a resolution authorizing the borrowing of an additional $5,000,000 from the Common School Trust Fund.

4. The City Attorney has advised the Office of Board Governance that the intergovernmental cooperation agreement authorized by the Board on February 28, 1996, only applies to past loans, and a new agreement will need to be executed to cover the new loan. The Common Council approved the new agreement on July 12, 1996, and it is now being submitted for the Board's approval. A copy of the agreement is attached.

Recommendation of the Superintendent and the Director, Office of Board Governance

That the Board approve entering into the attached Intergovernmental Cooperation Agreement with the City of Milwaukee relative to a loan from the Board of Commissioners of Public Lands.

Director Small moved to approve the recommendation of the Superintendent and the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 6) Action on the 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, 1996, for review and input and for consideration during the Board's Strategic Planning Sessions in June and July. The Board received the draft plan as an information report at its June 26, 1996, meeting. Since the requested audits included in the plan exceeded the available resources, the Office of Board Governance in July requested Board members to rank the proposed audits in order of importance. Available resources were then allocated to those proposed audits the Board identified as most important.

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.

Recommendation of the Director, Office of Board Governance

That the Board determine the audit priorities and approve the prioritized plan of audits for FY 97.

Director Bills moved that the Board approve the following plan of audits for FY97:

	Est. Days	*Totals*
Total Resource Days Available		1,556
Continuing and Required Audits:		
General Purpose Financial Statements	223	
Alternative Partnership Schools	75	
MPS/City of Milwaukee Relationship	200	
Warehouse and Distribution Services	90	
Follow-Up Reviews	64	
Special Audits and Projects	50	
Total Continuing and Required Audits		702
Resources Available for FY97 Proposed Audits		854
Proposed Projects to be Completed with Available Resources		
School Financial/Performance/Student Activity Fund Reviews		635
Contracted/Consulting Services	90	
Leadership Academy	50	
Transportation Services	80	855
Resource Days Shortage (654—655)		(1)

Director Johnson moved to amend to provide that the school financial/performance audits include 20 K-8 and middle schools.

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

Ayes—Directors Johnson, O'Neil and Todd—3.

Noes—Directors Bills, Sinicki, Small and President pro Tem Braun—4.

Director Johnson moved to amend to provide that a combined total of 15 school financial/performance audits be K-8 and middle schools.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Small and Todd—5.

Noes—Director Sinicki and President pro Tem Braun—2.

The question being on approval of the audit plan as amended, it was approved, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 7) Action on a Report on the Status of Staffing SAGE Teacher Positions

Administration's Analysis

1. At the Board meeting on April 17, 1996, the Board authorized the Superintendent to enter into a contract with the Department of Public Instruction for the SAGE program. Board members made several points about staffing in their discussion at the April 17 meeting.

2. The motion, which was approved unanimously with (8) ayes, was as follows:

"That the Board authorize the Superintendent to sign SAGE contracts on behalf of the Board contingent on:

1. Satisfactory holistic school reform plans which include plans for before and after school programs;
2. A minimum of $1,700 per child funding;
3. That all SAGE contracts and awards be contingent on memorandum of understanding with the MTEA to assure compatibility and appropriateness of teacher assignments; and,
4. Class size of 24 to 30 with 2 teachers."

3. The administration met with the MTEA on June 4, 1996, to discuss issues related to staffing the SAGE classrooms. The MTEA agreed to fill these assignments by posting identified vacancies consistent with contractual provisions. While the MTEA did not agree to the right to interview prospective staff, they did agree on the following:

- The MTEA agreed to filling these assignments subject to the same contractual exceptions provided for specialty schools, i.e. only volunteers can go into these assignments, and teachers who are incompatible may be promptly reassigned.

- The MTEA agreed to the requirement for recent experience as a kindergarten or first-grade teacher (defined as at least one year within the past five years) in addition to DPI certification requirements.

- The MTEA also agreed to an open, informational meeting, so that interested staff members could talk with the principals of the schools in order get more information.

4. The administration submitted the SAGE grants to DPI on April 23, 1996. In the cover letter to DPI, the administration specified that the contracts are contingent on reaching an agreement with the Milwaukee Teachers Education Association (MTEA) to assure compatibility and appropriateness of teacher assignments.

5. In order to advance the SAGE program in a timely manner, the administration posted the SAGE vacancies and held an informational meeting for teachers concurrently with attempting to resolve the memorandum of understanding.

Implementation and Assessment Plan

6. In light of the contingency relative to the receipt of an MOU from the MTEA to allow the interview process to fill these positions, without regard to seniority, and since the MTEA did not approve an interview process, the administration has delayed any further action regarding the staffing of the SAGE teacher positions, pending Board review and approval.

7. The Department of Administration (DPI) has approved the SAGE contracts for all seven schools. On July 23, 1996, DPI indicated that per pupil amount that will be received for the SAGE program is $1909. This amount exceeds the Board’s contingency.

8. Should the Board approve the administration’s recommendation, all aspects of the SAGE program are ready and can be implemented in time for the opening of school.

9. A total of 22 vacancies exist for SAGE. It is recommended that eleven (11) be filled using the posting process and eleven (11) be filled by new hires.

Superintendent's recommendations

1. That the Board authorize the administration to proceed with implementing the SAGE programs including staffing the SAGE positions with the applicants who submitted applications during the posting period.

2. That the administration be directed to come back to the Board, at the end of the first semester of the 1996-97 school year, with a report detailing the following:

a) the progress of all teachers in the SAGE classrooms;
b) status of the overall implementation of SAGE;
c) report on the external evaluation of SAGE; and
d) report on the teacher/student ratio and number of full-time equivalent students being served in SAGE program.

Director Bills moved to implement the eleven positions that have been filled using the existing posting process, and that the other eleven positions be held pending the completion of a memorandum of understanding, and that an independent evaluation of the SAGE program be conducted.

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

Ayes—Directors Bills and Small—2.

Noes—Directors O'Neil, Sinicki, Todd and President pro Tem Braun—4.

Temporarily absent—Director Johnson—1.

Director O'Neil moved to approve the Superintendent's recommendations.

Director Bills moved to amend to include an independent evaluation of the program.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Sinicki, Small and President pro Tem Braun—4.

Noes—Directors O'Neil and Todd—2.

Temporarily absent—Director Johnson—1.

The question being on approval of the Superintendent's recommendations as amended, they were adopted, the vote being as follows:

Ayes—Directors Bills, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—6.

Noes—None.

Temporarily absent—Director Johnson—1.

* * * * *

(Item 8) Annual Report on Leases

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 FY96 is attached.

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(Item 9) Action on Monthly Finance and Facilities Matters: Award of Contracts and Authorization to Make Purchases

Award of Contracts

ROOF REPLACEMENTS

Stuart Elementary School
Specialty Associates, Inc., Low bidder, Base Bid of..... $296,275

Hawthorne Elementary School
Specialty Associates, Inc., Low bidder, Base Bid of..... $252,749

Milwaukee High School of the Arts
Specialty Associates, Inc., Low bidder, Base Bid of..... $206,716

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Neeskara Elementary School
Staff Electric Co., Inc., Low bidder, Base Bid of..... $118,241

Hartford Avenue School
Staff Electric Co., Inc., Low bidder, Base Bid of..... $110,707

Authorization to Make Purchases

SS-253 Macintosh Computer Lab (German Immersion)
$71,670.20 to Apple Computer for 36 each Macintosh computers, one file server, 4 printers and networking cards and cables; $14,709.19 to Graham MicroAge for related networking devices, installation and training; for a total of $86,379.39

RP-217 Video/Data LAN/WAN Network Wiring (Hamilton High)
Allied Computer Group for a total estimated cost of $393,913

Superintendent's Recommendations
1. That the Board award the contracts, as listed above.
2. That the Board authorize the purchases, as listed above.

Director Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 10) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments and Report of 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.

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.

Superintendent's recommendations

That the Board approve the classified personnel transactions and teacher appointments, as listed below.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Earnest Handford, Jr. Fac. & Main.	Bricklayer $22.64/hr.($47,091.20/yr.)	07-15-96
Tarmika Johnson Lee	Clerk Typist I $13,251.11/yr.	08-21-96
Fritz Spinn, Sr. Fac. & Main.	Small Engine Mechanic $24,705.46/yr.	07-15-96
	PROMOTIONS	
Lucille Bell MHSA	Food Service Manager I $13,726.96/yr.	08-26-96
Mark Bessa Roosevelt	School Engineer III $36,440.82/yr.	07-15-96
Evelyn Bivins Malcolm X	Food Service Manager I $12,978.24/yr.	08-26-96
Angela Chojnacki Robinson	Food Service Manager I $12,931.34/yr.	08-26-96
Dennis Deis Hamilton	School Engineer IV $41,793.96/yr.	07-15-96
Acey Farmer Milw. Ed. Center	School Engineer III+ $36,440.82/yr.	07-15-96

Luther Gerron Morse	Building Service Helper II $20,038.46/yr.	07-15-96
Patricia Knurowski Riley	Food Service Manager IV $19,612.79/yr.	08-26-96
Ronald Krause Morse	School Engineer III $36,440.82/yr.	07-15-96
Gregory Laskowski Fac. & Main.	School Engineer I $26,247.00/yr.	07-15-96
Cathleen Lee Douglass	Food Service Manager I $12,931.34/yr.	08-26-96
Scott Lichucki Pulaski	School Engineer IV $41,793.96/yr.	07-15-96
Blanca Marsh Holmes	School Secretary I $15,157.33/yr.	06-07-96
Daniel Metz Fac. & Main.	School Engineer I $28,640.04/yr.	07-15-96
Mark Norville Fac. & Main.	Laborer Crewleader $18.01/hr.($36,020.00/yr.)	07-08-96
Lisa Parker Siefert	Food Service Manager I $12,962.96/yr.	08-26-96
Gregory Rivers Fac. & Main.	School Engineer I $29,836.56/yr.	07-15-96
Paul Roberts Bay View	School Engineer III+ $36,440.82/yr.	07-15-96
Maria Rodriguez Allen-Field	School Secretary I $15,157.33/yr.	06-07-96
Brian Rolbiecki Madison	School Engineer III+ $40,160.90/yr.	07-15-96
Eric Seny Warehouse & Dist. Serv.	Driver Helper $27,984.06/yr.	07-01-96
Thomas Stypulski Fac. & Main.	School Engineer I $26,247.00/yr.	07-15-96
Alex Terry Fac. & Main.	School Engineer I $26,247.00/yr.	07-15-96
Jeffery Terry Fac. & Main.	School Engineer I $28,640.04/yr.	07-15-96
Daniel Thompson Fac. & Main.	School Engineer I $29,836.56/yr.	07-15-96

Dale Wayd Washington	School Engineer IV $40,316.64/yr.	07-15-96
Ronald Werner Kosciuszko	School Engineer III $36,440.82/yr.	07-15-96
Michael White Lincoln Middle	Building Service Helper II $20,038.46/yr.	07-15-96
Timothy Yanasak Warehouse & Dist. Serv.	Truck Driver (Light) $32,947.98/yr.	07-01-96
Nanette Zelinski Curtin	Food Service Manager I $12,931.34/yr.	08-26-96

REINSTATEMENTS

John Robinson Fac. & Main.	Carpenter $19.42/hr.(38,840.00/yr.)	07-08-96

CHANGES IN STATUS

Dale Chapman Milw. Tech.	Food Service Manager IV $19,942.52/yr.	08-26-96
Sharon Dudek Fernwood	Food Service Manager I $14,078.40/yr.	08-26-96
Randall Penn MHSA	School Engineer III+ $40,160.90/yr.	07-15-96
Sue Pergande Wright	School Secretary I $19,257.33/yr.	08-21-96
Ulla Pinion Milw. Village	School Secretary I $19,755.32/yr.	06-24-96
Mary Rivas Wisc. Conservatory	Food Service Manager II $17,813.08/yr.	08-26-96
Arlene Roberts Hawthorne	Food Service Manager I $15,737.55/yr.	08-26-96
Mary Sherwood Hamilton	Food Service Manager VI $19,442.53/yr.	08-26-96
Kathryn Tetzlaff Edison	Food Service Manager III $18,975.43/yr.	08-26-96

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APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between March 5, 1996, and March 15, 1996, inclusive:				
(r)	Ellen M. Rottkamp Elementary	B	29,296	4	03-07-96
	Effective between March 18, 1996, and March 28, 1996, inclusive:				
(r)	Sharonda M. Harris Grade 3	B	25,634	1	03-18-96
	Effective between April 19, 1996, and May 1, 1996, inclusive:				
(nr)	Ann M. Pierner Elementary	B	25,634	1	04-22-96
	Effective between May 28, 1996, and June 7, 1996, inclusive:				
(nr)(b)	Constance J. Cibik Art	B	37,840	11	06-06-96
(r)	Gloria T. Jones Kindergarten	B	26,854	2.5	05-28-96
(nr)(a)	Susan A. Markert Elementary	B	34,178	8	06-01-96
(r)	Leonard C. Pacala Elementary	BB	28,197	2	06-03-96
	Effective between June 10, 1996, and June 14, 1996, inclusive:				
(nr)	Kenneth L. Baron Music	C	33,104	4	06-11-96
	Effective August 1996, payroll:				
(r)	Tiffany R. Cross Elementary	B	26,458	0	07-26-96
(nr)	Kelly A. Cullen EC:EEN	B	26,458	0	07-26-96
(nr)	Lisa M. LaFond Kindergarten	B	26,458	0	07-26-96
(r)	Patricia M. Tiffany Elementary	BB	27,781	0	07-26-96
(r)	Mao T. Vang Elementary	B	26,458	0	07-26-96

(nr)	Melissa R. Wied C. D	B	29,104	2	07-26-96
(r)	Candyce A. Allen L. D.	B	24,413	0	08-28-96
(r)	Dorinda M. Allen Elementary	B	24,413	0	08-28-96
(nr)	Mary A. Behnke Elementary/L. D.	B	24,413	0	08-28-96
(r)	Robert R. Bly Social Studies/L. D.	B	24,413	0	08-28-96
(nr)	Steven J. Bochat Physical Education	B	24,413	0	08-28-96
(nr)	Jill E. Boeck Biology/Chemistry	B	16,479 (.5 Contract)	7	08-28-96
(r)	Reginald A. Bourrage Elementary	B	24,413	0	08-28-96
(r)	Kari G. Brennan Elementary	BB	26,915	1	08-28-96
(r)	Susan J. Brier L. D.	B	24,413	0	08-28-96
(r)	Karol E. Brown Elementary	B	24,413	0	08-28-96
(nr)	Jennifer M. Brownson Elementary	BB	25,634	0	08-28-96
(nr)	Kara M. Cafaro L. D.	BB	25,634	0	08-28-96
(r)	Corpella P. Christopher Elementary	B	24,413	0	08-28-96
(nr)	Tina G. Curro Pre-K-6	B	24,413	0	08-28-96
(nr)	Nancy A. Eltrich Music/English	B	25,634	1	08-28-96
(nr)	Thomas E. Eltrich Tech. Ed.	B	32,958	7	08-28-96
(nr)	Melissa L. Enderle Art	B	24,413	0	08-28-96
(r)	Jennifer M. Erdmann E. D.	B	24,413	0	08-28-96

(nr)	Kimberly D. Fabitz Elementary	B	24,413	0	08-28-96
(r)	Susan M. Falk Upper Elementary	B	24,413	0	08-28-96
(r)	Colleen M. Finnerty L. D.	B	28,075	3	08-28-96
(r)	Trenette R. Fowler Upper Elementary	B	24,413	0	08-28-96
(nr)	Molly O. Gonring L. D.	B	26,854	2	08-28-96
(r)	Daryl B. Hammett Elementary	C	27,587	0	08-28-96
(r)	Dedric L. Harris Elementary	B	24,413	0	08-28-96
(nr)	Kerri L. Hurlebaus K-6	B	24,413	0	08-28-96
(r)	Tyra Y. Jackson Elementary	B	24,413	0	08-28-96
(r)	Jane C. Janicki Elementary	B	24,413	0	08-28-96
(r)	Lisa A. Jones Music-Vocal	B	24,413	0	08-28-96
(r)	Paula J. Klein Upper Elementary	B	24,413	0	08-28-96
(nr)	Melodee J. Kraemer-Vogt Elementary	B	24,413	0	08-28-96
(r)	Marsha L. Kroeger Elementary/Bilingual	BB	25,634	0	08-28-96
(r)	Patricia Y. Krug English/Speech/Reading	B	29,296	4	08-28-96
(r)	Susan M. Lamb Art	B	24,413	0	08-28-96
(r)	Barbara M. Logan Elementary	B	24,413	0	08-28-96
(r)(b)	Thomas E. Loomis Elementary/Bilingual	D	37,450	6	08-28-96
(r)	Rochelle A. Meulemans Elementary	BB	25,634	0	08-28-96

(r)	Darryl A. Moore Elementary	B	24,413	0	08-28-96
(r)	Nichole F. Nichols Elementary	B	25,634	1	08-28-96
(r)	Toni M. Pace Elementary	B	26,854	2	08-28-96
(r)	Angela T. Patti L. D.	B	24,413	0	08-28-96
(r)	Judith M. Peterson Art	B	24,413	0	08-28-96
(nr)	Mary E. Potts Elementary	B	32,958	7	08-28-96
(nr)	Gwendolyn A. Prasolov Elementary/Montessori	BB	25,634	0	08-28-96
(nr)	Timothy E. Ritzert R. O. T. C.	B	32,958	7	08-28-96
(r)	Everett E. Rupert Upper Elementary	B	29,296	4	08-28-96
(r)	Redouane Sabbar Upper Elementary	B	24,413	0	08-28-96
(nr)	Marcie L. Sabel C. D./L. D.	B	24,413	0	08-28-96
(nr)	Lara S. Sadowski Upper Elementary	B	24,413	0	08-28-96
(nr)	Heidi L. Schultz Elementary	B	24,413	0	08-28-96
(nr)	Helen A. Senu-Oke L. D.	B	32,958	7	08-28-96
(r)	Rebecca A. Simon E. D.	B	24,413	0	08-28-96
(nr)	Derek S. Smith Elementary	B	24,413	0	08-28-96
(r)	Jennifer L. Smith Elementary/Montessori	B	25,634	1.5	08-28-96
(r)	Mary S. Spiegel Upper Elementary	B	24,413	0	08-28-96
(r)	Debra C. Sublett Elementary	B	24,413	0	08-28-96

(r)	May Soua Thao Elementary	B	24,413	0	08-28-96
(nr)	Annie B. Thomas Elementary	B	24,413	0	08-28-96
(nr)	Raina M. Thomas Spanish	B	24,413	0	08-28-96
(nr)	Kathleen J. Traughber Phy. Ed./Health/Adapt. Ed.	B	24,413	0	08-28-96
(nr)	Ellie K. Treichel Elementary	B	24,413	0	08-28-96
(r)	Maurice E. Turner Upper Elementary	B	24,413	0	08-28-96
(r)	Jennifer L. Vajda L. D.	B	24,413	0	08-28-96
(nr)	Jamie L. Van Offeren Music	B	24,413	0	08-28-96
(nr)	Krista M. Weaver C. D.	B	24,413	0	08-28-96
(r)	Erica J. Weber Elementary	B	24,413	0	08-28-96
(nr)	Julie A. Wiegert C. D.	B	32,958	7	08-28-96

School Psychologists - Schedule 05

Effective September 1996, payroll:

(nr)	Laura A. Wingers-Smith	33,789	0	08-21-96

(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
Christine D. Bergan	Teacher	06-14-96
Marsha Y. Blake	Speech Path.	07-08-96
Marlyn A. Brahm	Teacher	07-31-96
Carole L. Brown	Teacher	06-14-96
Sandra K. Cardarelle	Teacher	07-05-96

Salomie T. Charles	Teacher	06-14-96
Bennie L. Cleveland	Counselor	06-14-96
Peter M. Corica	Teacher	06-14-96
Sandra L. Cornelius	Teacher	03-06-96
Maria R. Cruz	Teacher	05-31-96
Renee L. Dassow	Teacher	06-25-96
Arlene A. Edwards	Teacher	06-14-96
Martha L. Gensemer	Teacher	07-02-96
Christine Gliszczinski	Prog. Adm. EE	07-31-96
Deborah M. Gradian	Teacher	07-03-96
Carolyn M. Graf	Teacher	06-14-96
Tracy L. Haschker	Teacher	06-25-96
Susan A. Henderson	Teacher	07-03-96
Steven A. Jancik	Teacher	07-15-96
Jody A. Jedlicka	Supervisor	06-20-96
Joseph R. Jefferson	Teacher	08-01-96
Rebecca A. Kassulke	Teacher	08-21-96
Kristine G. Kliebhan	Teacher	06-28-96
Mark A. Kniskern	Teacher	06-14-96
Jill S. Koebernik	Teacher	08-20-96
Jane E. Konkel	Teacher	07-10-96
Judith E. Kucej	Counselor	06-14-96
Gertie A. Kuse	Teacher	08-30-96
Marcel J. Lachenmann	Teacher	06-14-96
Theresa M. Landherr	Teacher	05-29-96
Kathy Y. Loechler	Teacher	06-14-96
C. Lowenstein-Kane	Supervisor	08-31-96
Julie A. Maegi	Teacher	06-14-96
Foyne Mahaffey	Teacher	06-14-96
Patricia A. Malicki	Teacher	06-14-96
Marsha J. Malueg	Teacher	08-27-96
Julie M. Martin	Teacher	06-24-96
Kathleen McDermott	Rec. Spec.	03-30-96
Kimberly J. Nedza	Teacher	06-27-96
Mari A. Nelson	Teacher	07-08-96
Elaine J. Nowaczyk	Teacher	06-14-96
Elizabeth P. Perry	Teacher	06-14-96
Ann M. Prophett	Teacher	06-14-96
Christine M. Richter	Teacher	06-26-96
Rose Ann Riege	Teacher	06-24-96
John R. Roubik	Teacher	07-02-96
Jay B. Schroeder	Teacher	07-01-96
Tara H. Serebin	Teacher	07-01-96
Yakini A. Shabaka	Teacher	07-04-96
Mary Jo F. Shapiro	Teacher	06-14-96
Catherine I. Short	Teacher	06-14-96
Heidi M. Sojkowski	Teacher	06-24-96
Dyana E. Stacy	Teacher	07-10-96
Kathleen Steponkus	Teacher	06-14-96
Chad R. Stigler	Teacher	06-24-96

Barbara M. Taglienti	Teacher	06-14-96
Julie A. Trump	Teacher	07-05-96
Nicki H. Usinger	Teacher	05-28-96
Mary Kay Waldman	Teacher	07-01-96
Margaret E. Wendorf	Teacher	06-14-96
Victoria A. Wolf	Teacher	06-14-96

Diector Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—6.

Noes—None.

Temporarily absent—Director Johnson—1.

(Item 11) Action on Recommended Administrative Appointments and Promotions

1. The Superintendent recommends that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board:

5(r)	Richard Moore	Director Facilities & Maint. Services	Schedule IIIE, Range 14A $82,365
5(r)	Phillip Dosmann	Principal Craig Montessori School	Schedule III, Range 13D $57,116
4(r)	Rosana Benishek	Assistant Principal South Division High School	Schedule III, Range 12C $46,424
5(r)	Carol Kopczynski	Supervisor, Employee Benefits Div. of Insurance & Risk Mgmt	Schedule III, Range 10A $60,642
2(r)	Sharon McDade	Assistant Principal Browning School	Schedule III, Range 10D $45,648
2(r)	Carolyn Armour	Assistant Principal Keefe Avenue School	Schedule III, Range 10D $55,348
2(r)	Anna Hooker	Assistant Principal Starms Discovery Learning Ctr	Schedule III, Range 10D $53,852
5(r)	Edith Bivens	Assistant Principal Thirty-fifth Street School	Schedule III, Range 10D $45,648

2. The Director, Office of Board Governance recommends that the following individuals be appointed to the classifications indicated, effective upon assignment following approval by the Board:

5(nr)	Paul R. Capozzi*	Auditor I Audit Services	Schedule III, Range 3A $40,500
5(nr)	Adele L. denDulk*	Auditor III Audit Services	Schedule III, Range 6A $52,000

5(nr)	Marilyn B. Mayr*	Auditor IV Audit Services	Schedule III, Range 8A $59,900
5(nr)	Deborah L. Wegner*	Auditor IV Audit Services	Schedule III, Range 8A $53,000

*This appointment is contingent upon satisfactory completion of the criminal background check and the medical examination.

_____

2 - African American
4- Hispanic
5- White

r - Resident
nr - Non-resident

Director Small moved to approve the recommendations of the Superintendent and the Director, Office of Board Governance.

Director O'Neil requested division of the assistant principals from the other appointments. There being no objection, the request was granted.

Director Johnson moved that the Board retire to executive session to discuss the Superintendent's administrative appointments.

The motion prevailed, the vote being as follows;

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors O'Neil, Todd and President pro Tem Braun—3.

The Board retired to executive session at 10:25 PM.

The board reconvened in open session at 10:30 PM.

The question being on approval of the appointments, except for the assistant principal appointments, they were approved, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

The question being on approval of the assistant principal appointments, they were approved, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki, Small and President pro Tem Braun—5.

Noes—Directors O'Neil and Todd—2.

* * * * *

UNFINISHED BUSINESS

REPORT OF THE LEGISLATION, RULES AND POLICIES COMMITTEE HELD OVER FROM JUNE 26, 1996

(Item 2) Action on Resolution 9697R-001 by Director Braun to Amend Board Rules 1.15 (4) and 2.04 to Eliminate Verbatim Transcripts of Board and Committee Meetings and Replace Them with Audio Recordings

Resolution

At its meeting on April 29, 1996, the Board referred the following resolution, which was introduced by Director Braun, to the Legislation, Rules and Policies Committee.

WHEREAS, Board Rule 1.15 (4) on Board Proceedings, requires that "verbatim transcripts shall be made of each regular and special meeting of the Board;" and

WHEREAS, Board Rule 2.04 on Meeting Minutes of Committees, requires that "minutes of each meeting shall be kept," and that such public records are available for public inspection; and

WHEREAS, A survey of other local governments and school districts in the area, including the City of Milwaukee and Milwaukee County, revealed that no local taxing unit employs the use of court reporters to prepare written verbatim transcripts of regular and special and committee meetings of the legislative body; and

WHEREAS, The majority of other local taxing units provide and make available for public inspection, audio tapes of regular and special meetings of the legislative body, in addition to the written action of basic actions and votes of the meetings; and

WHEREAS, Although a survey of Board member use of the current written verbatims revealed a majority favored their continuation, cost savings and more effective use of staff time can be achieved by converting to the less expensive audio tape system; now therefore be it

RESOLVED, That Board Rule 1.15 (4) be amended to read, "Audio recordings shall be made of each regular and special meetings of the Board. These recordings shall be kept by the Office of Board Governance and copies made available upon request to interested public at cost. Such tapes shall be kept by the Office of Board Governance for six years;" and be it

FURTHER RESOLVED, That Board Rule 2.04 be amended to read "Audio recordings shall be made of each Board committee meeting. These recordings shall be kept by the Office of Board Governance and copies made available upon request to interested public at cost. Such tapes shall be kept by the Office of Board Governance for six years;" and be it

FURTHER RESOLVED, While the effect of this resolution terminates the use of court reporters for regular and special Board meetings and committee meetings, that the use of court reporters and formal written transcripts, if needed, be continued for disciplinary and expulsion hearings.

Current Board rules

1.15 Board Proceedings.

(4) Verbatim transcripts shall be made of each regular and special meeting of the Board. These shall be bound and kept in the office of board governance. The notes of the reporter shall also be kept in the office of board governance for a period of six years.

2.04 Meeting Minutes.

(1) Minutes of each meeting shall be kept. Such minutes, which do not constitute official actions by the Board, are nevertheless public records and are available for inspection or sale in the office of board

governance during regular office hours. The price of these minutes shall be fixed by the director of board governance with the expense of duplication being given primary consideration. All such minutes sold must contain the statement that they are minutes only and do not constitute official actions by the Board.

(2) Reporter or clerk notes of the Board and committee meetings shall be kept in the custody of the director of board governance for a period of six years.

Analysis by the office of board governance

The Office of Board Governance has recently completed a review of alternatives to verbatim minutes. A copy of the analysis has been attached to the minutes of your committee's meeting of June 17, 1996.

Committee Recommendation

Your Committee recommends that the use of a reporter be continued, but that the reporter produce the transcript as a computer file, eliminating the printing costs, with concurrent operation of the current system for 3 months.

Director Bills moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

* * * * *

(Item 3) Resolution 9697R-020 by Directors Braun, Fisher, Gardner and O'Neil to Amend Board Rule 2.07 to Rename the Strategic Planning and Budget Committee

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun; Fisher; Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, Strategic planning necessarily extends beyond single years, and

WHEREAS, Many aspects of strategic planning include financial considerations that extend beyond the annual budget cycle, including major capital improvements, changes in educational programs; multi-year leases, program development, and policy change; now, therefore, be it

RESOLVED, That the Strategic Planning and Budget Committee be renamed the Strategic Planning, Finance, and Budget Committee.

Current Board rule

2.07 Powers and Duties.

(1) The committee on strategic planning and budget shall consider and make recommendations to the Board on all matters pertaining to budget development. The committee shall consider the school operations, food services, categorical aids, extension, and construction fund budgets as prepared by the superintendent and shall make recommendations to the Board with respect thereto. Copies of the proposed budgets shall be furnished to each Board member before the Board's statutory public hearing on the proposed budgets.

(2) Pursuant to the provisions of section 119.16 (8) of the Wisconsin Statutes, the Board shall each year at a time fixed by it, which shall be at least five days before making its annual budget report to the common council on or before the first Monday in August of each year hold a public hearing on the proposed school budgets for the next fiscal year.

(3) The committee shall be responsible for the development of a strategic planning process and plans.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

Director Todd moved to approve the Committee's recommendation.

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

Ayes—Directors O'Neil and President pro Tem Braun—2.

Noes—Directors Bills, Johnson, Sinicki, Small and Todd—5.

Director Johnson moved to reconsider.

The motion prevailed, the vote being as follows:

Ayes—Bills, Johnson, Sinicki, Small, Todd and President pro Tem Braun—6.

Noes—Director O'Neil—1.

Director Johnson moved to consider the item at the next regular Board meeting.

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

Director Sinicki moved to lay the matter on the table.

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

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

Director Johnson moved to take the matter from the table.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors O'Neil, Todd and President pro Tem Braun—3.

The question being on approval of the Committee's recommendation, it failed of adoption, the vote being as follows:

Ayes—Directors O'Neil, Todd and President pro Tem Braun—3.

Noes—Directors Bills, Sinicki and Small—3.

Voting “present”—Director Johnson—1.

* * * * *

(Item 4) Resolution 9697R-023 by Directors Braun, Fisher, Gardner and O'Neil to Amend Board Rule 1.18: Legal Representation

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun; Fisher; Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to continuous improvement in all aspects of policy and operation; and

WHEREAS, The Board now has one year's experience operating under the revised rules adopted for, and amended during, the 1995-1996 Board calendar; and

WHEREAS, The Rule 1.18 of the Milwaukee Board of School Directors does not accurately or completely reflect current practice of the MPS Board or the City Attorney, now, therefore, be it

RESOLVED, That Board Rule 1.18, paragraph (2) (a) be amended as follows:

All Board members. A copy of each request and response from the city attorney shall be provided to the director of board governance, who shall share the request and response with all Board members, except where such requests and responses may be protected as confidential opinions requested by, and submitted to, Board members; or protected as matters discussed in closed session of the Board.

Current Board rule

1.18 Legal Representation.

(1) The city attorney of Milwaukee shall be the legal advisor of and attorney for the Board, except that the Board may retain an attorney to represent the Board in any matter if the Board determines that it requires specialized legal expertise not possessed by the city attorney, the city attorney does not have sufficient staff to adequately represent the interests of the Board, or a conflict of interest exists. The Board shall provide the city attorney with reasonable notice of any Board meeting at which the Board will consider retention of an attorney.

2) It shall be the duty of counsel to provide opinions on specific legal problems presented to him/her by the following persons;

(a) President of the Board or designee on the Board.

(b) The superintendent of schools and such members of his/her staff as he/she may designate. A copy of each request and response from the city attorney shall be provided the superintendent.

(c) The director of board governance and such members of his/her staff as he/she may designate. A copy of each request and response shall be provided the director of board governance.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

Director O'Neil moved to approve the Committee's recommendation.

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

Ayes—Directors O'Neil, Todd and President pro Tem Braun—3.

Noes—Directors Bills, Sinicki and Small—3.

Voting "present"—Director Johnson—1.

* * * * *

(Item 5) Action on Resolution 9697R-025 by Director Braun to Amend Board Rule 2.10 Regarding the Power and Duties of the Innovation/School Reform Committee

Resolution

At its meeting on May 29, 1996, the Board referred the following resolution, which was introduced by Directors Braun; Fisher; Gardner, and O'Neil to the Legislation, Rules and Policies Committee.

WHEREAS, There is need to clarify the charge of the Innovation/School Reform Committee; now, therefore, be it

RESOLVED, That Board Rule 2.10 be amended as follows:

2.10 Powers and Duties. (1) The Committee on innovation/school reform shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards. The committee shall serve as the primary vehicle for discussing <u>existing</u> programs, initiatives, reforms and other subjects needing public input.

(2) The committee shall consider <u>and make recommendations to the Board</u> on instructional reform issues and plans; charter school and partnership 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; non-routine, futuristic instruction items; decentralization initiatives; and policy modification and development in the area of its focus.

Current Board rule

2.10 Powers and Duties.

(1) The committee on innovation/school reform shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards. The committee shall serve as the primary vehicle for discussing programs, initiatives, reforms and other subjects needing public input.

(2) The committee shall consider instructional reform issues and plans; charter school and partnership school proposals and contracts; innovative school proposals; proposals and plans for closing/reconstituting schools; graduation standards and benchmarks; K-12 learning goals and curriculum reform; establishment of measurement criteria or standards; non-routine, futuristic instruction items; decentralization initiatives; and policy modification and development in the area of its focus.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

Director O'Neil moved to approve the Committee's recommendation.

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

Ayes—Directors O'Neil, Todd and President pro Tem Braun—3.

Noes—Directors Bills, Sinicki and Small—3.

Voting "present"—Director Johnson—1.

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COMMUNICATIONS AND PETITIONS

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

Communication from Mr. Martin F. Stein Regarding the TABS Program.

Received and ordered placed on file.

* * * * *

RESOLUTIONS

Resolution 9697R-029

By Director Bills:

WHEREAS, the Milwaukee Public Schools joins the City of Milwaukee in celebration of the City's 150th birthday; and

WHEREAS, The Milwaukee Public Schools has been an important partner in the development and growth of the City of Milwaukee and in the education of its residents; and

WHEREAS, the Milwaukee Public Schools will continue to play a vital role in the future growth of the City and in the education and training of its children and adults; now, therefore, be it

RESOLVED, that the following list of activities become a part of the Milwaukee Public Schools Sesquicentennial celebration:

- *The History of Milwaukee*. The Department of Educational Services is working to update the curriculum regarding the history of the City of Milwaukee. Various resources in the community will be used to access existing information about the city's history. A special emphasis will be placed on the contributions of Milwaukee's ethnic groups to the development and growth of the city. Cost: Dollars will need to be allocated for the writing of the curriculum and the costs of duplicating materials for schools. Estimate: $42,200.

- *Update of Our Roots Grow Deep*. *Our Roots Grow Deep* was last updated in 1967. As part of the Board's initiative, the book would be updated not only to 1996, but through the year 2000. Cost: A writer/researcher would need to be hired for this project. Due to the length of time that must be researched, it is anticipated a total of $30,000 would be needed through fiscal year 1997 for the research and writing of this document.

- *"The Best of MPS*": A new book would be written and published highlighting the accomplishments of past and present MPS students. The accomplishments would not only feature those "famous" students, but also those students who are well-known for their contributions -- no matter how great or small -- to the community. Cost: A writer/researcher would be needed for this project. The anticipated cost of this project, including publication is $25,000.

- *MPS Time Capsule*. In preparation for the next 150 years, MPS will prepare a time capsule to be opened in the year 2146. Each high school will be asked to make a contribution to the time capsule from it's Class of 1996. The time capsule will be placed next to a tree to be planted at Hawthorne Glen in honor of the city's 150th birthday. Cost: It is anticipated the cost of the time capsule, the pillar to house it, and the tree is $5,000.

- *"Happy Birthday Milwaukee"* The Milwaukee Public School district will officially celebrate the 150th birthday of the City of Milwaukee and the Milwaukee Public Schools on a date to be determined in mid-November. Schools will be encouraged to expand the History of Milwaukee curriculum by finding out more about their school names and the history of their schools/neighborhoods. At the November Board meeting, former Board members, Superintendents, and other district representatives will be invited to take part in a program celebrating the 150 years of quality public education provided

by the

Milwaukee Public Schools. Cost: It is anticipated the cost of the event would be approximately $3,000 to cover miscellaneous items such as invitations, refreshments, mementos, and advertising for the celebration; and be it

FURTHER RESOLVED, that the Board authorize a transfer of $105,200 from the FY97 Contingent Fund to the appropriate accounts to cover the expenses.

Director Johnson moved to suspend Board Rules and adopt the resolution.

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

Ayes—Directors Bills, Johnson, Sinicki, Small and President pro Tem Braun—5.

Noes—Directors O'Neil and Todd—2.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-030

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy

with a grand majority of contributing ‘haves’, all becomes ‘ridiculous rhetoric’, ‘unctuous oratory’ and ‘political palaver’, without a show of political will; therefore, be it

RESOLVED, That the Board direct the administration to redraw school attendance area boundaries to provide a neighborhood attendance area for all schools, with the exception of the existing Montessori, Language Immersion and Arts specialty programs exempted in a previous resolution.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-031

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing ‘haves’, all becomes ‘ridiculous rhetoric’, ‘unctuous oratory’ and ‘political palaver’, without a show of political will; therefore, be it

RESOLVED, That each neighborhood attendance area be changed from 55% neighborhood to 60% neighborhood - 40% non-neighborhood for the purposes of the first round of the student assignment process.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-032

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That for the 1996-1997 school selection process, The eighth graders with 90% first semester eighth grade attendance be given first choice and a report of schools chosen be provided to the Board before the second round of sign-ups occurs.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-033

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That all schools meet in September, 1996, to determine if they wish to convert to K-8, 6-12, or K-12 beginning in the 1997-1998 school year with any transportation savings to go to the school.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-034

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That the Board direct the administration to bring a neighborhood (60-40) cluster model feeder system and planning body to the Board for public hearing and action in September, 1996.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-035

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That each school elect a representative to serve on a cluster council and that each cluster council elect a representative to serve on a newly constituted Parent Leadership Academy.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-036

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy

with a grand majority of contributing ‘haves’, all becomes ‘ridiculous rhetoric’, ‘unctuous oratory’ and ‘political palaver’, without a show of political will; therefore, be it

RESOLVED, That neighborhood clusters meet in October, 1996, to determine which school would provide before and after school programs and/or summer programs based upon a needs assessment.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-037

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That the Facility Standards be changed to read:

1. The system shall be organized on a K-5, 6-8,9-12 basis with compatible K-8, 9-12 systems. CHANGED TO: **The system shall be organized on a K-8, 9-12 basis with optional configurations approved by the Board.** (K is defined as all-day five year old kindergarten)

2. Elementary schools shall accommodate not less than 400 or more that 705; middle schools not less than 720 or more than 960; and high schools not less than 1,500 or more than 2,000. CHANGED

TO: **Elementary programs (all day five year old kindergarten through grade five) shall not exceed 350 children; programs from grades 6-8 will not exceed 350; K-8 programs should not exceed 700, and high school programs should not exceed 900 students.**

The administration will need to do a building capacity analysis based on reconfigured facility standards.

3. The pupil/teacher ration in K4, K5 and Grade 1 shall be 19:1 maximum. CHANGED TO: **The pupil/teacher ratio in kindergarten through grade three shall be a 15:1 maximum. Grade 3-5, 18:1 average and Grades 9-12, optional averages.** (Eliminate old #4)

4. **Priorities for construction needs will be made on the following basis:**

   a. Remodeling existing sites to accommodate smaller schools and programs.

   b. Additions or modifications to accommodate increased enrollments or new expanded programs.

   c. New building to accommodate increased enrollments, new programs in areas lacking schools.

   d. Replace oldest buildings on long-term systematic basis where it is determined that the building is structurally/mechanically unsound.

12. Board standards on sites: ELIMINATE 'e.' Schools of different grade levels should not be planned for the same or contiguous sites.

14. In all future school building planning, high priority shall be given to equity of movement of children for racial balance. CHANGE TO: **In all future school building planning, high priority shall be given to locating schools in integrated neighborhoods.**

Referred to the Innovation/School Reform Committee.

Resolution 9697R-038

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That community early childhood centers be established in conjunction with other governmental units and community agencies in order to ensure quality child care centers for the children of all working parents (newborn to age 4 and beyond) to ensure the health, safety, education and welfare of Milwaukee area children.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-039

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That the administration bring back to the Board in November, 1996, a plan to put every 5th through 8th grade student on two athletic or academic intramural teams per year with a summer component and funding options for the teams and uniforms for each team to begin in September, 1997.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-040

By Directors Bills, Sinicki and Small:

WHEREAS, The 1954 BROWN V BOARD OF EDUCATION decision declared that separate education was not equal; and

WHEREAS, The 1976 CRAIG AMOS decision found the Milwaukee Public Schools guilty of segregation; and

WHEREAS, Thirty-two years after BROWN and twenty years after CRAIG AMOS, Milwaukee school children are more racially and economically isolated than ever; and

WHEREAS, The Wisconsin State Constitution under Education: District schools (as amended April 1972) states: "The legislature shall provide for the establishment of district schools, which shall be as nearly uniform as practicable...; and

WHEREAS, The funding gap between the Milwaukee Public Schools and surrounding suburbs continues to widen; and

WHEREAS, The racial gap between Milwaukee and surrounding suburbs has not decreased significantly even with the addition of Chapter 220; and

WHEREAS, Chapter 220 is reaching $90 million for all districts, inter and intra; and

WHEREAS, Chapter 220 has improved and enriched the education of hundreds of Milwaukee and suburban children, but studies do not show academic improvement in Choice schools; and

WHEREAS, Proposals to cut up the Milwaukee school district or create a Black district will further exacerbate racial, economic and educational inequalities; and

WHEREAS, The only merit to creating new school district should be to create smaller districts with equal and adequate funding bases which would provide more efficiencies and which would clearly focus advocacy and responsibility for the health and education of children; therefore be it

RESOLVED, That the Milwaukee Board of School Directors adopt a legislative proposal to create six metropolitan school districts, including the 24 districts currently participating in the Chapter 220 program, responsible for the health and education of children for the 1997-1999 biennial legislative session.

Referred to the Legislation, Rules and Policies Committee.

Resolution 9697R-041

By President Fisher and Director Todd:

WHEREAS, MPS and MATC have a long standing academic relationship dating back thirty plus years; and

WHEREAS, MPS sends hundreds of students for daily two and four hour block programming instruction in technical, industrial, and school-to-work courses; and

WHEREAS, These students known as High School Contract students and students attending MATC as Chapter 118.15 under the compulsory attendance law comprise a substantial group from every high school; and

WHEREAS, During the 1995-96 school year, 506 MPS students were served at MATC as compared to 499 students in 1994-95; and

WHEREAS, During the 1995-96 school year, 113 MPS students were served full time at MATC, as compared to 161 students in 1994-95; and

WHEREAS, The only MPS counselor serving MPS students at MATC, Mr. Tom Kaczynski, has been pulled from these duties; and

WHEREAS, Mr. Kaczynski has been invaluable over the past five plus years in coordinating these efforts on a daily basis; and

WHEREAS, The value of the MPS/MATC High School Contract and Chapter 118.15 progress rests largely upon the continuing work and presence of Mr. Kaczynski with his unique and demonstrated skills and experience, therefore, be it;

RESOLVED, That the administration be directed to continue the placement of Mr. Tom Kaczynski as the MPS Counselor at MATC.

Referred to the Innovation/School Reform Committee.

The Board recessed from 8:50 to 9:06 PM and from 10:52 to 10:54 PM.

The Board adjourned at 11:15 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 7, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:10 PM.

Present—Directors Bills (6:11 PM), Braun, Johnson (6:15 PM), O'Neil, Small (6:11) PM and President Fisher—6.

Absent and excused—Directors Gardner, Sinicki and Todd—3.

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

July 31, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a meeting of the Board of School Directors will be held at 6:00 PM. Wednesday, August 7, 1996, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of Draft Agendas for August Committee and Board Meetings.
2. Review and Scheduling of Resolutions and Communications Pending before the Board and its Committees.
3. Review of the September Calendar.
4. Other Scheduling Matters.

Since the purpose of this meeting is to set dates for the consideration of items, not to take action on them, no public hearing will be given.

Nancy R. Noeske
Director

The Board reviewed the draft agendas of the Board and Committee meetings for August and the August and September calendars.

By unanimous consent, the Board referred Communication 9697C-002 from Jack Szymborski regarding the sale of site #74 (Proc. 6-26-96, p. 163) to the administration.

The Board adjourned at 6:37 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 7, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:37 PM.

Present—Directors Bills, Braun, Johnson (6:39 PM), O'Neil, Sinicki (7:10 PM), Small and President Fisher—7.

Absent and excused—Directors Gardner and Todd—2.

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

July 31, 1996

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, August 7, 1996, immediately upon adjournment of the Board agenda planning meeting, scheduled to begin at 6:00 pm this same evening, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing the annual performance evaluation of the Superintendent and of the Director, Office of Board Governance and possibly taking action with respect to their employment agreements.

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., and may then 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 in accordance with the provisions of Wis. Stats. 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation data of the Superintendent and the Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, O'Neil, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:38 PM.

The Board adjourned from executive session at 8:20 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 13, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:08 PM.

Present—Directors Bills, Braun, O'Neil, Sinicki, Small and President Fisher—6.

Absent and excused— Directors Gardner, Johnson and Todd—3.

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

August 8, 1996

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 Tuesday, August 13, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on collective bargaining negotiation matters relative to the Milwaukee Teachers' Education Association (Teachers, Substitute Teachers, School Accountants/ Bookkeepers), ASC, PAMPS, Local 150 (Food Service Helpers) 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.

This meeting immediately precedes a meeting of the Innovation/School Reform Committee scheduled to begin at 6:30 PM this same evening.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (e) for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, O'Neil, Sinicki, Small and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:10 PM.

The Board adjourned from executive session at 6:40 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 28, 1996

Regular meeting of the Board of School Directors called to order by President Fisher at 6:37 PM.

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

Absent—None.

APPROVAL OF MINUTES

The minutes of the Special Board meetings of July 1, July 15 and July 23, 1996, and the Regular Board meeting of July 31, 1996, were approved as corrected.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Request to Approve Changes in the Central Services Organizational Structure

August 28, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

RE: RECOMMENDED CHANGES IN THE CENTRAL SERVICES ORGANIZATIONAL STRUCTURE

On April 25, 1996, the Board approved changes in the central services organizational structure as a part of the FY 97 budget adoption to be in effect beginning July 1, 1996. The modifications were proposed to realign some administrative functions to allow for better services to parents, schools, and departments. The revised structure called for: 1) the establishment of a second deputy superintendent funded through the elimination of the position of assistant superintendent of leadership services and other reductions in leadership services; 2) the transfer of the division of school safety from the department of leadership services to the department of school and community services, which has been accomplished; and 3) the transfer of purchasing services and warehouse from the department of parent and student services to the department of finance. The approved organization chart is provided as *Attachment 1*.

After further review, I am recommending some modifications to the central services organizational structure. A proposed organization chart is provided as *Attachment 2*. These modifications would be accomplished within the approved FY 97 budget and would permit us to continue as much as possible the same level of services to schools as in 1995-96. A fiscal note is attached.

As we did in this year's budget, we will continue to examine and streamline our functions in order to build a more efficient and effective support organization for our schools.

It is recommended:

1. That the "office" of leadership services" created in the FY97 budget be changed to the "department" of leadership services. The department will be created with two less full-time positions (FTE's) than in 1995-96.

2. That the second deputy superintendent position be eliminated and that the position funds be transferred from the office of the superintendent to the department of leadership services.

3. That a position of director of the department of leadership services (Schedule 3E, Level 16) and one leadership specialist position (Schedule 3E, Level 13) be established. The positions will be funded through the elimination of the second deputy superintendent and through a transfer of funds from the office of the superintendent’s research and development fund to the department of leadership services.

4. That purchasing services and the warehouse continue to report to the department of parent and student services until a transition plan can be implemented.

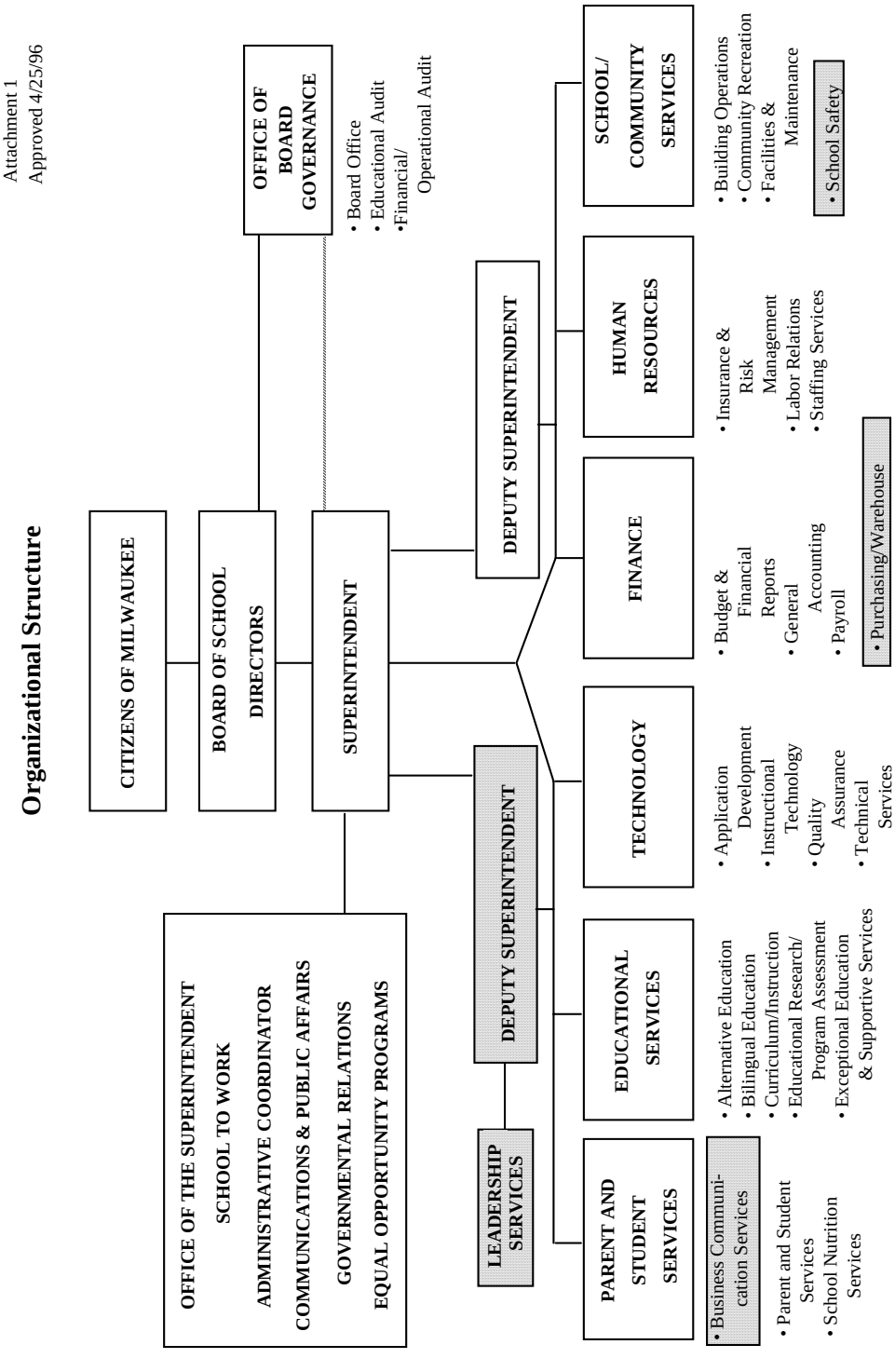
Respectfully submitted,

Robert C. Jasna
Superintendent of Schools

Attachments

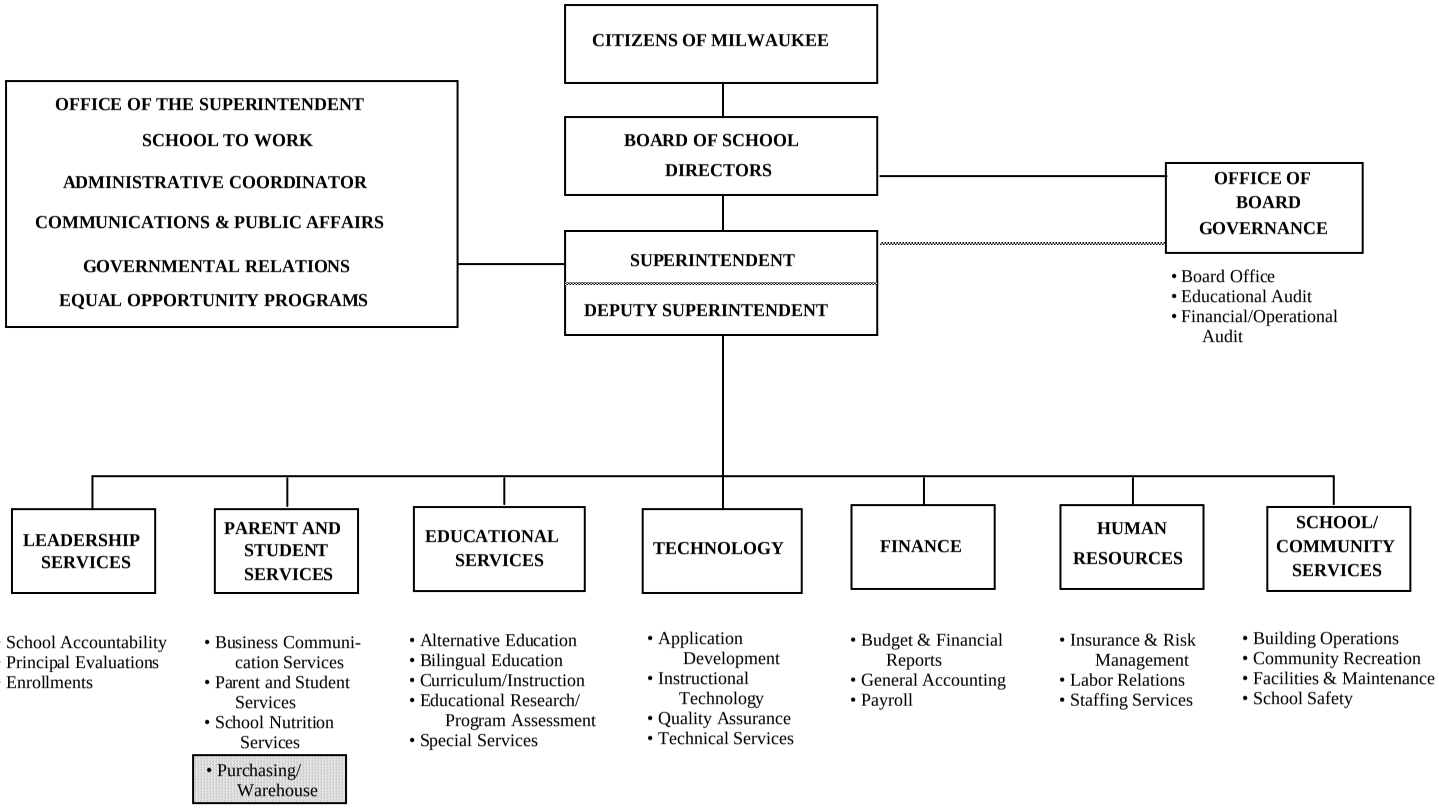
Attachment 1
Approved 4/25/96

Organizational Structure



Attachment 2
Proposed 8/28/96

MILWAUKEE PUBLIC SCHOOLS
Central Services Organizational Structure



Director Gardner moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

(Item B) Transmittal of the Annual Census Report

August 28, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Each year, as required by State Statutes, 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 will impact future planning by the Board.

The data collected as part of the 1996 enumeration indicates that for the first time in recent years 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. Considerable 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. Inform the members of the Board of this potential change;
2. Formally transmit to the Board the results of the 1996 Child Census;
3. Inform the Board that the Administration will be conducting an analysis of the current census data and that data collected in the past several years, and that a report of that analysis will be sent to the Board for its use during the upcoming Strategic Planning and Budget discussions.

I will continue to advise the Board relative to this matter. A copy of the census by census tract, attendance area, age, and racial composition is available upon request.

Respectfully submitted,

ROBERT C. JASNA
Superintendent of Schools

Attachment

Received and ordered placed on file.

1996 ANNUAL ENUMERATION OF CHILDREN RESIDING
IN THE CITY OF MILWAUKEE
As of June 30, 1996

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	2,432	2,361	4,793	0	0	4,793
1	3,964	3,760	7,724	0	0	7,724
2	4,346	4,349	8,695	0	0	8,695
3	4,866	4,617	9,483	449	0	9,034
Total	15,608	15,087	30,695	449	0	30,246
4	5,043	4,792	9,835	2,226	518	7,091
5	5,303	5,287	10,590	5,744	1,323	3,523
6	5,676	5,520	11,196	8,475	1,949	772
7	5,516	5,273	10,789	8,640	2,058	91
8	5,111	5,005	10,116	8,096	1,977	43
9	5,076	4,860	9,936	8,021	1,900	15
10	4,996	4,852	9,84 8	7,886	1,940	22
11	4,963	4,628	9,591	7,659	1,918	14
12	4,629	4,469	9,098	7,239	1,839	20
13	4,591	4,519	9,110	7,212	1,877	21
14	4,565	4,367	8,932	7,014	1,888	30
15	4,450	4,468	8,918	7,186	1,689	43
16	4,553	4,305	8,858	7,113	1,545	200
17	4,206	4,287	8,493	6,559	1,384	550
18	3,843	4,033	7,876	4,629	1,648	1,599
19	4,257	4,267	8,524	3,211	2,478	2,835
Total 4-19	76,778	74,932	151,710	106,910	27,931	16,869
Grand Total	92,386	90,019	182,405	107,359	27,931	47,115

* * * * *

REPORTS OF STANDING COMMITTEES

REPORT OF THE INNOVATION/SCHOOL REFORM COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on the Response of the Administration to Resolution 9697R-019 Regarding Adoption of an Annual Timetable for Charter Schools

Administration's Analysis

1. At its meeting on June 26, 1996, the following resolution was adopted by the Board.

WHEREAS, The Milwaukee Public Schools Board of School Directors is committed to developing charter schools within MPS as one means of implementing educational reform, and expanding school choice within MPS; and

WHEREAS, The Milwaukee Public Schools Board of School Directors has adopted guidelines for the consideration and development of charter schools within MPS; and

WHEREAS, Parents, teachers, schools, and agencies that may wish to submit applications for charter schools need to know when they can expect guidelines for requests for proposals, proposal deadlines, when they can expect to hear decisions for following school years, now, therefore, be it

RESOLVED, That the administration will present guidelines for charter schools for schools two school years in the future, for consideration by the administration and Board during the following year, no later than June 30 of each year; and that the administration issue requests for proposals for charter school within approved guidelines no later than September 15 of each year; and that the annual deadline for submission of charter school proposals by October 31, for possible consideration and inclusion in the subsequent year's budget; and that the administration's recommendation regarding which proposals, if any, be considered for negotiation be submitted to the Board no later than December 31 of each year; and that the Board act on the administration's recommendation no later than January 31 of each year; and be it

FURTHER RESOLVED, That this resolution shall not continue beyond June 30, 1999, unless extended by action of the Board.

2. In accordance with the adopted resolution, the administration proposes the following dual timetable for charter school applications:

1996-97 No later than...	1997-1999 No later than...	
August 28	June 30	Administration presents priorities regarding program expansion to the Board for consideration when recommending charter school proposals for approval, with the intent of providing parents with increased opportunities to enroll children in schools of their choice.
		The Board reviews and approves the priorities regarding program expansion to be considered as part of the criteria for selection of charter school programs that assist the district in promoting reform and in meeting the needs of its students and parents.
September 30, 1996	September 15	The administration issues requests for charter school proposals for the subsequent school year.
November 15, 1996	October 31	Charter school proposals for the following year are due to the Office of the Deputy Superintendent for possible consideration and inclusion in the subsequent year's budget.
December Innovation/ School Reform Committee Mtg.	December Innovation/ School Reform Committee Mtg.	The administration submits a recommendation to the Board regarding which proposals, if any, should be considered for negotiation. The administration may recommend: • inclusion of funding in the budget for implementation of a proposal in the ensuing year; or • further development of a proposal for consideration in the next budget cycle.
January Regular Board Mtg.	January Regular Board Mtg.	The Board acts on the administration's recommendation.

The dual timeline is recommended because the timetable under the resolution cannot be met in 1996-97 due to workload demands. However, the timetable requirements under the resolution will be adhered to in subsequent years.

Strategic Plan Compatibility Statement

3. Data from the School Selection process for the 1996-97 school year indicates that the following program areas have the greatest waiting lists:

- Early childhood programs

There are long waiting lists for programs for three and four-year-old kindergarten and all-day five-year-old kindergarten.

- Montessori programs

Waiting lists are long, even with the addition of Craig Montessori.

- Elementary Spanish Immersion

The waiting list increased to 90 from last year's list of 32; the waiting lists for German and French immersion are 26 and 2 respectively.

- College-bound - King and Riverside

Note: Madison High School is implementing a college-bound program in 1996-97, and Bay View High School is developing a "university school" focus for 1997-98.

- The Arts - middle and high school only

Elm no longer has a waiting list. Roosevelt's waiting list is 152 for the 1996-97 school year. The waiting list for Milwaukee High School of the Arts has remained between 77 and 85 for the past three years.

4. Based on the above data, the administration recommends that the Board give priority to their consideration of charter school applications for Montessori or other early childhood programs and that the Board decide what other program areas, if any, should be given priority.

5. In addition to the program areas that the Board wishes to specify, the Request for Proposals should be broad enough to encourage charter proposals outside the specified program areas in order to attract high quality, "break the mold" charter schools.

Statute, Board Policy or Rule Statement

6. The administration will continue to follow the Milwaukee Board of School Directors Policy on Charter School Proposals and Petitions adopted February 7, 1996.

7. The administration will develop guidelines for the submission of proposals no later than September 1, 1996, and will bring these guidelines to the Board at the September meeting of the Board's Innovation and School Reform Committee.

Fiscal Impact Statement

8. Guidelines for "finance, funding and auditing" are provided in the Milwaukee Board of School Directors Policy on Charter School Proposals and Petitions.

9. Funding for charter schools that the Board approves for start up for the 1997-98 school year would need to be funded in the FY98 district budget.

Implementation and Assessment Plan

10. Pending Board approval, the administration will follow the timetable and charter school guidelines as described above.

Committee Recommendations

Your Committee recommends:

1. That the Board adopt the following timeline for charter school proposals:

1996-97 No later than...	1997-1999 No later than...	
August 28	June 30	Administration presents priorities regarding program expansion to the Board for consideration. The Board reviews and approves the priorities.
September 30, 1996	September 15	The administration issues requests for charter school proposals for the subsequent school year.
November 15, 1996	October 31	Charter school proposals for the following year are due to the Office of the Deputy Superintendent.

December Innovation/School Reform Committee Mtg.	December Innovation/School Reform Committee Mtg.	The administration submits a recommendation to the Board regarding which proposals, if any, should be considered for negotiation.
January Board Mtg.	January Board Mtg.	Board action

2. That the Board amend the Charter School Parameters as follows:

1. Submission of proposals and petitions:

a) Charter school proposals and petitions may be submitted anytime during the year. Effective ~~March 1, 1996~~ August 28, 1996, those proposals and petitions received after ~~October 15~~ November 15 (for implementation in the 1997-98 year) and after October 31 (for implementation in the 1998-99 year) will not be considered for start-up the following school year.

3. That the Board approve the recommended program areas of Montessori and early childhood for priority when accepting charter school proposals and that the Board decide what other priorities, if any, it wishes to set.

* * * * *

(Item 2) Action on a Request for Board Endorsement of the Milwaukee Teacher Education Center Proposal

Administration's Analysis

1. The administration has been involved in the planning and preparation of the proposal for the Milwaukee Teacher Education Center (MTEC) since its inception. MTEC will be developed and directed by a partnership of MPS with the MTEA and UWM, in conjunction with UW-Extension and area business leaders. The proposal provides a clear vision and a proposed infrastructure that addresses issues of teacher preparation, recruitment, training, and retention that are critical to the district. The proposal was designed specifically to assist MPS with these types of needs.

2. MTEC is a professional education program to prepare, support and renew teachers for the Milwaukee Public School system. MTEC will provide preservice and inservice training for MPS teachers that is directly related to the district's curriculum initiatives. The program anticipates annually preparing 100-200 students to enter the teaching profession in MPS (preservice) and assisting 300-400 practicing MPS teachers to successfully implement curriculum reforms (inservice).

3. MTEC will enhance the ability of the district to attract and retain talented teachers, especially teachers of color.

4. All current MPS teachers will be eligible to apply for the inservice program. Those with a bachelor's degree from a recognized postsecondary institution in any field may apply for the preservice program, which will result in obtaining teacher certification. Both inservice and preservice programs will include three elements: classroom teaching, mentor coaching, and supporting workshops, classes and field work.

5. MTEC faculty will be recruited from outstanding MPS teachers, area teacher educators and community experts. Faculty will have expertise in areas such as integrated, work-based curricula, thematic units, teaching in teams, and using technology. They will demonstrate working collaboratively with parents, health and social service providers and community partners.

Strategic Plan Compatibility Statement

6. The MTEC proposal is consistent with the Board's adoption of systemic reforms for the district, including K-12 Teaching and Learning Goals, School to Work, High Standards, and Accountability.

Statute, Board Policy or Rule Statement

7. The MTEC proposal is consistent with Board policies. The Wisconsin Department of Public Instruction worked with the proposal developers and will certify the preservice participants as interns, similar to the current Haberman program, *Metropolitan Milwaukee Teacher Education Program* (MMTGP), until they complete the program.

Fiscal Impact Statement

8. Implementation of the proposal will not require direct MPS funding. It will require support through staff time from the Departments of Human Resources and Educational Services and from the Office of the Deputy Superintendent. Other in-kind contributions may be necessary, although such contributions are expected to be minimal.

Implementation and Assessment Plan

9. Board action is not required in order to implement the proposal. Memorandums of Understanding may be needed with the MTEA in order to fully implement components of the program. Any need for MOU's will be determined in the future as the planning for implementation advances.

10. This proposal is being brought to the Board for endorsement in order to garner support from various parties, including fund-granting institutions, as the program becomes operational.

11. An evaluation component is described in the proposal. Successful completion of the program will be measured by a demonstration of clearly defined competencies in the participants' classrooms, schools and community, rather than by traditional forms of accumulated course credits and grades.

Committee Recommendation

Your Committee recommends that the Board endorse the proposal for the Milwaukee Teacher Education Center (MTEC).

* * * * *

(Item 3) Action on Communication 9697C-001 from Lisa Kujawa Requesting an Opportunity to Discuss the Rejection of a Proposal for an American Sign Language Immersion School

Communication

At its meeting on June 26, 1996, the Board referred a communication from Lisa Kujawa to the Innovation/School Reform Committee. A copy of the communication has been attached to the minute of your Committee's meeting of August 13, 1996. Ms. Kujawa requests the opportunity to discuss the rejection of a proposal for an American Sign Language Immersion School

Committee Recommendation

Your Committee recommends that the administration develop a plan to implement the Sign Language Immersion program as either a school within a school or in an existing building for the 1997-98 school year, with a plan to come back to the Board no later than December, 1996.

* * * * *

(Item 4) Action on Resolution 9697R-029 by Director Bills to Authorize Activities for the Milwaukee Public Schools' Sesquicentennial Celebration and to Transfer $105,200 from the FY97 Contingent Fund to the Appropriate Accounts to Cover the Expenses

Resolution

At its meeting on July 31, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Innovation/School Reform Committee:

WHEREAS, the Milwaukee Public Schools joins the City of Milwaukee in celebration of the City's 150th birthday; and

WHEREAS, The Milwaukee Public Schools has been an important partner in the development and growth of the City of Milwaukee and in the education of its residents; and

WHEREAS, the Milwaukee Public Schools will continue to play a vital role in the future growth of the City and in the education and training of its children and adults; now, therefore, be it

RESOLVED, that the following list of activities become a part of the Milwaukee Public Schools Sesquicentennial celebration:

- *The History of Milwaukee*. The Department of Educational Services is working to update the curriculum regarding the history of the City of Milwaukee. Various resources in the community will be used to access existing information about the city's history. A special emphasis will be placed on the contributions of Milwaukee's ethnic groups to the development and growth of the city. Cost: Dollars will need to be allocated for the writing of the curriculum and the costs of duplicating materials for schools. Estimate: $42,200.

- *Update of Our Roots Grow Deep. Our Roots Grow Deep* was last updated in 1967. As part of the Board's initiative, the book would be updated not only to 1996, but through the year 2000. Cost: A writer/researcher would need to be hired for this project. Due to the length of time that must be researched, it is anticipated a total of $30,000 would be needed through fiscal year 1997 for the research and writing of this document.

- "*The Best of MPS*": A new book would be written and published highlighting the accomplishments of past and present MPS students. The accomplishments would not only feature those "famous" students, but also those students who are well-known for their contributions -- no matter how great or small -- to the community. Cost: A writer/researcher would be needed for this project. The anticipated cost of this project, including publication is $25,000.

- *MPS Time Capsule*. In preparation for the next 150 years, MPS will prepare a time capsule to be opened in the year 2146. Each high school will be asked to make a contribution to the time capsule from it's Class of 1996. The time capsule will be placed next to a tree to be planted at Hawthorne Glen in honor of the city's 150th birthday. Cost: It is anticipated the cost of the time capsule, the pillar to house it, and the tree is $5,000.

"Happy Birthday Milwaukee" The Milwaukee Public School district will officially celebrate the 150th birthday of the City of Milwaukee and the Milwaukee Public Schools on a date to be determined in mid-November. Schools will be encouraged to expand the History of Milwaukee curriculum by finding out more about their school names and the history of their schools/neighborhoods. At the November Board meeting, former Board members, Superintendents, and other district representatives will be invited to take part in a program celebrating the 150 years of quality public education provided by the Milwaukee Public Schools. Cost: It is anticipated the cost of the event would be approximately $3,000 to cover miscellaneous items such as invitations, refreshments, momentous, and advertising for the celebration; and be it

FURTHER RESOLVED, that the Board authorize a transfer of $105,200 from the FY97 Contingent Fund to the appropriate accounts to cover the expenses.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 5) Action on a Recommendation for Referral of Resolutions 9697R-030 through 9697R-039 by Director Bills:

Resolution

At its meeting on July 31, 1996, the Board referred the resolutions 9697R-030 through 9697R-039, which were introduced by Director Bills, to the Innovation/School Reform Committee. The resolutions are presented in summary form below.

Summary of Resolutions 9697R030 - 9697R039 by Director Bills

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it:

a. 9697R030 Resolution to Redraw School Attendance Area Boundaries.

RESOLVED, That the Board direct the administration to redraw school attendance area boundaries to provide a neighborhood attendance area for all schools, with the exception of the existing Montessori, Language Immersion and Arts specialty programs exempted in a previous resolution.

b. 9697R031 Resolution to Change Neighborhood Attendance Areas from 55% to 60% Neighborhood.

RESOLVED, That each neighborhood attendance area be changed from 55% neighborhood to 60% neighborhood - 40% non-neighborhood for the purposes of the first round of the student assignment process.

c. 9697R032 Resolution to Have a Report of Schools Chosen During the 1996-97 School Selection Process by Eighth Graders With 90% First Semester Attendance Provided to Board Prior to Second Round of Sign Ups.

RESOLVED, That for the 1996-1997 school selection process, the eighth graders with 90% first semester eighth grade attendance be given first choice and a report of schools chosen be provided to the Board before the second round of sign-ups occurs.

d. 9697R033 Resolution to Provide Transportation to Those Schools Converting to K-8, 6-12 or K-12.

RESOLVED, That all schools meet in September, 1996, to determine if they wish to convert to K-8, 6-12, or K-12 beginning in the 1997-1998 school year with any transportation savings to go to the school.

e. 9697R034 Resolution to Develop a Neighborhood Cluster Model Feeder System and Planning Body.

RESOLVED, That the Board direct the administration to bring a neighborhood (60-40) cluster model feeder system and planning body to the Board for public hearing and action in September, 1996.

f. 9697R035 Resolution Regarding School Representatives Serving on a Cluster Council and Newly Constituted Parent Leadership Academy.

RESOLVED, That each school elect a representative to serve on a cluster council and that each cluster council elect a representative to serve on a newly constituted Parent Leadership Academy.

g. 9697R036 Resolution Regarding Neighborhood Cluster Schools Providing Before and After School Programs and/or Summer Programs.

RESOLVED, That neighborhood clusters meet in October, 1996, to determine which school would provide before and after school programs and/or summer programs based upon a needs assessment.

h. 9697R037 Resolution Regarding Changing Facilities Standards.

RESOLVED, That the Facility Standards be changed to read:

1. The system shall be organized on a K-5, 6-8,9-12 basis with compatible K-8, 9-12 systems. CHANGED TO: **The system shall be organized on a K-8,9-12 basis with optional configurations approved by the Board.** (K is defined as all-day five year old kindergarten)

2. Elementary schools shall accommodate not less than 400 or more that 705; middle schools not less than 720 or more than 960; and high schools not less than 1,500 or more than 2,000. CHANGED TO: **Elementary programs (all day five year old kindergarten through grade five) shall not exceed 350 children; programs from grades 6-8 will not exceed 350; K-8 programs should not exceed 700, and high school programs should not exceed 900 students.**

   The administration will need to do a building capacity analysis based on reconfigured facility standards.

3. The pupil/teacher ration in K4, K5 and Grade 1 shall be 19:1 maximum. CHANGED TO: **The pupil/teacher ratio in kindergarten through grade three shall be a 15:1 maximum. Grade 3-5, 18:1 average and Grades 9-12, optional averages.** (Eliminate old #4)

4. **Priorities for construction needs will be made on the following basis:**

   a. Remodeling existing sites to accommodate smaller schools and programs.

   b. Additions or modifications to accommodate increased enrollments or new expanded programs.

   c. New building to accommodate increased enrollments, new programs in areas lacking schools.

   d. Replace oldest buildings on long-term systematic basis where it is determined that the building is structurally/mechanically unsound.

12. Board standards on sites: ELIMINATE 'e.' Schools of different grade levels should not be planned for the same or contiguous sites.

14. In all future school building planning, high priority shall be given to equity of movement of children for racial balance. CHANGE TO: **In all future school building planning, high priority shall be given to locating schools in integrated neighborhoods.**

i. 9697R038 Resolution to Establish Community Early Childhood Centers In Conjunction With Other Governmental and Community Agencies.

RESOLVED, That community early childhood centers be established in conjunction with other governmental units and community agencies in order to ensure quality child care centers for the children of all working parents (newborn to age 4 and beyond) to ensure the health, safety, education and welfare of Milwaukee area children.

j. 9697R039 Resolution Regarding a Plan for Students, Grades 5-8, to Be Placed on Athletic or Academic Intramural Teams.

RESOLVED, That the administration bring back to the Board in November, 1996, a plan to put every 5th through 8th grade student on two athletic or academic intramural teams per year with a summer component and funding options for the teams and uniforms for each team to begin in September, 1997.

Committee Recommendation

Your Committee recommends that the resolutions be referred to the September 4, 1996, Agenda Planning Meeting of the Board for referral to other Committees as appropriate, and that the administration provide a timeline for the September 4 meeting indicating when the information can be ready and a public hearing held.

* * * * *

Separate consideration was requested of all items of the report.

With respect to Item 1, relating to an annual timetable for charter schools, Director Braun moved to adopt the Committee's report.

Director Johnson moved to substitute the following table for the Committee's recommendation:

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.
May 15	The administration issues requests for charter school proposals for the subsequent school year.
June 30	Charter school proposals for the following year are due to the Office of the Deputy Superintendent.
December Innovation/School Reform Committee Mtg.	The administration submits a recommendation to the Board regarding which proposals, if any, should be considered for negotiation.
January Board Mtg.	Board action

The motion to substitute failed, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Director Johnson moved to amend by changing June 30 to April 30 in the first line of the chart recommended by the Committee.

The amendment was adopted, the vote being as follows:

Ayes—Bills, Braun, Gardner, Johnson, O'Neil, Sinicki, Small and President Fisher—8.

Noes—Director Todd—1.

Director Johnson moved to amend by changing September 15 to May 15 for the date for the administration to issue requests for charter school proposals.

After discussion, Director Johnson withdrew the amendment.

Director Johnson moved to amend by changing the date to issue requests for proposals from September 15 to June 1.

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

Ayes—Directors Bills, Johnson and Small—3.

Noes—Directors Braun, Gardner, O'Neil, Sinicki, Todd and President Fisher—6.

Director Bills moved to amend by changing the date to issue requests for proposals from September 15 to June 15.

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

Ayes—Directors Bills, Gardner, Johnson and Small—4.

Noes—Directors Braun, O'Neil, Sinicki, Todd and President Fisher—5.

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

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

Noes—None.

With respect to Item 2, a request for endorsement of the Milwaukee Teacher Education Center, Director Small moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 3, regarding the American Sign Language Immersion School, Director Sinicki moved to adopt the Committee's report.

The motion prevailed, the vote being as follows:

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

Noes—None.

With respect to Item 4, relating to MPS Sesquicentennial activities, Director Sinicki moved to adopt the Committee's recommendation.

Director Braun moved to amend by striking the "Best of MPS" publication and reducing the amount to be transferred by $25,000.

The amendment was adopted, the vote being as followed:

Ayes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—Directors Bills, Sinicki and Small—3.

Voting "present"—Director Johnson—1.

The question being on adoption of the Committee report as amended, it was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, Johnson, Gardner, Sinicki, Small and President Fisher—7.

Noes—Directors O'Neil and Todd—2.

With respect to Item 5, the referral of resolutions 9697R-030 through 9697R-039, Director Sinicki moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORT OF THE STRATEGIC PLANNING AND BUDGET COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Recommendations to Develop a 1996-2001 Multi-Year Capital Needs Plan and Begin a Process for Updating the Long-Range Facilities Plan

Administration's Analysis

1. At its meeting of June 29, 1996, the Board took action to refer the Administration's recommendations back to the Strategic Budget and Planning Committee.

2. At the meeting several issues were raised regarding the amount of funding we should request from the city and what projects should be included.

3. Subsequent to the above action, the city requested that we submit our 1997 year request for their consideration. In order to ensure that we had a placeholder in the city budget, the Superintendent, following a request from Director Gardner, forwarded the following request to the city:

Roosevelt Middle School of the Arts - Additions & Alterations (Single Year Project)	$7,000,000
Craig Montessori School - Renovation (Single Year Project)	$1,270,000
Wisconsin Conservatory of Lifelong Learning - Multiple Year Project (Total Project - $16.6 million) Funds for FY 97 are for site Acquisition	$4,000,000
Rufus King High School - Multiple Year Project (Total Project - $9 million)	$3,000,000
Major Maintenance (Multiple Year Project)	$6,000,000
TOTAL	**$21,270,000**

The Superintendent then sent all Board Members a letter on August 1, 1996, apprising them of his actions.

This action allows us to negotiate which projects will be funded and the final cost for each project.

4. Projects such as program expansion, various remodeling projects, addition or new elementary and middle schools, and a new technical high school are on hold pending Board discussion and finalization of future plans.

5. A chart showing funded and proposed capital projects 1996-2002 has been attached to the minutes of your Committee’s meeting of August 21, 1996.

6. The following resolutions introduced at the July 31, 1996, Board Meeting may impact on long-term capital expenditure needs, current facility standards, and planning:

- Resolution 9697R-030 by Director Bills to Redraw School Attendance Area Boundaries.
- Resolution 9697R-031 by Director Bills to Change Neighborhood Attendance Areas from 55% to 60% Neighborhood.
- Resolution 9697R-033 by Director Bills to Provide Transportation Savings to Those Schools Converting to K-8, 6-12, or K-12.

- Resolution 9697R-034 by Director Bills to Develop a Neighborhood Cluster Model Feeder System and Planning Body.

• Resolution 9697R-036 by Director Bills Regarding Neighborhood Cluster Schools Providing Before and After School Programs and/or Summer Programs.

• Resolution 9697R-037 by Director Bills Regarding Changing Facilities Standards.

• Resolution 9697R-038 by Director Bills to Establish Community Early Childhood Centers in Conjunction With Other Governmental and Community Agencies.

Committee Recommendation

Your Committee recommends:

1. That the Board approve the Superintendent's request for funds from the city for FY97.

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

* * * * *

Vice President Braun in the Chair.

Director Small moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Garnder, Johnson, O'Neil, Small, Todd and President pro Tem Braun—7.

Noes—None.

Temporarily absent—Director Sinicki and President Fisher—2.

REGULAR ITEMS OF BUSINESS

(Item 1). Action on Recommendations Regarding Resolution 9596R-034 on Health Screening and Nursing Services

Administration's Analysis

1. On June 26, 1996, the Board of School Directors approved a resolution directing the administration to work with the City Health Department, the Health Resource Center (HRC), and other Health care providers and insurers, and to bring back a plan for health screening and/or nursing services at schools and neighborhood kindergarten sites in August, 1996, with recommendations for the 1997-98 budget.

2. Further, the Board directed that, because violence reduction is a priority for the district, representatives of violence reduction programs should be added to the health resource network to look at redeploying and refocusing some of the individual initiatives to be more cost effective, including student management of their own health care. Representatives of violence reduction programs have now been added to the Health Resource Center and will be included in HRC membership meetings and on ad hoc committees.

3. The objectives of the City of Milwaukee Health Department include promoting the health and safety of women and children in Milwaukee. One strategy is "to provide or assure necessary resources for healthy development of school age children." The school health program functions as one locus of operation through which the health department fulfills its mission and strategic plan.

4. The Health Resource Center (HRC) has completed a health needs assessment of MPS students, using ten data sources, including an MPS school survey completed by school nurses and social workers. The top five health needs are:

a) Physical health needs: screenings, check-ups, immunizations, acute care

b) Nutritional needs

c) Mental health needs: family and individual support for mental health issues such as stress, violence, substance abuse, and child abuse/neglect

d) Healthy interpersonal relationships

e) Healthy and safe environments: home, neighborhood, and school.

5. The health plan requested by the Board will consist of the following components to meet student health needs:

a) Each school will designate a comprehensive health team that includes a public health nurse to identify the health needs in their school and to develop their school's health plan. Violence prevention and student management of their own health care will be part of this needs assessment.

b) The comprehensive health team will determine the services and programs that can be provided to the students in their school utilizing the Health Department, MPS, and community resources. Needs that can not be met by these entities will be forwarded to the HRC for consideration.

c) The HRC will establish a process to link community resources with identified school health needs.

6. Health care providers and insurers have stated that they need specific information regarding student health needs in order to determine appropriate services for schools. The proposed plan, including the comprehensive health team to be established for each school, will ensure that health care providers and insurers have the information they need.

Strategic Plan Compatibility Statement

7. The procedures outlined in this plan to identify and meet student health needs provide support for the Board's goals for academic achievement and equity.

Statute, MPS Policy, or Board Rule Implication Statement

8. These procedures are consistent with state statutes and MPS policy.

Fiscal Impact Statement

9. Development of this plan will require an expenditure of staff resources.

10. Actual costs for 1996-97 have not been determined at this time. There may be costs related to piloting the plan. To the extent possible, efforts will be made to absorb this cost within the FY 97 budget. If sufficient funds cannot be found, the administration will apprise the Board accordingly as this plan advances through the implementation process.

11. A cost projection for 1997-98 will be developed in concert with the FY 98 budget development process, including costs for coordination of the HRC and funding for cross system training for clusters of schools in 1997-98.

Implementation and Assessment Plan Statement

12. The following timeline will be implemented:

August and early September 1996	Principal input will be sought regarding the three major components of the proposed health plan: • comprehensive health team, • identification of needed health services, and • link to community resources.
September 9, 1996	Meeting with the HRC membership to establish procedures for meeting identified school health needs.
September	Information provided to principals regarding the development of a school health plan, including formation of the comprehensive health team, identification of needed health services, and link to resources. Comprehensive health teams meet to identify student health needs and begin the process of identifying resources.
October, 1996	School health plans are developed. Schools begin a process of recording health-related incidents to assist them in developing the school health plan.
	Schools send information regarding unmet needs to the HRC.
	HRC begins matching needs with resources.
	The process of developing a school health plan is analyzed in depth at four to six schools in order to determine if there are any changes that would improve the process.
December 1, 1996	Continue to assess the school health plan at selected sites. Meet with principals and school staff to determine needs in regard to the development of the school health plan
December 1, 1996	HRC designs cross system training to facilitate planning among the various systems involved in delivering services, e.g. MPS, City Health Department, HMO's, hospitals, Medical College, universities, etc.
March 1, 1997	Begin cross system training at selected sites.
April to June, 1997	HRC reviews the process for meeting student health needs by soliciting feedback and recommendations from each school.
June, July 1997	Complete a report on implementation, evaluation and recommendations.

13. Each school and kindergarten site will be asked for recommendations regarding the effectiveness of this plan in terms of the process and outcomes for their school. In-depth evaluation and detailed needs assessments will be conducted at selected sites.

Recommendation

That the Board accept the administration's response to the resolution regarding a plan for health screening/nursing services and approve implementation of the plan.

President Fisher moved to adopt the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Director Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Sodd and President pro Tem Braun—9.

Noes—None.

President Fisher in the Chair.

* * * * *

(Item 2) Action on a Request to Amend the Intergovernmental Agreement with the City of Milwaukee Regarding Lighting Retrofit

Administration's Analysis

1. The Board approved entry into the original Intergovernmental Cooperation Agreement relating to the WEPCO lighting retrofit program via a Board action on June 28, 1995. This agreement allowed for implementation of the retrofit program in two phases.

2. The original agreement provided for the City to receive contingent borrowing authority to finance Phase I of the program, and spending authority to purchase Phase I lighting equipment. Phase II borrowing authority was subsequently placed in the City's 1996 operating budget; however, the corresponding spending authority for Phase II was not provided for in the capital budget. Phase II spending authority is provided for in the MPS budget.

3. To overcome the City's lack of spending authority for Phase II equipment, the amended agreement provides for the City to transfer the proceeds from the sale of Phase II notes to the Board, and for the Board to use these proceeds to purchase Phase II lighting equipment. The amended agreement also calls for the Board to convey its equitable interest in the Phase II equipment to the City.

4. The amended agreement also provides the District with flexibility in the event energy savings are not adequate to fund the debt service associated with the City borrowing. Should this occur, the District is able to fund the debt service through its operating budget until the time energy savings are sufficient to meet the debt service.

Strategic Plan Compatibility Statement

5. This request is consistent with the Board goal of FISCAL RESPONSIBILITY. The District will receive upgraded lighting facilities financed entirely with WEPCO rebates and energy savings.

Statute, Board Policy or Rule Statement

6. Board authorization is required by Section 66.30 of the Wisconsin Statutes to enter into an intergovernmental cooperation agreement.

7. The City Attorney has opined that a resolution approving the amended agreement is required by both the Board of School Directors and the Common Council. The Common Council approved the amended agreement in June 1996.

Fiscal Impact Statement

8. Because the purpose of the amended Agreement is merely to allow for the purchase and conveyance of Phased II equipment by the Board, there is no fiscal impact upon the District beyond that provided for in the original agreement.

Implementation and Assessment Plan

9. Implementation of the retrofit project will be complete by November 15, 1996. The WEPCO rebate for Phase I was $1.4 million. The rebate for Phase II is expected to be a minimum of $1.1 million. City borrowing for Phase I was $2.4 million and is expected to not exceed $3.0 million for Phase II.

Superintendent's recommendation

That the Board approve the Amended Intergovernmental Cooperation Agreement between the Milwaukee Board of School Directors and the City of Milwaukee relating to the purchase of lighting equipment for the WEPCO lighting retrofit project to provide for the City to transfer the proceeds from the sale of Phase II notes to the Board, and for the Board to use these proceeds to purchase Phase II lighting equipment, and for the Board to convey its equitable interest in the Phase II equipment to the City.

* * * * *

Director Gardner moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Director Bills, Braun, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President Fisher—9.

Noes—None.

(Item 3) 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 4 - BID PACKAGE 1

Division 1 - Irving Elementary School
Lupinski, Inc., Low bidder, Base Bid of $257,227

Division 2 - Grantosa Elementary School
Choice Construction Companies, Inc., Low bidder, Base Bid of $298,000 plus $33,000 for Mandatory Alternate Bid 1 to provide a new wheelchair ramp and all associated work for a total contract of $331,000

ADA REMODELING - PHASE 4 - BID PACKAGE 2

Division 2 - Pierce Elementary School
Choice Construction Companies, Inc.Second low bidder, Base Bid of $294,270

Division 3 - Riverside University High School
Choice Construction Companies, Inc., Sole bidder, Base Bid of..... $263,500

Division 4 - Wright Middle School
William Sackerson Construction Co., Inc., Second low bidder, Base Bid of $261,300

MASONRY RESTORATION

Pulaski High School
Pukall Co., Inc., Low bidder, Base Bid of $54,448

ROOF REPLACEMENTS

Burbank Elementary School
Specialty Associates, Inc., Low bidder, Base Bid of..... $65,700

Hawley Elementary School
Specialty Associates, Inc., Low bidder, Base Bid of $66,920 plus $1,450 for Mandatory Alternate Bid 1 to provide the galvanized gutter liner in lieu of the single-ply membrane for a total contract of $68,370

ADA REMODELING - PHASE 4 - BID PACKAGE 3

Division 1 - King, Jr. Elementary School
Choice Construction Companies, Inc., Low bidder, Base Bid of..... $357,963

Division 2 - Webster Middle School
T.V. John & Son, Inc., Low bidder, Base Bid of $183,000

Division 3 - Custer High School
T.V. John & Son, Inc., Low bidder, Base Bid of $219,800

ENERGY RETROFIT - PHASE 5

Division 1-Mechanical, Electrical and Temperature Control Work

Barton School	**Goodrich School**
Bruce School	**Grant School**
Burdick School	**Hampton School**
Doerfler School	**Seventy-eighth Street School**
Fairview School	**Thoreau School**

Mared Mechanical Contractors Corporation, Low Combination Bid of $293,000 plus $24,400 for Mandatory Alternate Bid 1 to install new returns, mixed air dampers and operators for a total contract of $317,400

ROOF REPLACEMENTS

Manitoba Elementary School
F.J.A. Chrisiansen Roofing Co., Low bidder, Base Bid of $198,032 plus $95,693 for Mandatory Alternate Bid 1 to provide all work to complete Roof Section "D" for a total contract of $293,725

Twenty-first Street Elementary School
Carlson Racine Roofing, Inc., Low bidder, Base Bid of..... $126,687

RFP-221—PERFORMANCE REVIEW OF THE RELATIONSHIP BETWEEN THE MILWAUKEE PUBLIC SCHOOLS AND THE CITY OF MILWAUKEE

Recommend award of contract to David M. Griffith & Associates to conduct a performance review and evaluation of the relationship between the Milwaukee Public Schools and the City of Milwaukee for an all inclusive fee of $89,190. The contract will include 12% HUB participation

Authorization to Make Purchases

SS-255 IBM Computers (Hi-Mount School Kindergarten Expansion)
Purchases totaling $106,000 were made to various firms for 28 IBM 350 microcomputers, one file server, 8 printers, wiring, audiovisual equipment, and related peripherals for the four new Hi-Mount Schools Kindergarten expansion classes at two churches.

SS-256 30 Apple Computers (Metro High School)
Purchases totaling $106,000 were made to various firms for 30 Apple Macintosh model microcomputers, software, networking, WAN connection to MPS mainframe computer, and related peripherals for the new Metro High School.

SS-257 40 Apple Macintosh Computers (Humboldt Park)
Recommend award to Apple Computer for 40 Apple Macintosh microcomputers and related peripherals totaling $78,000 for Humboldt Park School.

SS-259 Apple Macintosh Computer Lab (Milw. Trade & Tech)
Purchases totaling $82,000 were made to various vendors for a Title 1 Apple Macintosh computer lab for Milwaukee Trade & Technical High School. The price reflects a discount for trade-ins of Apple IIE computers. An additional $15,000 is budgeted for the network wiring.

SS-260 Programming Software and Training (Technology)
A contract totaling an estimated $60,000 was signed with the ABT Corporation. The price includes two of their software programs and training on them.

RFP-222 LAUNDRY SERVICE FOR GYM TOWELS AND MISCELLANEOUS LAUNDRY

Recommend multiple awards to three bidders to provide laundry service for gym towels and miscellaneous laundry through July 31, 1997, as follows:

- To Family Price Quickwash, to provide service for 16 schools at an estimate of $33,300.

- To Town Laundromat, to provide service for 8 schools at an estimate of $17,500.

- To Bubbles & Bleach, to provide service for 15 schools at an estimate of $33,300

The contract includes two one-year renewal options.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of June 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$649,023,758	$0	$649,023,758	$649,159,668	$-135,910	100.0%
Categorically Aided	71,272,090	11,313,221	82,585,311	70,739,407	11,845,904	85.7%
School Nutrition	24,943,898	0	24,943,898	23,221,286	1,722,612	93.1%
Construction	21,731,000	6,387,917	28,118,917	18,240,989	9,877,928	64.9%
Extension	6,296,113	0	6,296,113	6,027,597	268,516	95.7%

B. Statement of Expenses as of June 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$649,023,758	$17,734,346	$666,758,104	$660,689,198	$6,068,906	99.1%
Categorically Aided	71,272,090	11.956,724	83,228,814	74,101,404	9,127,410	89.0%
School Nutrition	24,943,898	132,132	25,076,030	23,350,578	1,725,452	93.1%
Construction	21,731,000	15,825,845	37,556,845	24,961,956	12,594,889	66.5%
Extension	6,296,113	22,136	6,318,249	5,401,251	916,998	85.5%

(1) Represents Board approved transfers during fiscal year 1996 and appropriations for purchases encumbered in fiscal year 1995.
(2) Encumbrances and expenditures included through June 30, 1996, and payrolls through June 28, 1996.

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 an no action is required.

Superintendent's and Director, Office of Board Governance's recommendations

1. That the Board award the contracts listed above
2. That the Board authorize the purchases listed above.
3. That the Board accept the report of revenues and expenses.

* * * * *

Director Gardner moved to approve the recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Johnson—1.

(Item 4) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; 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 and Director, Office of Board Governance present 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.

Delection of Names from the List of Appointed Teachers

4. 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.

Report on Resignations

5. 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

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

Recommendation:

That the Board approve the classified personnel transactions, teacher and school psychologist appointments, deletion of names from the list of appointed teachers and leaves of absence as listed below.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Cathryn Anderson Hartford	Clerk Typist I $13,251.11/yr.	08-21-96
Vincent Ashford School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Richard Baier School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Joey Butts School Safety	School Safety Assistant $15,693.04/yr.	08-28-96

Corey Byrd School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Anthony Caples School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Marvin Daniels School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Gary Hassett School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Linda Holt Manitoba	Handicapped Children's Assistant $11,274.31/yr.	08-26-96
Jeffrey Howard School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Mildred Jackson School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
James Lynk School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Elizabeth Lytle School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Maria Mercado Allen-Field	Clerk Typist I $13,251.11/yr.	08-21-96
Triva Simelton-Cross School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Joseph Stiewe School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
(r) Eugene Jones* Board Governance	Secretary III $29,500/yr.	09-16-96
(r) Jacqueline Spates* Board Governance	Secretary I $23,900/yr.	09-16-96

*This appointment is contingent upon satisfactory completion of the criminal background check and the medical examination.

PROMOTIONS

Gracie Hall Congress	Food Service Manager III $19,706.17/yr.	07-01-96

CHANGES IN STATUS

Maurice Bolds School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Emen Christopher School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Linda Colvin Sherman	Handicapped Children's Assistant $11,274.31/yr.	08-26-96
Phillip Friends School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Alberta Harris School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Theresa Hawthorne School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Monique Haynes School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Marilyn Jones School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Eric McWilliams School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Phillip Oree School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Sergio Rentas School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Lisa Robinson School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Eusebio Rodriguez School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Donna Rouse School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Sheila Staten School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Emma Wright School Safety	School Safety Assistant $15,693.04/yr.	08-28-96

* * * * *

CERTIFICATED APPOINTMENTS - TEACHERS AND SCHOOL PSYCHOLOGISTS

Ethnic	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective August 1996, payroll:				
(nr)	Laurie M. Nicholson Elementary	B	31,750	4	07-26-96
	Effective September 1996, payroll:				
(r)	Kathleen Banks K-6	B	24,413	0	08-28-96
(nr)	Gloria J. Belken Science-All/Guidance	C	27,587	0	08-28-96
(r)	Jane A. Bolm L.D./History/English	B	24,413	0	08-28-96
(r)	Thelma M. Brown Elementary	B	24,413	0	08-28-96
(r)	Lisa C. Byrd English	B	24,413	0	08-28-96
(r)(b)	Joan M. Casey E. D.	D	33,128	5.4	08-28-96
(r)	Luz E. Chaparro-Hernandez Bilingual/Elementary	C	27,587	0	08-28-96
(nr)	Rebecca Dallam Montessori	BB	34,605	7	08-28-96
(r)	Tara R. DeCamp Elementary	B	24,413	0	08-28-96
(r)	Buelah M. Dye Upper Elementary	B	24,413	0	08-28-96
(nr)	Lori A. Fote Elementary	B	25,634	1	08-28-96
(nr)	Cheri A. Frederick Mathematics/Art	B	28,075	3	08-28-96
(nr)	Beth W. Gould E. D./Music	C	37,242	7	08-28-96
(nr)	John F. Gould, III Music	C	37,242	7	08-28-96

(r)	Lynn R. Gruber Upper Elementary	B	24,413	0	08-28-96
(r)	Wendy M. Hahm Elementary	B	24,413	0	08-28-96
(nr)	Gina M. Harris Upper Elementary	B	24,413	0	08-28-96
(r)	Tina V. Harris Elementary	B	24,413	0	08-28-96
(nr)	Catherine A. Herfurth Elementary	B	25,634	1	08-28-96
(r)	Nilsa J. Hernandez-Bakula Bilingual/Upper Elementary	B	28,075	3	08-28-96
(nr)	Thomas W. Kastner C. D.	B	24,413	0	08-28-96
(nr)	Phyllis A. Keener Montessori	C	37,242	7	08-28-96
(r)	Jean M. Kindness C. D.	B	24,413	0	08-28-96
(nr)	Julie A. Klein E. D.	B	24,413	0	08-28-96
(nr)	Jennifer E. Kliebhan C. D.	B	24,413	0	08-28-96
(nr)	Andrew M. Kohl Physical Ed./Swim	B	25,634	1	08-28-96
(r)	Daphne T. Kohnke C. D./Elementary	C	33,104	4	08-28-96
(r)	Amber J. Kuchinski Elementary	B	24,413	0	08-28-96
(r)	Lisa A. Lambro-Jafar Upper Elementary	B	24,413	0	08-28-96
(nr)	Stefanie F. Marshak Elementary	B	25,634	1	08-28-96
(r)	Abril Martinez Spanish/French	B	24,413	0	08-28-96
(r)	Sheila M. Miller Kindergarten	B	24,413	0	08-28-96
(nr)	Heather A. Molnar Elementary	B	24,413	0	08-28-96

(r)	Neallie J. Moore Upper Elementary	B	24,413	0	08-28-96
(r)	Debra A. Nelson Upper Elementary	B	24,413	0	08-28-96
(nr)	Paul M. Nordhaus Upper Elementary	B	32,958	7	08-28-96
(r)	Kathleen M. O'Brien Elementary	B	24,413	0	08-28-96
(r)	Kendra Paar C. D.	B	24,413	0	08-28-96
(r)	Sharon M. Paul Elementary	B	24,413	0	08-28-96
(nr)	Stephen M. Pearson Elementary	B	25,634	1	08-28-96
(nr)	Joan D. Peterson Kindergarten	B	25,634	1	08-28-96
(nr)	Ronald M. Ranieri Science-All/Biology	B	32,958	7	08-28-96
(r)	Sharon A. Reinelt Upper Elementary	B	24,413	0	08-28-96
(r)	Gessner Y. Rivas Upper Elementary	B	24,413	0	08-28-96
(r)	Pangying T. Sayaovong Upper Elementary	B	24,413	0	08-28-96
(r)	Robin K. Schulz Art	B	24,413	0	08-28-96
(nr)	Connie F. Smith K-5	B	24,413	0	08-28-96
(r)	Ricarda Soto Elementary	B	24,413	0	08-28-96
(r)	Melissa L. Swan Elementary	B	24,413	0	08-28-96
(nr)	Mary K. Thompson Elementary	B	24,413	0	08-28-96
(r)	Jill M. Van Gemert Elementary	B	24,413	0	08-28-96
(r)	Julie A. Vogel Elementary	B	26,854	2	08-28-96

(r)	Tanya M. Wagner Upper Elem./Science	B	24,413	0	08-28-96
(r)	Cherita L. Warner Elementary	B	24,413	0	08-28-96
(r)	Chrishirella F. Warthen Upper Elementary	B	24,413	0	08-28-96
(r)	Bernadette N. Weathers Elementary	B	24,413	0	08-28-96
(r)	Kevin P. Williams Elementary	B	24,413	0	08-28-96
(r)	LaConia M. Williams Upper Elementary	B	24,413	0	08-28-96
(r)	Caryn I. Willis Elementary	B	24,413	0	08-28-96

School Psychologists - Schedule 05

Effective September 1996, payroll:

(r)	Charles J. Foster, IV	33,789	0	08-21-96
(nr)	Dean P. Heus	33,789	0	08-21-96
(r)	Jeffrey D. Krukar	33,789	0	08-21-96

(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 January 24, 1997:		
Ernestine Edwards	Kluge	August 28, 1996
Charles Siemers	Juneau	August 28, 1996
Illness Leave, to June 14, 1996:		
Hilda Saunders	Hartford	May 12, 1996
Illness Leave, to June 13, 1997:		
Barbara Streiff	Browning	August 28, 1996
Maternity Leave, to January 24, 1997:		
Beth Baumhardt Frisch	Roosevelt	November 20, 1996

Maternity Leave, to June 13, 1997:

Tami Baker	MacDowell	November 20, 1996
Pamela Miller	Hayes	August 28, 1996
Jane Spanuello	Longfellow	August 28, 1996
Carol Raasch	LaFollette	November 20, 1996

Personal Leave, to January 24, 1997:

Patrick Woods	Milwaukee Tech	August 28, 1996
Hannelore Zarse	South	August 28, 1996

Personal Leave, to June 13, 1997:

Barbara J. Anderson	Maryland	August 28, 1996
Jody Balzer	North	August 28, 1996
Jacqueline Dettloff	Fratney	August 28, 1996
Phillip Due	Pierce	August 28, 1996
Carolyn Dvorak	Clement	August 28, 1996
Laura Fischer	78th Street	August 28, 1996
Cecelia Garvey	Psychological Services	August 28, 1996
Barbara Heidelberg	Grantosa	August 28, 1996
Lori Houghton	Grand	August 28, 1996
Barbara Jenn	37th Street	August 28, 1996
Jude Kesl	Grand	August 28, 1996
David Martines	Hopkins	August 28, 1996
Tara Moseley	Bell	August 28, 1996
Lori Neubauer	Grand	August 28, 1996
Ann Marie Noll	Philipp	August 28, 1996
Deborah Seaton	Custer	August 28, 1996
Linda G. Williams	Urban Waldorf	August 28, 1996

Personal Leave, to January 24, 1997:

Patricia Stotmeister	Bilingual Education	August 28, 1996

Sabbatical Leave, to June, 1997:

Kristen Gurtner	Milwaukee School of Languages	August 28, 1996
James B. Larson	Bruce	August 28, 1996
Kent LaVelle	Day-to-Day	August 28, 1996
William Maegli	Townsend	August 28, 1996
Margaret Preston	Palmer	August 28, 1996
Donna Zoble	38th Street	August 28, 1996

Study Leave, to January 24, 1997:

Jean Acevedo	Leave	August 28, 1996

Study Leave, to June 13, 1997:

Jennifer Wright	Keefe	August 28, 1996

Extension of Illness Leave, to June, 1997:

Rosaline Amukele	Leave	August 28, 1996
Judith Bradley	Leave	August 28, 1996
Veronica Tinnon	Leave	August 28, 1996
Dawnmarie Traindl	Leave	August 28, 1996

Extension of Maternity Leave, to June, 1997:

Lynn Blahnik Dugan	Leave	August 28, 1996
Carey Bradley	Leave	August 28, 1996
Peggy Chase Drana	Leave	August 28, 1996
Susan Fossali	Leave	August 28, 1996
Laura Hardy	Leave	August 28, 1996
Peggy Lane	Leave	August 28, 1996
Constance Michaud	Leave	August 28, 1996
Lynn Newman	Leave	August 28, 1996
Barbara Rohleder	Leave	August 28, 1996
Deborah Schinner	Leave	August 28, 1996
Michelle Wuenstel	Leave	August 28, 1996

Extension of Personal Leave, to January, 1997:

Maralyn Wellauer	Leave	August 28, 1996

Extension of Personal Leave, to June, 1997:

Amy Burns Kahn	Leave	August 28, 1996
Donald Ernest	Leave	August 28, 1996
Sid Hatch	Leave	August 28, 1996
Patrick O'Mahar	Leave	August 28, 1996
Judith Schouten	Leave	August 28, 1996
Mary Stardy	Leave	August 28, 1996
Nicolette Timm	Leave	August 28, 1996

Extension of Sabbatical Leave, to January, 1977:

Linda Tate	Leave	August 28, 1996

CURTAILMENT OF LEAVE:

Kristine Carey	Curtailed a child rearing leave that was granted from August 28, 1996, through June 13, 1996.

DELETION OF NAMES FROM THE LIST OF APPOINTED TEACHERS

The Superintendent advises the Board that in a letter dated June 27, 1996, 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, 1996, 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.

Mark Barnes	Kathryn Leicht
Kristine Barrett	Anthony Long
Heather Bott	Kenneth Maddox
Lila Disi	Kari McDonnell
Thomas Geil	Joseph Moore III
Susan Gissal	Joan Neff
Nicolette Howe	Cheryl Parchia
Paul Jelenchick	Julie Schilz
Wendy Lambert	Amy Schmid
Ann Lange	M. Kathleen Sisel
Dana Lehmkuhl	Lucille Spoerk

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Kalen D. Anderson	Teacher	07-15-96
James P. Azzalino	Teacher	07-24-96
George J. Beidatsch	Teacher	06-14-96
Colleen M. Best	Teacher	07-29-96
Beth M. Boyens	Teacher	07-12-96
Monique P. Brooks	Teacher	07-19-96
Amy C. Brown	Teacher	07-26-96
Sandra J. Bruk	Teacher	08-27-96
Charlie J. Carrington	Ass't. Prin.	07-02-96
Cindy M. Deemer	Teacher	08-01-96
Elmer J. DeMott	Teacher	07-24-96
Lisa A. Eyssautier	Teacher	08-19-96
Jodie J. Faust	Teacher	07-16-96
Sara M. Green	Speech Path.	07-08-96
Nancy A. Haberli	Teacher	07-29-96
Kathleen M. Hall	Teacher	08-22-96
Jarett E. Handrick	Teacher	07-26-96
Robynn D. Horner	Teacher	07-07-96
Larry K. Iwen	Teacher	08-01-96
Karen A. Johnson	Teacher	07-25-96
Candace M. Jordan	Teacher	08-01-96
Andrew A. Kasik	Teacher	07-18-96
Paul J. Kenwood	Teacher	07-30-96
Susan L. Kitzke	Teacher	07-19-96
Donna S. Kleiner	Speech Path.	08-01-96
Mary K. Klement	Teacher	08-01-96
Nancy A. Kuborn	Teacher	07-29-96
Donald R. LaBonte, Jr.	Teacher	07-17-96
Susan G. Liimatta	Teacher	08-27-96
Michelle G. Lukacs	Teacher	07-26-96
Carey A. Mach	Teacher	07-21-96
Nicole A. Maricque	Teacher	07-23-96
Jeffrey A. Martinich	Teacher	07-22-96
Kathryn M. McKinney	Teacher	07-22-96
Heidi P. McNulty	Teacher	07-09-96

Sandra L. Menting	Teacher	06-14-96
Thomas C. Mertins	Teacher	10-09-96
Carol K. Miller	Teacher	08-27-96
Mary L. Morrison	Teacher	08-22-96
Jorge L. Pacho	Teacher	07-11-96
Symantha K. Powell	Teacher	08-01-96
Denise K. Reese	Psychologist	07-24-96
Barbara A. Robinson	Teacher	07-31-96
Amy J. Ryan	Teacher	07-22-96
Bonnie J. Schaewe	Teacher	07-16-96
Lisa L. Schmeling	Teacher	07-16-96
Jeffrey A. Shorer	Teacher	07-23-96
Renee M. Tadin	Teacher	07-17-96
Olga Valcourt-Schwartz	Director	07-26-96
Mary C. Woytych	Teacher	07-22-96
Eric C. Wozniak	Teacher	07-23-96
Jill M. Zywicki	Teacher	07-18-96

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Director Braun, Gardner, Johnson, O'Neil, Sinicki, Small and President Fisher—7.

Noes—Director Todd—1.

Voting "present"—Director Bills—1.

(Item 5) Action on Recommended Administrative Appointments and Promotions

RECOMMENDATION
The Superintendent recommends that the following individuals be promoted to the classifications indicated, effective upon assignment following approval by the Board:

5(nr)	Michael Burns	Assistant Principal Juneau Business High School	Schedule III, Range 12C $64,698
5(r)	Lavina Doberstein	Assistant Principal Thirty-first Street School	Schedule III, Range 10D $49,688
2(r)	Joseph Brown	Chptr I Program Coord Dept. of Educ. Serv.	Schedule III, Range 12A $69,017
2(r)	Frankie Johnson	K-12 Curriculum Spec.-Reading Dept. of Educ. Serv.	Schedule III, Range 11A $69,018
5(r)	Timothy McElhatton	Sr Evaluator Dept. of Educ. Serv.	Schedule III, Range 10A $65,796

5(nr)	William Johnson	Exceptional Education Program Supervisor Div. of Special Serv.	Schedule III, Range 8C $53,741
5(r)	Jeff Rosen	Exceptional Education Program Supervisor Div. of Special Serv.	Schedule III, Range 8C $53,741
5(r)	Gary Dettman	Recreation Supervisor - District Dept. of School & Comm. Serv.	Schedule III, Range 7A $46,646
5(nr)	Michelle Lenski	Facilities Planning Analyst Facilities & Maint. Serv.	Schedule III, Range 6A $43,500
*5(r)	Woodrow Anderson	Accountant II Dept. of Finance	Schedule III, Range 5A $39,509
*5(r)	Esther Kalmerton	Accountant II Dept. of Finance	Schedule III, Range 5A $39,482
2(r)	Carla Wooden	Safety Coordinator/Supervisor Div. of School Safety	Schedule III, Range 2C $25,256

*Presently serving in an Accountant I position within MPS.

2 - African American
4- Hispanic
5- White

r - Resident
nr - Non-resident

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

Director O'Neil requested separate consideration of the assistant principal appointments. There being no objection, the request was granted.

The question being on approval of the assistant principal appointments, they were approved, the vote being as follows:

Ayes—Director Braun, Gardner, Johnson, Sinicki, Small and President Fisher—6.

Noes—Director O'Neil—1.

Voting "present"—Directors Bills and Todd—2.

The question being on approval of the balance of the appointments, they were approved, the vote being as follows:

Ayes—Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—6.

Noes—None.

Voting “present”—Directors Bills, Johnson and Todd—3.

RESOLUTIONS

Resolution 9697R-042

By Directors Small and Sinicki and President Fisher:

WHEREAS, The Milwaukee Board of School Directors is concerned about the health and welfare of all children; and

WHEREAS, The injunction to allow 15,000 Milwaukee students to attend private non-religious schools at taxpayers expense has been lifted; and

WHEREAS, The term "school choice" is actually a political label used to rally support to undercut financing for public education; and

WHEREAS, Several "choice" non-sectarian private schools closed after using taxpayers' money, and students were forced out of these "choice" schools mid-year because of lack of controls and accountability measures; and

WHEREAS, If allowed to continue, this lack of accountability will seriously impact upon students, schools and the cost of education, both public and private; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools seek legislation to tighten controls on non-religious private "choice" schools, and strengthen the role of the Department of Public Instruction in monitoring schools participating in the "choice" program in order to insure accountability to students, parents and the taxpayers who pay for the cost of education in both public and private schools.

Referred to the Legislation, Rules and Policies Committee.

The Board recessed from 9:05 to 9:15 PM.

The Board adjourned at 9:35 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 4, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:09 PM.

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

Absent—Director Johnson—1.

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

August 29, 1996

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. Wednesday, September 4, 1996, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to receive, consider and act upon the Strategic Planning and Budget Committee's report of its August 29, 1996, meeting regarding the authorization of the Superintendent to negotiate with the City the funding of a 5-year Capital Plan. This meeting precedes the monthly agenda planning meeting of the Board of School Directors.

Nancy R. Noeske
Director

REPORT OF THE STRATEGIC PLANNING AND BUDGET COMMITTEE

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

September 4, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

Authorization of the Superintendent to Negotiate with the City of Milwaukee Regarding the Funding of a Five Year Capital Plan

Your Committee reports having considered a report and recommendations from the Superintendent with respect to a five year capital plan. Your Committee's report on the capital plan will be transmitted to the Board for action at its regular September 25, 1996, meeting. Your Committee transmits the following recommendation for action by the Board at a special meeting to be called for 6:00 PM, September 4, 1996:

Your Committee recommends that the Board authorize the Superintendent to negotiate a request to the City for MPS for FY97 and FY98 based on a total five year capital plan, including Rufus King High School, Roosevelt and Wright Middle Schools and Eighth Street School, additions and alterations,

including the Wisconsin Conservatory of Life-Long Learning, and deferred maintenance, not to exceed $80 million over a period of five years.

Director Bills moved to adopt the report of the Committee.

Director Bills moved to amend the Committee's recommendation by striking in line 3 "Wright Middle School and Eighth Street School" and adding in line 3 "a K-8 neighborhood school on the near South side, and by adding "Wright Middle School and Eighth Street School" after the words "Wisconsin Conservatory of Learning" in line 4.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Braun, Gardner, O'Neil, Small, Todd and President Fisher—6.

Director Bills moved to amend the Committee recommendation by adding the words "negotiating a buyout of the Grand Avenue and MEC leases."

The motion failed for lack of a second.

The question being on adoption of the Committee report, it was adopted, the vote being as follows:

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

Noes—Director Bills—1.

The Board adjourned at 6:49 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 4, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:50 PM.

Present—Directors Bills, Braun, Gardner, Johnson (7:12 PM), O'Neil, Sinicki (6:52 PM), Small (6:52 PM), Todd (6:52 PM), and President Fisher—9.

Absent—None.

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

August 29, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a meeting of the Board of School Directors will be held immediately upon adjournment of a Special Board meeting, scheduled to begin at 6:00 PM the same evening on Wednesday, September 4, 1996, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of September, October and November Calendars
2. Review of Appeals Pending Before the Personnel Committee and the Board for September
3 Referral of Resolutions 9697R-030 through 9697R-039 by Director Bills to Appropriate Committees
4. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, September 10, 1996
5. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, September 11, 1996
6. Review of Draft Agenda—Legislation, Rules and Policies Committee, 6:30 PM, Wednesday, September 18, 1996
7. Review of Items Pending Before the Board—Agenda Planning Meeting
8. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Wednesday, September 25, 1996
9. Review of Draft Agenda—Strategic Planning and Budget Committee, 6:30 PM, November 20, 1996

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

NANCY R. NOESKE
Director

The Board reviewed the draft agendas of the Board and Committee meetings for September, October and November.

The Board requested that the Clerk prepare the appropriate motion to change the Regular November Board Meeting from Wednesday, November 27 to Monday, November 25, for action at the Regular September Meeting.

With respect to Item 3, the Board by consensus referred resolutions 9697R-030 through 9697R-032, 9697R-034 through 9697R-036, 9697R-038 and 9697R-039 to the Innovation/School Reform Committee; and resolutions 9697R-033 and 9697R-037 to the Strategic Planning and Budget Committee.

With respect to Item 7, Director Gardner requested permission to withdraw resolution 9697R-028.

There being no objection, the request was granted.

With Respect to Item 8, Director Gardner moved to refer the Administration's response to resolution 9596R-027, currently pending before the Board, to the Accountability/Audit Committee for consideration in October.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Small, Todd and Fisher—6.

Noes—Directors Bills and Johnson—2.

The Chair of the Accountability/Audit Committee announced that the Committee would not meet during the month of September.

Director Sinicki left at 7:40 PM.

The Board adjourned at 8:15 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 10, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:12 PM.

Present—Directors Braun, Gardner, Johnson, Sinicki (6:20 PM), Todd and President Fisher—6.

Absent and excused— Directors Bills, O'Neil and Small—3.

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

September 9, 1996

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 10, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiation matters relative to the Administrators' and Supervisors' Council.

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

This meeting immediately precedes a meeting of the Innovation/School Reform Committee scheduled to begin at 6:30 PM this same evening.

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (e) for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the Administrators' and Supervisors' Council.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner and President Fisher—3.

Noes—None.

Voting "Present"—Director Todd—1.

Abstaining from voting—Director Johnson—1.

Directors Johnson and Todd excused themselves from attendance at the executive session.

The Board retired to executive session at 6:14 PM.

The Board adjourned from executive session at 6:48 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 17, 1996

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

Present—Directors Bills, Braun, Gardner, O'Neil and President Fisher—5.

Absent and excused— Directors Johnson, Sinicki, Small and Todd—4.

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

September 16, 1996

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 17, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiation matters relative to the Administrators' and Supervisors' Council.

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

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (e) for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the Administrators' and Supervisors' Council.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Gardner, O'Neil and President Fisher—5.

Noes—None.

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

The Board adjourned from executive session at 7:05 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 18, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:09 PM.

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

Absent and excused— Directors Johnson and Todd—2.

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

September 18, 1996

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, September 18, 1996, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action on a communication from the Superintendent recommending the approval of negotiated labor agreements between the Board and the Milwaukee Teachers' Education Association (Teachers); Local 150 (Food Services); and the Administrators' and Supervisors' Council; and the extension of contract provisions to personnel exempt from membership in bargaining units.

This meeting immediately precedes a meeting of the Legislation, Rules and Policies Committee scheduled to begin at 6:30 PM this same evening.

This revised meeting notice is being issued in accordance with the provisions of Wisconsin Statutes 19.84 (3), which provides that for good cause, notice of a meeting may be given less than 24 hours in advance, as long as the notice is given more than 2 hours in advance. The fact that a tentative agreement was reached with the Administrators' and Supervisors' Council earlier today has made earlier notice impractical.

NANCY R. NOESKE
Director

Revised Meeting Notice

SUPERINTENDENT'S COMMUNICATION

September 18, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

MTEA (Teachers) -
Two-year contract (July 1, 1995, through June 30, 1997)

Local 150 (Food Service/Handicapped Children's Asst) -
Three-year contract (July 1, 1994, through June 30, 1997)

Administrators and Supervisors Council (ASC) -
Two-year contract (July 1, 1995, through June 30, 1997)

It is the recommendation of the superintendent that the Board approve and adopt the above contracts with the amendments as indicated on the attached summary documents and that changes in salaries and benefits as reflected in the attached documents be extended to all exempt certificated and classified personnel excluded from membership in the Administrators and Supervisors Council, including staff in the Office of Board Governance and cabinet level personnel.

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

Attachments:

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND MILWAUKEE TEACHERS' EDUCATION ASSOCIATION (TEACHERS)

JULY 1, 1995, THROUGH JUNE 30, 1997

- Two (2)-year contract (July 1, 1995, through June 30, 1997)

1995-96

• Salaries:	July 1, 1995	Increase in the maximums of masters' degree lanes (averaging approximately 2.8%)

1996-97

• Salaries:	July 1, 1996	General increase of 1.11%
		Increase in the maximums of bachelors' degree lanes (averaging approximately 1.5%)

- Longevity pay eliminated ($100 - $200)
- Pension contribution pickup
- Change from Aetna to Blue Cross/Blue Shield as the third party administrator for the indemnity health plan effective November 1, 1996
- Change in the standard for non-renewal for teachers hired on or after August 28, 1996
- Establishment of a peer assistance and peer evaluation program (TEAM)

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 150-FS

JULY 1, 1994, THROUGH JUNE 30, 1997

1. Three (3)-year contract (July 1, 1994, through June 30, 1997)

2. Change from Aetna to Blue Cross/Blue Shield as the third party administrator for the indemnity health plan effective November 1, 1996

3. Addition of Smileage as a dental carrier for the bargaining unit

4.	Salaries:	Effect. 7/1/94	2.85%	Food Service Managers, Food Service Assistant Subs , Handicapped Children's Assistants, and School Nursing Associates
		Effect. 7/1/94	25¢/hr	Food Service Assistants and Food Service Manager-Trainees
		Effect. 7/1/95	3.0%	Food Service Managers, Food Service Assistant Subs, Handicapped Children's Assistants, and School Nursing Associates
		Effect. 7/1/95	25¢/hr	Food Service Assistants and Food Service Manager-Trainees
		Effect. 6/1/96		$7.70 per hour minimum wage established
		Effect. 7/1/96	3.0%	Food Service Managers, Food Service Assistant Subs, Food Service Assistants, Food Service Manager-Trainees, Handicapped Children's Assistants, and School Nursing Associates

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND ADMINISTRATORS AND SUPERVISORS COUNCIL

JULY 1, 1995, THROUGH JUNE 30, 1997

- Two (2)-year contract (July 1, 1995, through June 30, 1997)

1995-96

•	Salaries:	July 1, 1995	General increase of .969%
			Increase in maximums (averaging approximately 1.4%)

1996-97

•	Salaries:	July 1, 1996	General increase of 1.107%
			Increase in maximums (1.32%)

- Extend principals' and assistant principals' work year by two (2) days

- Pension contribution pickup (July, 1996, +.3%; January, 1997, drops to +.2%)

- Change from Aetna to Blue Cross/Blue Shield as the third party administrator for the indemnity health plan effective November 1, 1996

PROPOSED WAGE AND FRINGE BENEFIT CHANGES FOR
*CABINET LEVEL PERSONNEL
ADMINISTRATIVE STAFF IN THE OFFICE OF BOARD GOVERNANCE
ADMINISTRATORS AND SUPERVISORS COUNCIL EXEMPTED PERSONNEL

JULY 1, 1995, THROUGH JUNE 30, 1997

1995-96

- Salaries: July 1, 1995 — General increase of .969%; Increase in maximums (average approximately 1.4%)

1996-97

- Salaries: July 1, 1996 — General increase of 1.107%; Increase in maximums (1.32%)
- Pension contribution pickup (July, 1996, +.3%; January, 1997, drops to +.2%)
- Change from Aetna to Blue Cross/Blue Shield as the third party administrator for the indemnity health plan effective November 1, 1996

* These staff members do not receive the 4.5% increment that all other administrative/supervisory staff receive, but will receive a merit raise as determined by the superintendent.

Director Braun moved to approve the Superintendent's recommendation.

Separation of the question was requested. There being no objection, the request was granted.

The question being on approval of the MTEA (Teachers) contract, it was approved, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small and President Fisher—5.

Noes—Director Gardner—1.

Abstaining from voting—Director Bills—1.

The question being on approval of the Local 150 contract, it was approved, the vote being as follows:

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

Noes—None.

The question being on approval of the ASC contract, it was approved, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—6.

Noes—Director Bills—1.

The question being on approval of the extension of benefits to exempt personnel, the extension was approved, the vote being as follows:

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

Noes—None.

The Board adjourned at 6:25 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 25, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:09 PM.

Present—Directors Bills, Braun, Gardner (6:14 PM), O'Neil (6:14 PM), Sinicki, Small, Todd (6:14 PM) and President Fisher—8.

Absent and excused— Director Johnson—1.

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

September 19, 1996

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, September 25, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering Internal Revenue Service matters as they relate to the district's 403 (b) plan.

The Board, pursuant to Wisconsin Statutes Section 19.85 (1) (g), may retire to executive session for the purpose of conferring with legal counsel regarding strategy to be adopted with respect to litigation in which the district may become involved.

This meeting immediately precedes the regular September meeting of the Board of School Directors scheduled to begin at 6:30 PM this same evening.

NANCY R. NOESKE
Director

Director Bills moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (g) for the purpose conferring with legal counsel regarding strategy to be adopted with respect to litigation in which the district may become involved.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Sinicki, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:10 PM.

The Board adjourned from executive session at 6:24 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 25, 1996

Regular meeting of the Board of School Directors called to order by President Fisher at 6:34 PM.

Present—Directors Bills, Braun, Gardner (6:35 PM), Johnson, O'Neil, Sinicki, Small, Todd (6:41 PM) and President Fisher—9.

Absent—None.

AWARDS AND RECOGNITIONS

Excellence in Education Awards

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member. The honorees are chosen based on their display of excellence, achievement, and innovation that is an example of excellence 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 Fritsche Middle School and Rufus King High School for the College Bound for being named national Blue Ribbon Schools of Excellence by the U.S. Department of Education. They are two of five schools in the state of Wisconsin to receive this distinction.

In being selected for this honor, each school was judged on several conditions of effective schooling including leadership, teaching environment, curriculum and instruction, student environment, parental and community support, indicators of success, and organizational vitality. This year, special emphasis was given to schools with unusually effective programs in parent involvement and technology. Fritsche and Rufus King received a special flag and plaque to commemorate their Blue Ribbon School status at an awards ceremony in Washington, D.C. on May 29, 1996.

Fritsche Middle School

Fritsche Middle School emphasizes mathematics and science technology throughout its curriculum. The school provides fully integrated sixth, seventh, and eighth grade programs that stress basic skills, enriched and advanced curriculum for the academically talented, foreign language classes, and quality experiences in instrumental music and the visual arts. Fritsche's vision fosters lifelong learning. With high expectations, the school strives to develop in students the skills and responsibilities to become effective learners in the world of tomorrow. Through School to Work, real-life curriculum connections are developed in all subjects. Last fall, Fritsche was named the Milwaukee County School of the Year for the third consecutive year by the Parent-Teacher-Student Association and was recognized by the Milwaukee Common Council. Fritsche began implementing block scheduling this school year. Students attend four 80 minute blocks of time consisting of integrated experiences in reading, English language arts, mathematics, science, social studies, and an additional block which includes physical education and combinations of other elective subjects. The principal of the school is William Andrekopoulos.

Rufus King High School for the College Bound

Rufus King High School combines academic excellence and innovation with social commitment and a multicultural atmosphere. King has a national and international reputation for its successful

implementation of the International Baccalaureate, a demanding college preparatory program with

international standards. The collective efforts of teachers, students, administrators, and parents have led to a number of awards, including *Redbook* magazines, "Best School of the States" in 1994.

King students earned well in excess of $1 million in scholarships last year; many faculty members have won national and international recognition for professional achievements, and academic teams have consistently won state and national awards, including first place in the regional Academic Decathlon competition. King students have demonstrated commitment to making their community better for everyone. The school has won the Mayor's Cup for Community Service for the last three years in recognition of its dedication to volunteer and community service. Last year, King won the YWCA Racial Justice Exemplary School Award for creating a vibrant multicultural community. The principal of the school is Thomas Balistreri.

Other Awards and Recognition:

Allen-Field Elementary School was *awarded a $7,000 Pioneering Partners / Ameritech Grant.* It is one of only five schools across the country to receive the grant. The grant will help fund the school's "Helping Hands" project which is a partnership School to Work initiative with Ameritech Corporation. The project links the workplace to the classroom via distance learning technology.

Stephanie D. Todd, teacher at Hartford Avenue School, *was selected to receive the 1996 Sallie Mae First Class Teacher Award*. This national award recognizes outstanding first-year teachers. Todd was selected as the recipient from Wisconsin.

Gideon Verdin-Williams, a sophomore at Riverside University High School, was one of 14 students nationwide awarded a *full scholarship to the 1996 Telluride Association Sophomore Seminar at Indiana University in Bloomington*. The recipients were chosen through a competitive process involving a lengthy written application and interview. The seminar offers a college-level program for gifted and high motivated high school sophomores.

Katherine Wagner, a junior at Rufus King High School, has been *awarded the 1996 Bausch & Lomb Science Award*. The award is presented to the junior student who has taken the most science courses and on the basis of high academic achievement in science.

The following *Milwaukee Public Schools' students were recognized by Tandy Technology Scholars* for their nominations as outstanding math, science and computer science students and for ranking in the top 2 percent of their graduating class:

Students recognized for math, science and computer science accomplishments:
Noleta Novohradsky Hamilton High School
Michelle Eide Riverside High School
Elizabeth Bailey Juneau High School
Jennifer Drake Milwaukee High School of the Arts

Students recognized for graduating in the top 2 percent of their classes:
Jodi Duelge Hamilton High School
Gregory Haiser Hamilton High School
Jeffrey Horbinski Hamilton High School
Jaclyn Kaczmarek Hamilton High School
Noleta Novohradsky Hamilton High School
Elizabeth Bailey Juneau High School
Michelle Corrao Juneau High School
Sara Wolfgram Juneau High School
Lori Dillon Milwaukee High School of the Arts
Paul Fowler Milwaukee High School of the Arts
Molly Rhode Milwaukee High School of the Arts
Oriana Souers Milwaukee High School of the Arts

Eric Meyer, a Riverside High School student, *won first place with an instrumental solo in the high school division in the 8th Annual Music Composition* project sponsored by the Wisconsin School of Music Association and the state Department of Public Instruction. Meyer was awarded a scholarship for private instruction in music competition this summer for taking first place in the state contest.

Teams of students from **Malcolm X Academy and Rufus King High School** *won bronze medals at the Alpha Kappa Alpha Sorority, Inc. International Mathematics and Science Olympics*. The competition was open to students throughout the United States and other countries. The students from the **Malcolm X team are: Tyronda Hunt, Chequita Jordan, Isiah Pettey, Sherry Williams, and Joseph Wilson**. **Rufus King's team was led by Jose Diaz.**

The Milwaukee High School of the Arts *won the Milwaukee City Conference girls doubles tennis tournament* held on Tuesday, August 27, 1996. The Rufus King team finished second, followed by Riverside and Vincent.

Three MPS high school students were among six students statewide elected as officers at Badger Boys State held in June, 1996, sponsored by the American Legion. The program stresses a knowledge of government, leadership, and patriotism. They are: **Jimme Hern, Washington High School, elected Attorney General; and Dante Houston, Bay View High School, and Clarence Young Jr., Custer High School, elected Supreme Court Justices. Dante Houston** was also chosen to represent Badger Boys State at the American Legion's Boys Nation in Washington, D.C. as a Senator.

Brooke N. Huff, a junior at Vincent High School, *was chosen the Indian Student of the Year by the Wisconsin Indian Education Association*. Brooke has a 4.0 cumulative grade point average and spent her summer doing biomedical research at the Medical College of Wisconsin. She is a Menominee Indian.

Wendy Davila, student at Grand Avenue School, *had a poem published in the "Elementary School Writer," a monthly teaching magazine*. Wendy's poem was written and published when she was a student at Kagel Elementary School last spring.

Tanya Reed and D'Shaunta Stewart, students at the Milwaukee High School of the Arts, *were selected for the Wisconsin High School All-State Vocal Jazz Ensemble*. Tanya was also selected for the *All-State Honors Chorus*. More than 2,100 students from across the state applied for the 350 positions in five All-State Honors groups.

Barton, Congress, Engleburg, and Maryland Avenue elementary schools *were honored for their outstanding student cadet programs by the Milwaukee Safety Commission.*

Valerie Hayward, student at the Milwaukee Spanish Immersion School, *won first place in the Ameritech PagesPlus Young Artist competition.* **Ashlee Christopher, student at Thoreau Elementary School,** *won second place.*

APPROVAL OF MINUTES

The minutes of the Special Board meetings of August 7 and 13, 1996, and the Regular Board meeting of August 28, 1996, were approved as printed.

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REPORTS OF STANDING COMMITTEES

REPORT OF THE STRATEGIC PLANNING AND BUDGET COMMITTEE

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Adoption and Prioritization of the Committee's Recommended Board Initiatives for the FY98 Budget

Background

At its meeting on August 21, 1996, the Committee reviewed proposed wording for ten major initiatives for the FY98 budget. The wording was developed by the Committee chair, utilizing the report of the Committee's June 29, 1996, worksession and subsequent Committee member comments on that report.

On August 29, 1996, the Committee meet again to further review the wording of the initiatives and to finalize them for transmittal to the full Board. The eight recommended initiatives (two of the initial ten were assigned to the administration to pursue) are listed below.

Committee Recommendation

Your Committee recommends:

1. That the Board approve the wording of the FY98 Budget Initiatives of the Board as listed below and adopt them as initiatives.

2. That the Board prioritize these initiatives at its September 25, 1995, meeting.

FY98 Board Budget Initiatives

1. ACCOUNTABILITY

1997-98 Major Objective: Approve and implement an improved MPS system-wide accountability plan, which includes yearly timetables and procedures for the Board to monitor and the Administration to manage continued improvement in student achievement and equity. Accountability will include timely FAM budget reports, audits conducted according to MPS standards and a revised Report Card in addition to school education plans.

2. FIRST CHOICE WITHIN MPS

1997-98 Major Objective: Within defined MPS fiscal limits, increase the number of seats or programs that are innovative or oversubscribed, with sensitivity to the need for small programs, by at least ___, require improvements for under-subscribed schools and close programs and schools which fail to meet identified objectives.

3. EQUITABLE ALLOCATION OF RESOURCES

1997-98 Major Objective: Meet the long-term district objective of allocating more resources to the elementary level by having the administration bring back a three year phase-in plan for a school funding system which relates spending to improvements in student achievement and equity.

4. SCHOOL FACILITIES

1997-98 Major Objective: As part of an approved seven-year MPS capital plan, secure a commitment from the City of Milwaukee to provide the necessary bonding authority to help fund the capital plan, including $14 million for FY98. Suggested building improvement projects might include the following options:

$6,000,000 -- million annual maintenance funds (7-year total of $42,000,000) for minor and major maintenance);
$36,000,000 -- to preserve and expand successful schools:
$12,000,000 - Wisconsin Conservatory of Learning
$ 8,000,000 - King
$ 8,000,000 - Roosevelt
$ 4,000,000 - Milwaukee High School of Languages
(to be located within the current Marshall HS building)
$ 4,000,000 - 8th Street Renovation
$20,000,000 -- for flexible space acquisition and code compliance
* ADA code compliance
* Clean air code compliance
* Asbestos abatement
* Annexes
* Movable units
* Renovated auxiliary and satellite space
* Block schools

And:

....to help address MPS objectives in reducing the amount of and expense for pupil transportation, easing overcrowding, reducing class size and increasing number of seats for oversubscribed programs and schools, make available Milwaukee Economic Development Corporation funds for use by community-based institutions to help finance needed space for auxiliary and satellite facilities.

5. DECENTRALIZATION

1997-98 Major Objective: Direct the administration to report back to the Board with a three year plan to implement the purchase of central services by schools.

6. SALARIES AND FRINGE BENEFITS

1997-98 Major Objective: More discussion is needed to identify appropriate strategies to address escalating costs for employee fringe benefits.

7. PUPIL TRANSPORTATION

1997-98 Major Objective: Identify ways to reduce pupil transportation costs. Conduct a study on the cost-benefits of allowing some over-subscribed schools to use portions of transportation savings to increase the number of seats.

8. EARLY CHILDHOOD EDUCATION

1997-98 Major Objective: Increase student enrollment opportunities in grades K-4 and K-5 by partnering with various agencies and businesses to provide the needed space, in helping work towards district goals of improving student achievement and equity and in addressing broad community economic development objectives, while respecting district fiscal constraints.

* * * * *

Director Small moved to adopt the Committee's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Todd—2.

After discussion on the prioritization of the objectives, Director Gardner moved that the Board accept the following priorities:

1. First Choice within MPS
2. Early Childhood Education
3. Accountability
4. Equitable Allocation of Resources
5. Pupil Transportation
6. Decentralization
7. School Facilities
8. Salaries and Fringe Benefits

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson—1.

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Braun presented the following repoirt for the Innovation/School Reform Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Committee on Innovation/School Reform** submits the following report:

(Item 1) Action on a Recommendation to Modify the Name of Parkman Middle School to the Andrew Douglas Community Academy

Administration's Analysis

1. Andrew S. Douglas was named one of the first African American principals in the Milwaukee Public Schools.

2. Andrew S. Douglas graduated from Milwaukee's Lincoln High School in 1947 where he was a star athlete.

3. Andrew S. Douglas' distinguished career with the Milwaukee Public Schools began in 1957 as a sixth grade teacher at Roosevelt Junior High School.

4. Students from his first graduating class remember Andrew S. Douglas for accomplishing a number of "firsts" during his tenure as Parkman's principal.

5. Andrew S. Douglas was selected as Wisconsin's Middle School Principal of the Year in 1983.

6. The Parkman community expressed their desire for a name change from Francis Parkman Middle School to Andrew S. Douglas Community Academy during a town hall meeting held at Parkman Middle School on January 25, 1996.

7. The Interim Governance Council expressed their support for the name change on March 18, 1996, in a unanimous vote and again on April 22, 1996, when another vote was taken.

8. The Parkman Alumni Association has long expressed support for this name change.

9. In a vote of the Parkman staff in May of 1996, the vast majority of the staff gave an advisory vote to the principal in support of this name change.

Strategic Plan Compatibility Statement

10. Parkman Middle School is a reconstituted school with a new educational focus highlighting community involvement.

Statute, Board Policy or Rule Statement

11. A waiver of Board policy regarding this name change is necessary because policy #6.01 states:

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

12. Letters used on the school sign will cost $2,058.50, which will be taken from the local school budget.

13. Approval of the recommendation will result in no additional cost because letterhead paper and envelopes will be printed only after the present supply of these materials is used up. Likewise, the listing in the telephone book will be changed only when the telephone books are changed.

Implementation and Assessment Plan

14. The reconstituted school, to be known as the Andrew S. Douglas Community Academy, will focus on the attributes of Mr. Andrew S. Douglas, who, as one of the first African American principals in the Milwaukee Public Schools, established a sense of pride and educational excellence at the school and in the broader community.

Committee Recommendation

Your Committee recommends that Francis Parkman Middle School be called Andrew S. Douglas Community Academy.

* * * * *

(Item 2) Action on Recommendations in Response to Resolution 9596R-026 by Director Small Regarding Replication of Successful Specialty Programs

Administration's Analysis

1. At its meeting on October 25, 1995, the following resolution was introduced by Director Small.

WHEREAS, Many MPS specialty programs are oversubscribed; and

WHEREAS, Many specialty programs are very successful in educating students; and

WHEREAS, Various Board members and members of the MPS community have, from time to time, called on the Board to replicate the most popular specialty programs; and

WHEREAS, Various Board members' initiatives for the FY97 budget include the replication of specialty programs; and

WHEREAS, Replication of specialty programs would help the district in providing more parents and students with their first choices; and

WHEREAS, The costs of specialty programs need to be weighed in conjunction with their benefits in determining any formula for the equitable allocation of resources to school; now, therefore, be it

RESOLVED, That the Board direct the administration to evaluate all current specialty programs to determine their successfulness and their cost in comparison to non-specialty programs and to determine which programs might be more aptly suited to become neighborhood schools with a special emphasis; and be it

FURTHER RESOLVED, That the administration bring back to the Board recommendations and plans regarding the replication of successful specialty programs in time to be considered with the FY97 budget.

At its meeting on November 30, 1995, the Board passed the following motion. "To direct the administration to evaluate all current speciality programs to determine their educational successfulness broken out by race and gender, to determine which programs might be more aptly suited to become neighborhood schools, and that this report be completed by August, 1996. The Board extended the date to September, at its August Agenda Planning meeting."

2. The administration examined specialty schools and attendance area schools from the following areas:

a) Cost Analysis of the Schools
b) School Selection Data
c) School Accountability Data

For purposes of this analysis, a specialty school is defined as a school without a designated attendance area. While some schools may have specialty programs, the current budget system does not differentiate costs by programs within a school. A copy of the complete study has been attached to the minutes of your Committee's meeting of September 10, 1996.

3. **Cost Analysis:**

To compare the cost of a specialty school with non-specialty schools, two factors were considered:

- FY96 Non-Ex. Ed. Instructional Budget
- FY96 Transportation Expenditures.

These two areas were selected because both are Board funded expenditures and provide two consistently applied factors. Each school receives a "per pupil allocation" as determined by the Budget, and each school receives transportation. Other factors were removed from the equation (e.g. the number of exceptional education pupils or the age of facilities) because they vary from school to school.

Appendix I of the study details all costs and can be found as in the attachments. Enrollment figures and the Non-Ex. Ed. Instruction Budget were taken from the Financial Analysis Model (FAM) prepared for the FY97 budget. The transportation expenditures are FY96 costs. The costs do not include exceptional education, after-school or miscellaneous services. The table below provides a brief summary:

Summary of Expenditures

School*	Enrollment	Non-EEN Budget	Per Pupil Allocation	Trans Cost	Total Cost	Total Per Pupil
HS-AA	16,260	$52,834,709	$3,249	$4,297,117	$57,131,826	$3,514
HS-SS	4,961	$17,090,655	$3,445	$2,759,348	$18,865,572	$3,803
MS-AA	12,029	$35,268,488	$2,932	$2,263,984	$37,532,472	$3,120
MS-SS	5,211	$16,798,065	$3,224	$2,240,887	$19,038,952	$3,654
Elem-AA	47,282	$110,040,748	$2,327	$12,463,357	$122,504,105	$2,591
Elem-SS	9,743	$24,348,805	$2,499	$6,099,327	$30,448,132	$3,125
TOTALS	95,486	$256,381,470	$2,685	$30,124,019	$285,521,058	$2,990

*AA=Attendance Area and SS=Specialty School

The variance between specialty schools and attendance area schools is as follows:

VARIANCE BETWEEN SPECIALTY SCHOOLS AND ATTENDANCE AREA SCHOOLS

Grade Level	Specialty School	Attendance Area	Cost Variance	Percent Variance
High School	3,803	$3,514	+$289	+8.2%
Middle School	3,654	$3,120	+$534	+17.1%
Elementary School	3,125	$2,591	+$534	+20.6%

As detailed above, an additional expenditure of $289 per pupil is required for a specialty high school, and $534 for a middle or elementary school student. Major reasons for the additional costs for specialty schools are higher program costs and higher transportation costs.

4. **School Selection Results:**

The selection results from the 1996-97 School Selection Process would show that specialty schools continue to be oversubscribed. Appendix II in the Attachments details the number of entry level students on wait lists.

School	Num of Students on Wait List	Percent of Students on Wait List	
AA--HS	340	35.5%	Note: Includes Riverside HS
SS--HS	567	64.5%	
AA--MS	24	3.7%	
SS--MS	617	96.3%	
AA--ELEM	220	18.1%	
SS--ELEM	991	81.9%	
TOTAL AA	584	21.2%	
SS	2175	78.8%	

The popularity of city-wide specialty programs continued in 1996-97. However, as we analyzed the wait lists we noted that, particularly at the high school level, there are also wait lists for attendance area schools. Also, 17 schools experienced a decline in the number of students on wait lists, and 9 schools no longer have wait lists. The schools that no longer have wait lists are Juneau HS, Scott MS, Fratney, Hayes, Starms Discovery, Thirty-eighth, Tippecanoe, Twenty-first, and Urban Waldorf Elementary Schools.

Addressing wait lists does not necessarily require new specialty schools, but requires continued emphasis on improving all schools. For example, Hamilton and Vincent are attendance area high schools that now have wait lists.

With the exception of Tippecanoe Elementary, the attendance area population where the nine schools that no longer have wait lists are located exceeds the attendance area building capacity. In the cases of Juneau HS, Scott MS, and Thirty-eighth Street Elementary the neighborhood population is over twice the attendance area school capacity.

5. **Accountability Data:**

Recognizing that successful schools are a combination of many factors, some of which are not easily quantifiable, the analysis will not attempt to determine which schools are successful and which are not. Rather, this analysis will compare the performance of schools on five accountability measures. These measures are found in the 1994-95 MPS Report Card.

Appendix I of the study details the score each school obtained for each of these measures. The average results for attendance area and specialty schools are summarized below:

High Schools	90% Attn	GPA at 2.0	GPA(90%) at 2.75	9th Gr Algebra	Writing Proficiency
AA	75	1.55	2.48	53	55
SS	85	1.87	2.57	64	70
% Variance	+ 13%	+ 20.6%	+ 3.6%	+ 20.7%	40%
Middle Schools	92% Attn	GPA at 2.5	Writing at 4.0	WSAS Measure	Percent Promote
AA	84	2.61	70%	33%	98%
SS	89	2.66	72%	40%	98%
% Variance	+ 5.9%	+ 1.9%	+ 2.8%	+ 21%	0
Elementary Schools	95% Attn	5th Gr Math	5th Gr Writing	4th Gr Writing	Reading Test
AA	91	40	84	75	76
SS	93	52	89	82	79
% Variance	+ 2.1%	+ 30%	+ 5.9%	+ 9.3%	+ 3.9%

The accountability data would suggest that specialty schools have higher results than attendance area schools. However, differences in the size of the pool (more attendance area students) can skew the results. Also, when aggregate scores are used, individual successes are not noted and problem areas are not identified.

The resolution requested that the administration determine which specialty schools might be more aptly suited to become neighborhood schools. That decision requires considerable input and reaction from individual school communities. The administration cautions the Board that the designation of specialty or attendance area school is not by itself a determination of success. The administration is in the process of reviewing the data with schools who would be most affected by a change and would bring back suggested reconfigurations of attendance areas at a later date.

Committee Recommendations

Your Committee recommends:

1. That the administration bring back to the Board suggested reconfigurations of attendance areas.

2. That the School Budget Committee continue to work towards equity in funding so that there would no longer be a variance between specialty schools and attendance area schools.

3. That the administration continue to review accountability data to determine the effectiveness of both attendance area schools and specialty schools, and work with schools as needed to either continue, revise, or develop a new focus.

* * * * *

Separate consideration was requested of both items.

With respect to Item 1, regarding a name change for Parkman Middle School, Director Braun moved to adopt the Committee's report.

Director Bills moved to amend by adding "and that a plaque be placed in a prominent place in the building acknowledging the previous name and indicating the previous history, and that the Office of Board Governance work with the administration to bring

back a policy regarding the length of time for a name change and who will incur the expense involved.”

The amendment was adopted, the vote being as follows:

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

Noes—None.

The question being on adoption of the Committee's report as amended, it was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

With respect to Item 2, regarding replication of successful specialty school programs, Director Small moved to adopt the Committee's report.

Director Gardner moved to amend by adding a fourth point:

4. That the administration make every possible effort to increase the number of programs in schools that replicate oversubscribed programs in schools with the Superintendent's proposed FY98 budget.

The amendment was adopted, the vote being as follows:

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

Noes—None.

The question being on adoption of the Committee's report as amended, it was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

REPORT OF THE LEGISLATION, RULES AND POLICIES COMMITTEE

President Fisher presented the following report for the Legislation, Rules and Policies Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Recommendation Regarding Resolution 9697R-040 by Directors Bills, Sinicki and Small Regarding Board Adoption of a Legislative Proposal to Create Six Metropolitan School Districts

Resolution

At its meeting on July 31, 1996, the Board referred the following resolution, which was introduced by Directors Bills, Sinicki and Small, to the Legislation, Rules and Policies Committee:

WHEREAS, The 1954 BROWN V BOARD OF EDUCATION decision declared that separate education was not equal; and

WHEREAS, The 1976 CRAIG AMOS decision found the Milwaukee Public Schools guilty of segregation; and

WHEREAS, Thirty-two years after BROWN and twenty years after CRAIG AMOS, Milwaukee school children are more racially and economically isolated than ever; and

WHEREAS, The Wisconsin State Constitution under Education: District schools (as amended April 1972) states: "The legislature shall provide for the establishment of district schools, which shall be as nearly uniform as practicable...; and

WHEREAS, The funding gap between the Milwaukee Public Schools and surrounding suburbs continues to widen; and

WHEREAS, The racial gap between Milwaukee and surrounding suburbs has not decreased significantly even with the addition of Chapter 220; and

WHEREAS, Chapter 220 is reaching $90 million for all districts, inter and intra; and

WHEREAS, Chapter 220 has improved and enriched the education of hundreds of Milwaukee and suburban children, but studies do not show academic improvement in Choice schools; and

WHEREAS, Proposals to cut up the Milwaukee school district or create a Black district will further exacerbate racial, economic and educational inequalities; and

WHEREAS, The only merit to creating new school district should be to create smaller districts with equal and adequate funding bases which would provide more efficiencies and which would clearly focus advocacy and responsibility for the health and education of children; therefore be it

RESOLVED, That the Milwaukee Board of School Directors adopt a legislative proposal to create six metropolitan school districts, including the 24 districts currently participating in the Chapter 220 program, responsible for the health and education of children for the 1997-1999 biennial legislative session.

Committee Recommendation

Your Committee recommends that the Board lay the resolution on the table.

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(Item 2) Action on a Recommendation Regarding Resolution 9696R-042 by Directors Small, Sinicki and President Fisher to Seek Legislation to Tighten Controls on Non-Religious, Private Choice Schools

Resolution

At its meeting on August 28, 1996, the Board referred the following resolution, which was introduced by Directors Sinicki, Small and President Fisher, to the Legislation, Rules and Policies Committee:

WHEREAS, The Milwaukee Board of School Directors is concerned about the health and welfare of all children; and

WHEREAS, The injunction to allow 15,000 Milwaukee students to attend private non-religious schools at taxpayers expense has been lifted; and

WHEREAS, The term "school choice" is actually a political label used to rally support to undercut financing for public education; and

WHEREAS, Several "choice" non-sectarian private schools closed after using taxpayers' money, and students were forced out of these "choice" schools mid-year because of lack of controls and accountability measures; and

WHEREAS, If allowed to continue, this lack of accountability will seriously impact upon students, schools and the cost of education, both public and private; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools seek legislation to tighten controls on non-religious private "choice" schools, and strengthen the role of the Department of Public Instruction in monitoring schools participating in the "choice" program in order to insure accountability to students, parents and the taxpayers who pay for the cost of education in both public and private schools.

Committee Recommendation

Your Committee recommends that the resolution be adopted, amended as follows:

WHEREAS, The Milwaukee Board of School Directors is concerned about the health and welfare of all children; and

WHEREAS, The injunction to allow 15,000 Milwaukee students to attend private non-religious schools at taxpayers expense has been lifted; and

~~WHEREAS, The term "school choice" is actually a political label used to rally support to undercut financing for public education; and~~

WHEREAS, The Milwaukee Parental Choice Program has contributed interim funding for schools now within MPS; potential savings for capital expenditures; and pressure to implement long-overdue reforms within MPS; and

WHEREAS, Several "choice" non-sectarian private schools closed after using taxpayers' money, and students were forced out of these "choice" schools mid-year because of lack of controls and accountability measures; and

WHEREAS, If allowed to continue, this lack of accountability will seriously impact upon students, schools and the cost of education, both public and private; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools seek legislation to ~~tighten controls~~ improve fiscal and academic accountability on non-religious private "choice" schools, and strengthen the role of the Department of Public Instruction in monitoring schools participating in the "choice" program in order to insure accountability to students, parents and the taxpayers who pay for the cost of education in both public and private schools; and be it

FURTHER RESOLVED, That the agreement reached by MPS and DPI on regulating choice schools be submitted to the MPS Board prior to adoption as part of the MPS legislative package.

* * * * *

(Item 3) Action on a Recommendation for the District's 1997 Legislative Package

Your Committee reports having considered the Superintendent's proposed legislative package for 1997. Your Committee has requested that the Superintendent submit additional items for inclusion in the package for consideration at the Committee's October meeting.

Committee Recommendation

Your Committee recommends that the Board adopt the following legislative package for 1997:

1997 PROPOSED MPS LEGISLATIVE PACKAGE

A. EMPLOYMENT / ARBITRATION

1. Charter School Employees

a. *Administration's Analysis*

An attorney for the Wisconsin Retirement System (WRS) has indicated that the charter school law leaves some doubt about the ability of an MPS employee who teaches in an MPS charter school to participate in WRS and receive pension benefits for that service. The City Attorney has recommended clarifying legislation.

b. *Legislation Proposed*

Clarify the employment status of MPS charter school employees for the purpose of assuring pension eligibility of MPS employees who teach in MPS charter schools.

2. Employee Technology Buy

a. *Administration's Analysis*

MPS has created a technology purchase program so that employees may purchase current technology at MPS prices and pay for it through payroll deduction. The City Attorney has recommended legislation to authorize the temporary use of MPS financial reserve for this program.

b. *Legislation Proposed*

Allow temporary use of MPS financial reserve for employee purchase of technology.

B. STATE SCHOOL AID / REVENUE LIMITS

1. Aidable School Funds

a. *Administration's Analysis*

As MPS moves to decentralize resources and decision-making authority, more spending decisions are being made by individual schools. Some of those decisions have resulted in some funds being carried over from the year in which they were budgeted to the following year. The MPS budget projects state aids on the basis that all funds appropriated in a school year would be spent in that year. When funds are not spent, state aid in the following year are lower than it would have been if the funds were spent as state aid is based (in part) on actual expenditures.

b. *Legislation Proposed*

Revise the treatment of state school aid so that school district allocations to schools up to 3% of the school district operating budget would be irrevocable and aidable.

2. Extended Year Round Education

a. *Administration's Analysis*

Congress Elementary School is now operating on an extended year round school calendar. The school calendar adds 16 days to the school year for the 530 K-5 students, but the state does not provide school aid for more than 180 days of school. The state requires school districts to schedule at least 437

hours of direct pupil instruction in kindergarten, at least 1,050 hours of direct pupil instruction in grades 1 to 6 and at least 1,147 hours of direct pupil instruction in grades 7 to 12.

The principal advantages of an extended year round school calendar are expected to be greater parental involvement and increased academic achievement. Year round education is becoming more common in this country as 366 districts in 32 states offered some classes on a year round basis during 1994-95. Longer school years are more common in other countries and are frequently cited as a factor contributing to high student achievement.

The Education Commission of the States has reported that the average length of the 1990 academic year was:

Country	**Days**
Japan	243
South Korea	220
Soviet Union	210
West Germany	210
Scotland	200
Thailand	200
Britain	192
France	185
Sweden	180
United States	180

b. *Legislation Proposed*

Provide state aid and an allowable revenue increase for each pupil in proportion to the hours of instruction received.

3. Enrollment for Revenue Limits

a. *Administration's Analysis*

Currently revenue limits are based on the September enrollment in the three most recent school years. This enrollment is not adjusted for increases in enrollment which occur later in the year when children return to MPS from a Choice school which closed or when a contractual program such as the Youth Village project is expanded in mid-year.

b. *Legislation Proposed*

Include enrollment increases attributable to returning Choice students or mid-year expansion of a contractual program in the district enrollment base used for revenue limit purposes.

C. DESEGREGATION SETTLEMENT FUNDS

1. Inflationary Increase

a. *Administration's Analysis*

The Desegregation Settlement Fund appropriation was set at $8 million in 1992-93 and has not been increased since, even though inflation has averaged about 3% per year during that time. A 3% annual increase since 1992-93 would have resulted in an appropriation of $9,004,000 in 1996-97 subsequent 3% increases would result in appropriations of $9,274,000 in 1997-98 and $9,552,000 in 1998-99.

b. *Legislation Proposed*

In setting the level of the Desegregation Settlement Fund appropriation for 1997-98 and 1998-99, provide a 3% annual inflationary increase from 1992-93.

D. FACILITIES

1. MPS Construction Fund

a. *Administration's Analysis*

Current law imposes a .6 mill property tax levy rate limit on the MPS construction fund. No other school district is subjected to such a limitation. All school districts are subject to the revenue limits.

b. *Legislation Proposed*

Repeal .6 mill property tax levy rate limit on MPS construction fund.

2. Common School Fund

a. *Administration's Analysis*

Current law authorizes MPS to borrow from the Common School Trust Fund. The MPS Board is required to adopt a resolution stating its intention to include in its budget transmitted to the Common Council, a written notice specifying the amount needed to pay debt service on the loan. The City Attorney has indicated that MPS does not have legal authority to pay debt service on these loans and the City is not required to repay them. Recent borrowings from the Common School Trust Fund have been the subject of Intergovernmental Cooperation Agreements to assure timely repayment. The City Attorney has suggested corrective legislation.

b. *Legislation Proposed*

Require MPS to include the amount needed to pay debt service on a loan from the common school trust fund in its budget transmitted to the Common Council. Require the Common Council to levy and collect a tax in that amount.

E. STUDENTS

1. Academic Excellence Scholarships

a. *Administration's Analysis*

Current law requires school districts to designate seniors with the highest grade point average as being eligible for receipt of Academic Excellence Scholarships. The 1995-96 salutatorian at Marshall High School was not designated as being eligible by MPS as he was a junior when the 1995-96 school year began. The designation process used by MPS conformed with the requirements of the Higher Educational Aids Board. Both MPS and the State have been sued by the student on the basis that he is entitled to a scholarship.

b. *Legislation Proposed*

Provide a school district with immunity from civil liability for designation of eligible students in a manner approved by the Higher Educational Aids Board.

2. Assignment of Adjudicated Youth

a. *Administration's Analysis*

MPS does not have the authority to assign an adjudicated youth to an educational program solely on the basis that the youth is a "child at risk." Enrollment in an at-risk program must be voluntary. The

City Attorney has recommended legislation so that MPS would be able to assign an adjudicated youth to an at-risk program.

b. *Legislation Proposed*

Authorize MPS to assign a student to an educational program based on the student's adjudicated status.

3. W-2 Child Care

a. *Administration's Analysis*

Necessary child care services for minor parents subject to Learnfare school attendance requirements are eligible for full payment by the State. Under the W-2 program, teen parents in foster care, kinship care or group homes are not subject to Learnfare school attendance requirements so they are not eligible for State paid child care services.

b. *Legislation Proposed*

Expand W-2 child care eligibility criteria to cover student parents in foster care, kinship care or group homes.

4. Private School Pupil Transportation Contracts

a. *Administration's Analysis*

Current law provides that when the estimated cost of transporting a pupil to a private school exceeds 1.5 times the district average per pupil cost, a school district may fulfill its obligation to transport a pupil by offering to contract with the parent or guardian of the pupil. The contract shall provide for an annual payment for each pupil of not less than $5 per mile between the pupil's residence and the private school attended, or the school district's average cost per regular education pupil (FTE) for bus transportation whichever is greater. Current law prevents MPS from offering such a contract where the cost of transportation is less than 1.5 times the district average per pupil cost.

b. *Legislation Proposed*

Lower the cost threshold whereby a school district may fulfill its obligation to transport a pupil to private school by offering to contract with a parent or guardian from 1.5 times the district's average per pupil cost for bus transportation to the average per pupil cost.

5. Private School Pupil Transportation Costs

a. Administration's Analysis

Current law requires MPS to provide transportation to pupils attending a private school within 5 miles of the City on the same basis as MPS provides transportation for its own pupils. Private school pupils are no longer counted as MPS students for revenue limit purposes. As a result, MPS is not allowed to increase its revenue to cover any additional cost of transporting pupils to private schools. The recent action of the Dane County Circuit Court would allow up to 15,000 Choice pupils and MPS will have the legal obligation to transport those pupils to private schools on the same basis as MPS provides transportation for pupils attending MPS.

MPS fulfills its obligation to some private school pupils by contracting with the private school so that the school actually provides the bus service to its pupils. Such an arrangement is unable to prevent a private school from charging the pupil for the cost of transportation, even though MPS is paying that cost.

b. Legislation Proposed

Allow MPS to increase its revenue limit by the amount of its cost of transporting pupils to private schools.

Prohibit a private school from charging a pupil for transportation services when the cost of pupil transportation is paid by MPS.

* * * * *

Separate consideration was requested of all three items.

With respect to Item 1, a recommendation to table a legislative proposal to create six metropolitan school districts, Director Gardner moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—Directors Bills, Johnson, Sinicki and Small—4.

With respect to Item 2, relating to seeking legislation to tighten controls on non-religious, private choice schools, Director Braun moved to adopt the report.

Director Small moved to amend the report by striking the third Whereas recommended by the Committee.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki, Small and President Fisher—5.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Director Bills moved to amend the Resolved portion of the resolution by striking the word "improve" and inserting the word "provide."

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

Ayes—Directors Bills, Johnson, Small and Sinicki—4.

Noes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

The question being on adoption of the report as amended, the vote was as follows:

Ayes—Directors Bills, Braun, Sinicki and Small—4.

Noes—Directors, Gardner, Johnson, O'Neil, Todd and President Fisher—5.

Director Johnson requested permission to change his vote from "no" to "aye."

President Fisher requested permission to change his vote from “no” to “aye.”

There being no objection, the changes were allowed, the result being that the report as amended was adopted:

Ayes—Directors Bills, Braun, Johnson, Sinicki, Small and President Fisher—6.

Noes—Directors Gardner, O'Neil and Todd—3.

With respect to Item 3, the legislative package, Director Braun moved to adopt the report.

Director Small moved to amend part A.1., Charter School Employees, by striking the language "Clarify the employment status of MPS charter school employees for the purpose of assuring pension eligibility of MPS employees who teach in MPS charter schools" and inserting the language "That MPS should seek legislation that would treat MPS charter schools exactly as the rest of the state, as instrumentalities of the district. Charter school employees would be instrumentalities of this district (MPS charter schools teachers would get WRS pension)."

Director Sinicki moved to refer part A. 1. to the Legislation, Rules and Policies Committee for consideration during the month of October.

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

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

Noes—None.

The question being on adoption of the balance of the report, it was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented four expulsion reports of the Independent Hearing Panel of the Board of School Directors.

Director Small moved to accept the reports of the Independent Hearing Panel of September 3 at 9:30 AM and 2:00 PM, 4, and 5, 1996.

The motion prevailed, the vote being as follows:

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

Noes—None.

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REGULAR ITEMS OF BUSINESS

(Item 1) Presentation of the 1995-96 District Report Card

The superintendent presented the district's 1995-96 report card to the Board.

(Item 2) Report on the Board Directive for the Administration to Offer the Property in the Vicinity of N. 107th St. and W. Mill Rd. for Sale for 90 days at $22,000 per Acre

Report of the Administration

At its meeting of May 29, 1996, the Administration brought to the Board an offer from Mr. George D. Simos on behalf of his client, Mr. August Urbanek, to purchase a portion of Site #74 located at North 107th Street and West Mill Road. After deliberation, the Board directed the Administration to advertise the property for a period of 90 days at a price of $22,000 per acre.

Subsequent to the Board action, the Administration directed the Department of City Development to advertise the property for sale including listing in the Multiple Listing Service (MLS). An advertising schedule was created to provide for a weekly ad in the Milwaukee Journal/Sentinel and continuous listing in the MLS beginning on July 29, 1996. To date the ads have appeared six (6) times and are scheduled for seven (7) additional appearances through October 20, 1996. Additional advertising in the Milwaukee Courier and the Spanish Journal is scheduled for the next six weeks. Total cost for the advertising is $860. Should the parcel be sold through a broker, an additional $1,000 commission would be incurred.

To date a total of three inquiries have been received regarding the property--two from real estate companies and one from private individuals. No offers to purchase have been received to date. Upon completion of the advertising period, the Administration will bring a report back to the Board.

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(Item 3) Report on Analysis of Applying 90% Attendance Preference for High School Admission

Administration's Analysis

1. At the June 26, 1996, Board meeting, the following resolution was adopted:

WHEREAS, The Milwaukee Public Schools Board of School Directors intends to reward hard work, effort, and responsible behavior among middle school students entering high school the following year, and

WHEREAS, Some Milwaukee Public Schools high schools have requested authorization to reward hard work, effort, and responsible behavior by giving admissions preference to students who have demonstrated those qualities, and

WHEREAS, Some Milwaukee Public Schools high schools have presented compelling cases for using attendance as a criterion by which to evaluate students' hard work, effort, and responsible behavior, and

WHEREAS, As the standard of ninety percent attendance as stated below means fewer than ten percent unexcused absences during the first semester of a student's eighth grade; now, therefore, be it

RESOLVED, That Milwaukee Public Schools high schools are authorized to establish, no later than September 30, 1996, application criteria that require ninety percent attendance during the eighth grade, as a requirement for applying to the high school as the student's first, second, or third choice during the 1997 spring school selection process; and be it

FURTHER RESOLVED, That Milwaukee Public Schools high schools establishing ninety percent attendance as an application requirement be required to demonstrate that the policy results in no adverse result on the school's racial diversity, gender equity, or service to exceptional education students; and be it

FURTHER RESOLVED, That Milwaukee Public Schools high schools that successfully demonstrate that the eighth grade attendance requirement policy has no adverse result on the school's racial diversity, gender equity, or service to exceptional education students be authorized to sustain eighth grade attendance requirement policies for the following two school years.

2. The administration undertook a study based upon last year's student assignment data to determine the projected impact of implementing the 90% attendance preference on the incoming ninth grade students (attachment). It was felt by the administration that this process would give a sense of what will happen when we initiate the preference.

The following measures were used in the study.

- +90% attendance rate
- +90% attendance rate impact on wait list
- Poverty level as measured by free, reduced, or full pay lunch
- Ethnic/gender (African-American and non-African-American males and females) composition of the group
- Impact on the ethnic composition of the group

3. The following incoming ninth grade groups were used in the study:

- King High School
- Six high schools with a wait list:
  --King
  --Hamilton
  --Vincent
  --Milwaukee High School of the Arts
  --Metro
  --Riverside
- All High Schools

4. Incoming exceptional education students were not included in the analysis.

5. In the study, differences when comparing the impact of applying the 90% attendance preference to the base (the results of the 1996 school selection process) group are reported only if they are 5% or greater.

6. Summary of incoming ninth grade groups demographics:

- Seventy nine percent (4,231) of the 5,357 incoming ninth graders that participated in the school selection had an attendance rate of 90% or better.

- Nine percent (473) of the students that participated in school selection had an unverified attendance rate, as they were not on the MPS electronic attendance system (i.e. non-Milwaukee Public Schools and Milwaukee Public Schools not on the electronic attendance system).

- The +90% attendance rate was somewhat equal among the four ethnic/gender groups (African-American and non-African-American males and females).

- Students receiving reduced lunch had a higher number of students in the +90% attendance category than students receiving free or fully paid lunch.

7. Summary of the Results:

Results of Applying the 90% Attendance Preference

	KING	WAIT LIST SCHOOLS	ALL HIGH SCHOOLS
+90% Attendance Rate of Incoming Ninth Grade Students	Almost all the students selected have an attendance rate of +90% compared to 76% in the base group (all incoming 9th graders participating in the selection process).	Resulted, in most cases, in an increase in the number of students with a +90% attendance rate.	No meaningful difference (difference less than 5%) except as noted for the wait list schools.
Attendance Rate of Students on Wait List	In the study, King experienced a decrease in the percent of students with +90% attendance when compared to the base group.	All the wait list schools (including King) experienced a decrease in the percent of students in the +90% attendance rate on the wait list.	No meaningful difference except as noted for the wait list schools.
Poverty level of incoming ninth grade students as measured by free, reduced and full lunch.	The walk zone group experienced an increase in free lunch students and a decrease in full price students. The non-walk zone has a decrease in the full price category.	No difference in the poverty level as a result of applying the 90% attendance preference. King High School was the only exception.	No meaningful difference except as noted for the wait list schools.
Ethnic/ gender composition of incoming ninth grade students.	There was a decrease for black males and an increase in black females for the walk zone group.	No change in the ethnic/gender representation as a result of applying the 90% attendance preference. King High School was the only exception.	No meaningful difference except as noted for the wait list schools.
African-American composition of incoming ninth grade students (racial balance) without partitioning for black and non-black students.	Resulted in a 21% increase in the African-American composition of the school.	King, Vincent, Metro and Riverside High Schools experienced an increase in the number of African-American students. Hamilton and Milwaukee High School of the Arts experienced a decrease.	No meaningful difference except as noted for the wait list schools.

8. Recommendations from the Study:

- That the 90% attendance preference be implemented as a preference rather than a criterion.
- That the 90% attendance preference be applied after partitioning for black and non-black students.

• That incoming ninth graders from non-Milwaukee Public Schools and from Milwaukee Public Schools not on the electronic attendance system be required to produce a verified attendance rate from the building administrator.

• That exceptional education students not be subject to the 90% attendance preference due to the need to place exceptional education students in appropriate programs and the possible impact the students' disabilities may have on the students' attendance

Strategic Plan Compatibility Statement

9. Implementation of the 90% attendance preference supports the Board goal associated with student involvement empowerment and the restructuring of the school selection process.

Statute, Board Policy or Rule Statement

10. This resolution was adopted by the Board on June 27, 1996.

Fiscal Impact Statement

11. Additional staff time will be required to implement the resolution.

Implementation and Assessment Plan

12. The administration has developed an implementation plan and timeline to implement the 90% attendance preference. It is recommended that the 90% attendance preference be implemented as a preference rather than a criterion. As a "preference," all students will be allowed to apply for schools; as a "criterion," students with less than 90% attendance will not even be allowed to apply to a school for first, second, or third choice.

13. Implementing the "90% Attendance" resolution will result in an increase in the number of students with 90% attendance in the six wait list schools (including King) and will most likely result in an increase in the numbers on wait lists, which may cause students to have false expectations about their school assignments. Implementation will also have a greater impact on schools without wait lists than the study shows, as schools without wait lists will have a larger number of students with less than 90% attendance than they currently have.

14. The administration is in the process of implementing the resolution, including notification of parents, administrators, and schools.

Superintendent’s recommendations

That the Board accept the recommendations developed by the administration as a result of analyzing the potential impact the 90% attendance preference may have on the 1997 school selection process. The recommendations are:

1. That the 90% attendance preference be implemented as a preference rather than a criterion.

2. That the 90% attendance preference be applied after partitioning for black and non-black students.

3. That incoming ninth graders from non-Milwaukee Public Schools and from Milwaukee Public Schools not on the electronic attendance be required to produce a verified attendance rate from the building administrator.

4. That exceptional education students not be subject to the 90% attendance preference due to the need to place exceptional education students in appropriate programs and the possible impact the students' disabilities may have on the students' attendance

* * * * *

Director Small moved to approve the Superintendent’s recommendations.

Director Braun moved to refer the item to the Strategic Planning and Budget Committee.

The motion failed for lack of a second.

Director Sinicki moved to refer the item to the Board's agenda planning meeting for referral at that time to the appropriate Committee.

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

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

Noes—Director Gardner—1.

(Item 4) Preliminary Report on the District's Year-end Financial Position

A preliminary report on FY96 financial activities is attached. The report is preliminary pending the conclusion of the annual audit, and includes a summary.

The School Operations Fund concluded FY96 operations with a zero balance.

- The district realized a $0.6 million surplus in revenues and a $.6 million deficit in expenditures, for an overall *net* position of zero.

- Fund balance (financial reserves) is expected to be no less than the audited FY95 level of $87 million.

The district generated sufficient state aids to fund the adopted FY97 budget and to provide a significant reduction to property tax levy.

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(Item 5) Action on a Recommendation to Award a Contract for Banking Services

Administration's Analysis

1. The District requires routine banking services associated with its Payroll and Accounts Payable checking accounts. These services are currently being provided by Bank One. Periodically, vendors are invited to bid for these banking services.

2. The contract for these banking services is complex in nature, with price being the primary, but not the only, consideration in the award of a contract. Consequently, Board policy requires that the Request for Proposal (RFP) process be employed when this contract is put out for bid. MPS recently initiated an RFP for banking services for the Accounts Payable and Payroll accounts.

3. The banking services RFP was sent to 15 banks, each of which is organized and doing business under Wisconsin laws, with a branch office located in Milwaukee. Four banks responded to the RFP: Associated Bank, Bank One, Firstar, and Norwest. Firstar was selected as the vendor of choice by the RFP evaluation committee.

4. The four evaluation criteria used by the committee and the associated weighting factors were as follows: price (40%); meets RFP requirements (30%); financial strength (20%); intangibles e.g. experience, responsiveness, CRA rating etc. (10%). Shown below, the cost ranking of the proposals corresponds with their respective evaluation ranking.

Vendor	Annual Cost
Firstar	$ 48,368
Norwest	50,110
Bank One	63,193
Associated Bank	119,817

5. Based on the actual volume of transactions and types of services utilized, the annual cost of the banking services contract could exceed $50,000 and, therefore, must be approved by the Board.

Strategic Plan Compatibility Statement

6. This request shows fiscally responsiblilty. Negotiating this contract with the selected vendor will cause the District's fees for banking services to be lower than they would be otherwise.

Statute, Board Policy or Rule Statement

7. Board policy 4.09 requires that professional services be sent out as a request for proposal after a contract duration of three years.

Fiscal Impact Statement

8. Adoption of this item will minimize the District's banking service fees for the Accounts Payable and Payroll checking accounts.

Implementation and Assessment Plan

9. The negotiated banking services contract will be implemented by end of calendar year 1996. Sufficient funds have been allocated for these services from the Depratment of Finance's FY97 budget.

Superintendent's recommendations

1. That the Board authorize the Superintendent to negotiate and enter into a three-year banking services contract with Firstar.

2. That the Board authorize the Superintendent to negotiate a three-year banking services contract with the second lowest bidder (Norwest) in the event the district is unable to negotiate a satisfactory contract with Firstar.

* * * * *

Director Small moved to approve the Superintendent's recommendations.

Director Small moved to amend to provide that the contract be brought back to the Board for approval after it is negotiated, with comparisons of other bidders.

The amendment was adopted, the vote being as follows:

Ayes— Directors Braun, Johnson, O'Neil, Sinicki, Small and President Fisher—6.

Noes—Directors Gardner and Todd—2.

Voting "present"—Director Bills—1.

The question being on adoption of the recommendations as amended, they were adopted, the vote being as follows:

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

Noes—Director Todd—1.

Voting “present”—Director Bills—1.

(Item 6) Action on a Recommendation to Award a Contract to Blue Cross-Blue Shield of Wisconsin

Administration's Analysis

1. In January, 1996 the administration issued a Request for Proposal ("RFP") for claim and network administration services for the Board's $40 million self-insured indemnity/PPO health plan with service fees guaranteed for a three year period. This action was necessitated due to the 71% fee increase indicated by the Board's current claim administrator, Aetna, effective with the July 1, 1996, renewal. Outside consultants, Milliman and Robertson, Inc. and Health Care Systems Consultants located in Milwaukee, were retained to assist the administration in this bid process.

2. The consultants evaluated responses from eight claim administrators. Based on the evaluations, five semi-finalists were selected: Aetna (the incumbent), Blue Cross Blue Shield United of Wisconsin ("BC/BS"), First Health, Wausau and Wisconsin Physicians Service ("WPS").

3. The semi-finalists were interviewed in-depth by the administration, the Board's consultants and representatives from MPS' collective bargaining units. The consultants evaluated the semi-finalists based on the following seven overall evaluation criteria as summarized in the attached report:

Services/Administration Fees Network Adequacy
Provider Reimbursement/Contracting Credentialing
Quality Management Utilization Management
Members Rights and Responsibilities

4. As a result of the aforementioned evaluation the consultants recommended that the bid be awarded to Blue Cross Blue Shield United of Wisconsin. Upon a thorough review of this report, the Board directed the administration at a meeting held on April 17, 1996, to proceed with union negotiations based on BC/BS as the recommended vendor to administer the MPS Indemnity/PPO Health Plan effective as soon as approval can be negotiated with the Board's collective bargaining units.

Strategic Plan Compatibility Statement

5. This request is consistent with the Board goal of FISCAL RESPONSIBILITY and will permit the Board to avoid an excessive increase in claim administration costs and with significantly improved service and program management guarantees.

Statute, Board Policy or Rule Statement

6. To implement a change in the network/claim administrator for the Board's self-insured indemnity plan, Board authorization and approval by MPS collective bargaining units are required.

7. Negotiations are in the final stages to reach an agreed upon settlement with all unions which will include a change to Blue Cross Blue Shield.

Fiscal Impact Statement

8. The recommended change to Blue Cross Blue Shield effective November 1, 1996, with Aetna performing run-out claim administration services for claims incurred pre-November 1, 1996, as noted in the attached report will result in the Board avoiding a $6.348 million increase in claim and network administration fees over the three year period commencing November, 1996.

Implementation and Assessment Plan

9. The implementation plan is currently in process and will necessitate a new service agreement, cash deposit and payment terms with the BC/BS.

Superintendent's recommendations

1. That the Board authorize the award of contract for network and claim administration services for the MPS Indemnity/PPO Health Plan to Blue Cross Blue Shield United of Wisconsin effective November 1, 1996, and authorize the administration to enter into a service agreement to implement this award.

2. That the Board authorize the administration to enter into a service contract with Aetna to perform claim run-out services for claims incurred prior to November 1, 1996.

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

Abstaining from voting—Director Johnson—1.

(Item 7) Action on a Recommendation to Approve a Request from Wisconsin Electric Power Company for an Easement to Construct Steam Facilities at 1124 North 11th Street, Facilities and Maintenance Building

Administration's Analysis

1. The Administration has received a request from the Wisconsin Electric Power Company (WEPCO) to install a proposed manhole at the Facilities and Maintenance Services Building located at 1124 North 11th Street. This manhole is required as part of a project to install steam service to the Mt. Sinai Hospital. The easement for this manhole will require an area 12' x 14' in size.

2. The Division of Facilities and Maintenance Services has reviewed the request and recommends its approval.

Strategic Plan Compatibility Statement

3. Does not apply.

Statute, Board Policy Or Rule Statement

4. Approval of easements by the Board is required by Wis. Stat. Sec. 119.16 (1) (m), 119.16 (3) (b) and 196.04 (2) (b).

Fiscal Impact Statement

5. In the past, concerns have been raised by the Board relative to granting of easements without compensation being involved. This is done because of the long-standing cooperative relationship which exists between the Board and a number of organizations. This cooperative relationship has resulted in many "extra" services being provided in the past at no cost to the Board. While these "extras" are not provided on every request, the maintenance of the overall relationship results in far more being received over the long-term than any compensation which could be received in the short-term.

In consideration of granting of this easement, WEPCO will extend the steam system and set up the capability for the Facilities and Maintenance Services Building to connect to the system at a future date when the boilers are replaced. This connection capability will save the system approximately $10,000. WEPCO has indicated that all costs associated with the installation and maintenance of the work will be borne by WEPCO.

Implementation And Assessment Plan

6. Completion of the installation of the manhole and associated work will occur in early October should the Board and City approve an easement. A resolution approving the easement will be considered by the Common Council at its September 24, 1996, meeting.

Superintendent's recommendation

That a grant of permission be approved for an easement for the City of Milwaukee on behalf of WEPCO to install a manhole for its steam service at the Facilities and Maintenance Services Building, subject to all costs related to installation and maintenance of the project being borne by WEPCO.

* * * * *

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

(Item 8) Year End Report of the Equal Opportunity Programs

The superintendent submitted the following Year End Report of the Equal Opportunity Programs:

Introduction

This report is a compilation of activities of the Equal Opportunity Programs (EOP) office. The Office of Equal Opportunity Programs was established in the FY '95-96 budget by the merging of the Historically Underutilized Business (HUB) Office and the Affirmative Action Office. The office is charged with monitoring district activities pertaining to affirmative action and equal employment practices, and district performance relative to meeting Board approved participation goals for Historically Underutilized Businesses.

HISTORICALLY UNDERUTILIZED BUSINESS REPORT

It is the declared policy of the Milwaukee Board of School Directors and its Administration to aid, assist and protect, to the extent justified by the evidence, the interests of HUBs in order to preserve free competitive enterprise and to ensure a fair proportion of total MPS contract dollars are placed with HUBs.

The objective of the HUB program is to ensure minority and women business enterprises (M/WBEs) receive the maximum opportunity to provide quality goods and services system-wide. To achieve these goals, each contracting department and school utilize HUBs in prime and subcontract work and procurements.

The following factors are identified by both public and private sector organizations as essential to the success of programs that support women and minority owned business:

- top management commitment;
- empowering the individual responsible for overseeing the program;
- providing the necessary nurturing and technical assistance to HUB firms;
- maintaining the highest level of integrity within the program through accuracy in reporting;
- eliciting total community support and input in the development of plans and policies;
- constant reinforcement of program goals with all purchasing and contracting decision-makers;
- on-going commitment to adapt the organization's culture toward maximizing the benefits of a diverse vendor base;
- accountability throughout the organization

This year internal HUB activities have focused on increased information systems capability to report and monitor performance in the three key areas of Purchasing, Facilities and Professional Services.

Computer programs are now in place to provide Professional Service contract information, coded by vendor

and HUB status. The Facilities report now includes all service order payments and FMS professional service contracts. Purchasing and the EOP office are working together to identify non-responsive firms, update HUB language on bid documents and redesign the current report.

The 1996/97 HUB directory will be available on disk and in hard copy. This year's directory merges certified vendors from the Joint Certification Program, Wisconsin Department of Development, Wisconsin Supplier Development Council and sections of the Department of Transportation 8A certified vendors and City of Chicago Public Schools directories. Approximately 1144 vendors are categorized by commodity group. Delivery to schools and departments is scheduled for early October 1996.

Concerns

We have been losing HUB vendors in several key participation areas. These losses could adversely affect our ability to attain established goals. For example, during 1996, two transportation vendors have gone out of business. Pupil Transportation Services continues to aggressively use HUB vendors, but the majority of the lost business had to be dispersed to available non-HUB vendors.

Impending changes in state bonding requirements may adversely affect not only HUBs, but all small businesses. Facilities is in the process of determining whether legislation is applicable to MPS contracting.

Vendor Certification

MPS accepts current certification from a variety of recognized agencies on a local and national level. Firms must be certified as MBE or WBE at the time of bid submission. Individuals who provide consultant services to schools are required to complete the HUB information portion of the Professional Services contract.

Community Affiliations

MPS participates with the Milwaukee Minority Chamber of Commerce, the Hispanic Chamber of Commerce, the Milwaukee Indian Economic Development Agency and the Women's Business Initiative Corporation. These alliances serve to allow free flow of information to association members regarding MPS contract opportunities and gives the HUB program access to new M/WBE vendors.

* * * * *

(Item 9) Action on Monthly Finance and Facilities Matters: Award of Contracts

Award of Contracts

NEW OUTLETS AND PANELBOARDS

Custer High School
Pieper Electric, Inc., Low bidder, Base Bid of $64,850 plus $8,652 for Mandatory Alternate Bid 1 to provide TVSS (Transient Voltage Suppression) and all associated wiring, breakers, disconnects, etc., for a total contract of $73,502

PROJECT MANAGEMENT/ELECTRICAL INSPECTION SERVICES

Frank Yokosh, Total contract of $79,000

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Congress Elementary School
WIL-Surge Electric, Inc., Low bidder, Base Bid of $113,281 plus $3,992 for Mandatory Alternate Bid 1 to provide 12 outlets and 3 circuits per classroom in lieu of 8 outlets and 2 circuits for a total contract of..... $117,273

PLAYGROUND RECONSTRUCTION

Parkman Middle School
Poblocki Paving Corp., Low bidder, Base Bid of $69,228

RENOVATIONS

Site 370 (Formerly St. Thomas Aquinas School)
B & D Contractors, Second low bidder, Base bid of $2,612,800

A contract is recommended by the Superintendent with Enidlee Consultants for approximately $98,750 for consultation to schools and central services related strategies for addressing the racial gap in student achievement. The contract is for various services to 12 schools. Also included are three days of seminars to teams from 20 schools. Approximately $34,375 will be transferred from school accounts, with the remainder from centralized accounts.

A contract is recommended by the Superintendent for the Efficacy Institute for approximately $175,000 for 20 workshops to provide teaching staffs from 30 schools with new practices to raise student achievement in order to meet the MPS graduation requirements. Some funds will be transferred from school accounts.

Superintendent's recommendation
That the Board award the contracts.

* * * * *

Dirctor Bills moved to approve the superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Johnson—1.

(Item 10) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

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.

Approval of Prevailing Wage Rates

5. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc., pp. 555-556). This policy was 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 have been received dated May 17, May 24, June 7, and June 14, 1996.

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 detailed in the communication in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the date indicated on the communication.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Chester Brown School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Ramona Curry C & I	Head Start Van Driver $8.00/hr.($9,600.00/yr.)	08-28-96
Cassu Green School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Lucius Harper School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Ronald Jones School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Marlin Limehouse	School Safety Assistant	08-28-96

School Safety	$15,693.04/yr.

John Mitten School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Arthur Myles School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Robert Smith School Safety	School Safety Assistant $15,693.04/yr.	08-28-96

PROMOTIONS

William Birdsall Marshall	Food Service Manager II $13,783.62/yr.	08-26-86
Thomas Deis Cass	School Engineer II $35,546.94/yr.	08-26-96
Luster Hurt Keefe	School Engineer II $34,277.62/yr.	08-26-96
Sylvia Juarez 53rd	Food Service Manager II $13,568.64/yr.	08-26-96
James Kazmierski Roosevelt	School Engineer III $38,660.44/yr.	08-26-96
John Rouleau Franklin	School Engineer II $35,546.94/yr.	08-26-96
Bruce Shepherd LaFollette	School Engineer II $35,546.94/yr.	08-26-96
Roman Socolick Hayes	Food Service Manager II $13,568.64/yr.	08-26-96
Bonnie Williams King	Food Service Manager II $14,318.42/yr.	08-26-96
Karen Zastrow Muir	School Bookkeeper $19,424.66/yr.	09-05-96

CHANGES IN STATUS

Mark Bessa Forest Home	School Engineer II $37,065.08/yr.	08-26-96
William Garrison Milwaukee Tech.	Boiler Attendant $25,563.46/yr.	07-29-96
Mark Rink Humboldt Park	School Engineer I $34,404.24/yr.	08-26-96
Dorothy Thompson Thurston Woods	Food Service Manager II $17,370.81/yr.	08-26-96

* * * * *

CERTIFICATED APPOINTMENTS - TEACHERS AND SCHOOL PSYCHOLOGISTS

Ethnic	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 28, 1996, and September 4, 1996, inclusive:				
(nr)	Charles E. Allen Phy. Science/Aviation	B	32,958	7	08-28-96
(r)	James P. Anderson Upper Elem./Mathematics	B	25,634	1	08-28-96
(r)	Jesse M. Anderson Grade 2	B	24,413	0	08-28-96
(r)	Meghan B. Anderson Elementary	B	25,634	1	08-28-96
(r)	Tracy L. Anderson Elementary	B	24,413	0	08-28-96
(r)	Mary Beth Anich Kindergarten	B	12,206.50 (.5 Contract)	0	08-28-96
(r)	Maria G. Avila Elementary	B	24,413	0	08-28-96
(r)	Barbara Barth-Czarkowski Elementary	B	24,413	0	08-28-96
(nr)	Timothy J. Bartz Upper Elementary	B	24,413	0	08-28-96
(nr)	Corrine M. Beitz EC:EEN	B	24,413	0	08-28-96
(nr)	Andrew M. Blaha Physical Education	B	25,634	1	08-28-96
(nr)	Andrea L. Bleimehl Occupational Therapy	B	24,413	0	08-28-96
(nr)	Duke Boettcher Upper Elementary	B	24,413	0	08-28-96
(nr)	Dyan L. Boyer Upper Elementary	B	24,413	0	08-28-96
(nr)	Armando C. Brazzoni, Jr.	B	24,413	0	08-28-96

(r)	Kim A. Bremer Elementary	B	24,413	0	08-28-96
(r)	Kelvin B. Brown Upper Elementary	B	24,413	0	08-28-96
(r)	Thomas S. Bruno Upper Elementary	B	24,413	0	08-28-96
(nr)	Michele L. Burgher Elementary	B	24,413	0	08-28-96
(nr)	Cynthia L. Byrne Physical Education	B	24,413	0	08-28-96
(nr)	Erin K. Byrne Music/Choral-General	B	24,413	0	08-28-96
(r)	Dennis C. Cary Mathematics	BB	25,634	0	08-28-96
(r)	James E. Catalano Biology/Earth Science	B	24,413	0	08-28-96
(r)	Rosa M. Cerda Elementary/Bilingual	B	24,413	0	08-28-96
(nr)	Nicole L. Chappell Elementary	B	24,413	0	08-28-96
(r)	Elin J. Chavez E. D./Bilingual	B	25,634	1	08-28-96
(nr)	Kirsten M. Christopherson Elementary	C	27,587	0	08-28-96
(r)	Julie A. Conway Kindergarten	B	24,413	0	08-28-96
(nr)	Leysa J. Corsten Elementary	B	24,413	0	08-28-96
(r)	Magdalena Danes Elementary	B	24,413	0	08-28-96
(r)	Diana R. Diaz Elem./Bil./Kindergarten	B	24,413	0	08-28-96
(nr)	Rebecca A. Doherty Art	B	24,413	0	08-28-96
(r)	Michelle C. Dorn Kindergarten	B	24,413	0	08-28-96

(r)	Tiffany N. DuPree-Cain K-3	B	24,413	0	08-28-96
(r)	Robin K. Ehrmann Elementary	B	24,413	0	08-28-96
(nr)	Kristin J. Ertl Elementary	B	24,413	0	08-28-96
(nr)	Diane B. Eschner Elementary	B	24,413	0	08-28-96
(r)	Joseph A. Fairbanks Elementary/Montessori	B	24,413	0	08-28-96
(nr)	Jefferey S. Farren Montessori	B	26,854	2	08-28-96
(r)	Diane M. Feldkamp Speech Pathology	B	24,413	0	08-28-96
(nr)	Jean A. Freimuth BF Soc. Studies/History	B	24,413	0	08-28-96
(nr)	Christine Galvan Upper Elementary	B	24,413	0	08-28-96
(r)	Annemarie S. Gardinier Broadcasting/Comm.	B	24,413	0	08-28-96
(r)	Karen L. Goeman Elementary	B	24,413	0	08-28-96
(r)	Melinda F. Green Elementary	B	24,.413	0	08-28-96
(r)	Corine E. Gribble Kindergarten	B	24,413	0	08-28-96
(r)(b)	Mary Ann Harrington C. D.	C	35,863	6.2	08-28-96
(nr)	Gina M. Harter EC:EEN	B	24,413	0	08-28-96
(nr)	Catherine G. Hnat Upper Elem./Science	BB	30,760	4	08-29-96
(r)(b)	Melissa E. Hogan Elementary	BB	33,324	7.6	08-28-96
(nr)	Rick M. Hoppert Physical Education	B	24,413	0	08-28-96

(nr)	Jennifer J. Horwath Elementary	B	24,413	0	08-28-96
(r)	Ruth A. Idell K-4	B	24,413	0	08-28-96
(r)	Stacy L. Jacobs Kindergarten	B	24,413	0	08-28-96
(nr)	Karen J. Jaeger Elementary	B	24,413	0	08-28-96
(r)	Darlena C. Johnson Elementary	B	24,413	0	08-28-96
(r)	Rebecca K. Johnson Elementary	B	24,413	0	08-28-96
(r)	Sharon V. Johnson C. D.	B	24,413	0	08-28-96
(r)	Stephanie A. Johnson Dance/Physical Education	B	24,413	0	08-28-96
(r)	Danette H. Jurgens Elementary/Montessori	B	24,413	0	08-28-96
(nr)	Sara E. Kademan C. D.	B	24,413	0	08-28-96
(nr)	Lauren F. Kell L. D.	B	24,413	0	08-28-96
(nr)	Gina M. Keller Elementary	B	24,413	0	08-28-96
(nr)	Michelle J. Kleiser Elementary	B	24,413	0	08-28-96
(nr)	Nicolette M. Kowalski Biology/Gen. Science	C	27,587	0	08-28-96
(nr)	Sherie J. Kozlosky EC:EEN	B	24,413	0	08-28-96
(r)(a)	Theresa R. Kruschke Spanish	BB	26,915	1	08-28-96
(nr)	Marlee A. Kuluras Upper Elementary	B	24,413	0	08-28-96
(r)	Susan T. Kurek Elementary/Science	B	24,413	0	08-28-96

(nr)	Lola D. Laird Art/English	B	24,413	0	08-28-96
(nr)	Marla J. Larsson Kindergarten	B	24,413	0	08-28-96
(nr)	Ann M. Lelinski Elementary	B	24,413	0	08-28-96
(r)	Timothy M. Leverence Geog./BF Soc. Studies	B	24,413	0	08-28-96
(nr)	Colleen M. Loeffler EC:EEN	B	24,413	0	08-28-96
(nr)	David F. Long Economics/Government	B	24,413	0	08-28-96
(nr)	Timothy E. Madler German/History	B	24,413	0	08-28-96
(r)	Debra L. Manville Kindergarten	BB	25,634	0	08-28-96
(nr)(a)	Ann M. Marlow-Gutierrez Elementary/Bilingual	B	26,854	2	08-28-96
(nr)	Elizabeth J. Maynard L. D.	B	24,413	0	08-28-96
(r)	Maria C. McManus Elementary	B	24,413	0	08-28-96
(nr)	Melody S. Mehn E. D./L. D.	C	37,242	7	08-28-96
(r)	Christine M. Meyer C. D.	B	24,413	0	08-28-96
(nr)	Tracie N. Mittelsteadt Kindergarten	B	24,413	0	08-28-96
(nr)	Rebecca J. Mork Art	B	24,413	0	08-28-96
(r)	H. Edward Moser Biol./Chem./BF Science	B	24,413	0	08-28-96
(r)	Linda Muszytowski Elementary	B	24,413	0	08-28-96
(nr)	Scott A. Nehring Upper Elementary	B	24,413	0	08-28-96

(r)	Stephen J. Neubauer C. D.	B	24,413	0	08-28-96
(r)	Scott C. Neumann Grade 5	B	24,413	0	08-28-96
(nr)	Celia M. Newbold German/Soc. Studies	B	24,413	0	08-28-96
(nr)	Kathleen F. Newnam Elementary	B	30,516	5	08-28-96
(r)	Hosea R. Newson Upper Elementary	B	24,413	0	08-28-96
(nr)	Terri E. Nolan C. D.	B	24,413	0	08-28-96
(nr)	Robert J. Nusbaum Elementary	BB	26,915	1	08-28-96
(r)	Megan C. O'Connell Art	B	24,413	0	08-28-96
(r)	Sue C. O'Connell Elementary	B	24,413	0	08-28-96
(r)	Sara J. Olson L. D.	B	24,413	0	08-28-96
(r)(a)	Wilbert G. Passley BF Sci./Biology/Chem.	BB	26,915	1.5	08-28-96
(nr)	Corrine L. Petermann Elementary	B	24,413	0	08-28-96
(r)	Nicol T. Peters-Freeman Elementary	B	24,413	0	08-28-96
(r)	Penny L. Pieper C. D.	B	24,413	0	08-28-96
(nr)	Deborah S. Pietsch C. D.	B	24,413	0	08-28-96
(r)	Edith M. Pitchford Business Education	BB	29,479	3	08-28-96
(nr)	Melissa A. Placek Elementary	B	24,413	0	08-28-96
(nr)	Cristy L. Poffenberger Headstart	B	24,413	0	08-28-96

(nr)	Rachel D. Posner Kindergarten	B	24,413	0	08-28-96
(r)	Lisa M. Radtke Elementary	B	24,413	0	08-28-96
(r)	Brian L. Reinke Elementary	B	24,413	0	08-28-96
(nr)	Lynn E. Resch-Bartz Music	B	32,958	7	08-28-96
(nr)(b)	Annie E. Rheams C. D./E. D.	E (+$1,000 for earned Ph.D.)	34,532	3.8	08-28-96
(r)	Lisa M. Rieger C. D.	B	24,413	0	08-28-96
(nr)	Alison A. Robinson Upper Elem./Comp. Sci.	B	24,413	0	08-28-96
(r)	Elizabeth M. Sande Elementary	B	24,413	0	08-28-96
(r)	Lisa J. Sarenac English/Speech	B	24,413	0	08-28-96
(r)	Katherine M. Savignac Art	B	24,413	0	08-28-96
(r)	Heidi A. Schaefer L. D.	B	24,413	0	08-28-96
(r)	John A. Schendel E. D.	B	24,413	0	08-28-96
(nr)	Matthew D. Schlomer Music/Instrumental	B	24,413	0	08-28-96
(r)	Christopher J. Schmidt Elementary	B	24,413	0	08-28-96
(r)	Erica M. Schmidt Elementary	B	24,413	0	08-28-96
(r)	Katherina A. Schneiker Elementary	B	24,413	0	08-28-96
(r)	Deann L. Schultz Grades 1 & 2	B	25,634	1	08-28-96
(nr)	Teri L. Schwab Elementary	B	24,413	0	08-28-96

(nr)	Renee S. Scianni Elementary	B	24,413	0	08-28-96
(r)	Tasha M. Seals Elementary	B	24,413	0	08-28-96
(nr)	Sharee L. Sensenbrenner C. D.	B	25,634	1	08-28-96
(nr)	Kristin A. Siegner Art	B	24,413	0	08-28-96
(r)	Denise R. Smith Elementary	B	24,413	0	08-28-96
(r)	M. Lee Suitor Music	BB	25,634	0	08-28-96
(nr)	Sue L. Sunstrom Elementary	B	24,413	0	08-28-96
(nr)	Dana A. Surmer Elementary	B	24,413	0	08-28-96
(r)	Terri S. Tadych Kindergarten	B	24,413	0	08-28-96
(r)	Tyra A. Thomas L. D.	B	24,413	0	08-28-96
(nr)	Linda J. Tiezzi Elementary	E (+$1,000 for earned Ph.D.)	30,028	0	08-28-96
(r)	Ann Tillmann Art	B	24,413	0	08-28-96
(r)	Maria C. Van Dusen Kindergarten	B	24,413	0	08-28-96
(nr)	Chia Vang Upper Elem./Bilingual	B	24,413	0	08-28-96
(nr)	Linda M. Vargas C. D.	B	24,413	0	08-28-96
(nr)	Barbara E. Westphal Elementary	B	26,854	2	08-28-96
(r)	Alesha N. Word Elementary	B	24,413	0	08-28-96
(r)	Donald M. Zimmer, Jr. Elementary	B	24,413	0	08-28-96

School Psychologists - Schedule 05

Effective between August 21, 1996, and September 4, 1996, inclusive:

(r)	Heidi L. Dresden	33,789	0	08-21-96
(nr)	Patriq A. DuSaint	33,789	0	08-21-96
(nr)	Monica M. Garcia-Barber	33,789	0	08-21-96

(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 January 24, 1997:		
Mary Bluhm	Guidance	August 28, 1996
Pamela Brown	Brown	August 28, 1996
Diana Donovan	Doerfler	August 28, 1996
Carol Weiss	Engleburg	August 28, 1996
Illness Leave, to June 13, 1997:		
Joseph Carpenter II	Morse	August 28, 1996
Joanne Costigan	Elm	November 20, 1996
Maternity Leave, to June 13, 1997:		
Sharon Champeau	Honey Creek	November 20, 1996
Margaret Heredia Peltz	Grand	August 28, 1996
Angelena Malone	Wheatley	November 20, 1996
Linda Meleski	Clarke	August 28, 1996
Kathleen Roemer	Lloyd	November 20, 1996
Personal Leave, to January 24, 1997:		
Julie Payne	Kosciuszko	August 28, 1996
Personal Leave, to June 13, 1997:		
Pamela Bartee	Franklin	August 28, 1996
Frances Boyd Thomas	Juneau	August 28, 1996
Valerie Erby Walker	78th Street	August 28, 1996
Robin Fraser	Audubon	August 28, 1996
Tammie Gordon	Story	August 28, 1996
Julie Guyette	Longfellow	August 28, 1996
Karen Hershenson	Burbank	August 28, 1996
Elissa Kravetz	Vieau	August 28, 1996

Gaetano LaRoche	Mitchell	August 28, 1996
Joel Parker	LaFollette	August 28, 1996
Susan Pelton	Franklin	August 28, 1996

Sabbatical Leave, to June 13, 1997:

Lisa Golden	Lincoln MS	August 28, 1996
Martin Lexmond	Vincent	August 28, 1996
Juliana Neeb	Allen Field	August 28, 1996
Albert Taborn	Malcolm X	August 28, 1996

Extension of Illness Leave, to June 13, 1997:

Mikel McGrew	Leave	August 28, 1996

Extension of Legislative Leave, to June 13, 1997:

Gerard Randall Jr.	Leave	August 28, 1996

Extension of Personal Leave, to June 13, 1997:

Robert Anderson	Leave	August 28, 1996

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Nikki L. Airaudi	Teacher	08-15-96
Nancy L. Athanasiou	Teacher	08-13-96
Wendy A. Banas	Teacher	08-21-96
Beckett R. Berning	Teacher	08-05-96
Linda-Lee Betancourt	Teacher	08-23-96
Beverly A. Beyers	Librarian	08-16-96
Dean E. Billo	Teacher	08-07-96
John R. Borchardt	Teacher	11-18-96
Christina L. Botbyl	Teacher	08-08-96
Todd C. Brahm	Teacher	08-01-96
Kelly M. Brennan	Teacher	08-12-96
Wanda L. Bullock	Teacher	08-21-96
Mary B. Butkus	Library Media Specialist	08-13-96
Marilyn D. Byrd	Teacher	08-12-96
Thomas J. Carroll	Teacher	08-11-96
Carolyn A. Casper	Teacher	08-08-96
Cynthia L. Cole	Teacher	08-10-96
Judith Collier-Thompson	Teacher	08-27-96
Theresa Corsi	Teacher	08-12-96
Jill A. Crowder	Teacher	08-19-96
Cynthia J. Dean	Teacher	08-14-96
Margot E. DeBot	Teacher	08-27-96
Terry A. Douglas	Teacher	08-22-96
James R. Duschinski	Teacher	05-24-96
Carrie F. Eck	Teacher	08-05-96

Traci L. Ellis	Teacher	08-13-96
Karen K. Fiene	Teacher	08-19-96
Kim F. Fliss	Teacher	08-13-96
Janel C. Frarck	Teacher	08-25-96
Diana M. Gahm	Teacher	08-09-96
Christa R. Godersky	Occupational Therapist	08-01-96
Christine J. Gollakner	Teacher	08-08-96
Tammi G. Gordon	Teacher	08-12-96
Laura L. Griswold	Teacher	08-05-96
Karleen B. Haberichter	Prog. Coord.	10-01-96
Brigid E. Harmeyer	Teacher	08-14-96
Karen A. Hartlaub	Teacher	08-26-96
Karen S. Hartman	Teacher	08-14-96
Jan M. Heinitz	Psychologist	07-31-96
John A. Hokenson	Teacher	08-20-96
Nancy L. Horowitz	Teacher	07-01-96
Kathleen E. Jackson	Implementor	08-20-96
Thomas W. Jakubowski	Teacher	08-27-96
Michelle R. Jensen	Teacher	07-09-96
Gordon F. Johlke	Teacher	08-22-96
Mardith L. Johnston	Teacher	11-28-96
Karen A. Kepler	Teacher	08-27-96
Theresa L. Klein	Teacher	08-05-96
Annette M. Knuese	Teacher	08-09-96
Kendra L. Kovar	Teacher	08-09-96
Reginald L. Lawrence II	Teacher	08-12-96
Linda L. Layer	Teacher	08-02-96
Jennifer Lemay-Larsen	Teacher	08-27-96
Marirose L. Lucey	Teacher	08-19-96
Tiffeny L. Luckett	Teacher	08-07-96
Laurie A. Martin	Teacher	08-23-96
Lynn B. Molenda	Teacher	08-04-96
Richard F. Monroe	Ass't. Prin.	08-27-96
Linda J. Nichols	Teacher	08-26-96
Elizabeth A. Nordstrom	Teacher	08-01-96
Dorothy L. O'Connor	Teacher	08-12-96
Ellen J. O'Connor	Teacher	08-12-96
Janice M. Osmanski	Teacher	08-06-96
Mathew R. Ostrander	Teacher	08-12-96
Judith A. Patrick	Teacher	08-14-96
Deborah K. Pattee	Teacher	08-23-96
Gilbert G. Powell	Teacher	08-27-96
Joleen L. Preiss	Teacher	07-01-96
Steven G. Rank	Teacher	08-20-96
Rebecca L. Richardson	Teacher	08-14-96
Paula J. Rieck	Teacher	08-07-96
Mark W. Rosin	Teacher	08-07-96
Catherine A. Rotello	Teacher	08-19-96
Yvonne M. Rozowski	Teacher	06-14-96
Leon A. Sagadin	Teacher	08-18-96

David P. Schimpf	Teacher	08-15-96
Barbara E. Schmidt	Teacher	08-27-96
Clara A. Schulte	Teacher	10-31-96
Laura A. Schwacke	Teacher	08-12-96
Linda K. Seaborn	Teacher	08-27-96
Amy R. Siesennop	Teacher	08-27-96
Rita Simons-Santiago	Teacher	08-26-96
Ines M. Smrz	Teacher	08-26-96
Lucille R. Spoerk	Teacher	08-01-96
Jacqueline S. Stichart	Teacher	08-14-96
Lori A. Strand	Teacher	08-15-96
Sandra J. Strande	Teacher	08-23-96
William J. Stroud	Principal	08-07-96
James W. Sweet	Teacher	08-19-96
Amy B. Tews	Teacher	08-21-96
Wendy L. Thibodeau	Teacher	08-13-96
Stephanie D. Todd	Teacher	07-31-96
Lynn M. Trinkner	Teacher	08-07-96
Ben A. Vogel	Teacher	08-13-96
Carolyn J. Weier	Teacher	08-02-96
Kari A. Whalen	Teacher	08-20-96
Gina M. Whipp	Teacher	08-07-96
Ann M. Wiedenbeck	Occupational Therapist	08-25-96
William C. Woessner	Psychologist	08-15-96
Susan E. Wolter	Teacher	08-26-96
Patrick T. Woods	Teacher	10-04-96
Jennifer L. Young	Teacher	08-23-96

* * * * *

Director Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Sinicki, Small and President Fisher—5.

Noes—None.

Temporarily absent—Directors Gardner, Johnson, O'Neil and Todd—4.

(Item 11) Action on Recommended Administrative Appointments and Promotions

Superintendent's 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)	Janie Hatton	Director Department of Leadership and	Schedule IIIE, Range 16A $91,816

Support Services

2(nr)	Annie Rheams	Assistant Principal North Division High School	Schedule III, Range 12C $46,424
2(r)	Keith Posley	Assistant Principal Forest Home Avenue School	Schedule III, Range 10D $42,737
5(r)	Mary Pitrof	Assistant Principal Garfield Avenue School	Schedule III, Range 10D $44,380
5(nr)	Brenda Bacon	Accountant I Department of Finance	Schedule III, Range 3A $30,709

2 - Black	r - Resident
5- White	nr - Non-resident

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Sinicki, Small and President Fisher—6.

Noes—None.

Temporarily absent—Directors Johnson, O'Neil and Todd—3.

NEW BUSINESS

(Item A) Change in the Date of the November Board Meeting from Wednesday, November 27 to Monday, November 25, 1996.

Director Sinicki moved to suspend Board Rule 1.21 (1) and change in the date of the November Board Meeting from Wednesday, November 27 to Monday, November 25, 1996.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Sinicki, Small and President Fisher—6.

Noes—None.

Temporarily absent—Directors Johnson, O'Neil and Todd—3.

COMMUNICATIONS

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

Communication 9697C-006 from the South Division High School Alumni Association:Re: Closure and Reconstitution of the Central Office

Referred to the Strategic Planning and Budget Committee.

Communication 9697C-007 from the South Division High School Alumni Association:Re: Composition of MPS Citizens Committees

Referred to the Legislation, Rules and Policies Committee.

RESOLUTIONS

Resolution 9697R-043

By Director Small:

WHEREAS, The newly created W2 legislation could negatively impact upon the welfare of great numbers of young Milwaukee children; and

WHEREAS, More early childhood programs are necessary in order to respond to the critical shortage of these programs within MPS; and

WHEREAS, Utilizing present building space for this critical need is cost effective when compared to building new facilities to respond to the urgent need to create these programs city-wide within MPS; and

WHEREAS, 68th St. School was originally an elementary school and has the capacity to serve approximately 200 young children; and is an ideal early childhood site; and

WHEREAS, There are other options for the present alternative education program at the 68th St. site; now, therefore, be it

RESOLVED, That the administration find adequate and appropriate space to house the present alternative program at 68th St. School through either a partnership or other contractual agreement; and be it

FURTHER RESOLVED, That the 68th St. site be utilized as an early childhood program for the 1997-98 school year, and that the planning be a part of the Five Year Facilities Master Plan.

September 25, 1996

Referred to the Innovation/School Reform Committee.

Resolution 9697R-044

By Director Bills:

WHEREAS, Members of the Milwaukee Board of School Directors currently receive health and dental insurance benefits through the district's insurance plans; and

WHEREAS, These benefits were originally designed for full-time employees; and

WHEREAS, The Board is a part-time board, while other public bodies that receive similar benefits, such as the Common Council and the County Board of Supervisors, are full time; and

WHEREAS, Employee benefits comprise a significant part of the district's budget, and their cost has risen significantly over the past several years; and

WHEREAS, While there is nothing illegal or unethical about applying these benefits to Board members, the fact that Board members have them may act as a disincentive for Board members to advocate changes in the district's benefit package; and

WHEREAS, Board members, as public servants and stewards of the public schools, should not benefit from their service on the Board; now, therefore, be it

RESOLVED, Beginning with members elected in April, 1997 and thereafter, Board members not receive health and dental insurance benefits unless they agree to pay the full cost of those benefits; and be it

FURTHER RESOLVED, That Board Rule 1.27 (1) be amended to reflect this provision.

September 25, 1996

Referred to the Legislation, Rules and Policies Committee.

Resolution 9697R-045

By Director Bills:

WHEREAS, Members of the Milwaukee Board of School Directors currently are eligible to continue in the district's group health and dental insurance plans upon leaving the Board provided they are at least age 55 and have served a minimum of eight full years on the Board; and

WHEREAS, These benefits were originally designed for retired full-time employees; and

WHEREAS, The Board is a part-time board, while other public bodies that receive similar benefits, such as the Common Council and the County Board of Supervisors, are full time; and

WHEREAS, Employee benefits comprise a significant part of the district's budget, and their cost has risen significantly over the past several years; and

WHEREAS, While there is nothing illegal or unethical about applying these benefits to Board members, the fact that Board members have them may act as a disincentive for Board members to advocate changes in the district's benefit package; and

WHEREAS, State Statute 119.16 prohibits Board members from being employed by the district for two full years after their leaving office; and

WHEREAS, Board members, as public servants and stewards of the public schools, should not benefit from their service on the Board; now, therefore, be it

RESOLVED, Beginning with members elected in April, 1997 and thereafter, Board members not receive health and dental insurance benefits upon retirement unless they agree to pay the full cost of those benefits; and be it

FURTHER RESOLVED, That Board Rule 1.27 (2) be amended to reflect this provision.

September 25, 1996

Referred to the Legislation, Rules and Policies Committee.

Resolution 9697R-046

By Director Bills:

WHEREAS, The cost of running for a city-wide seat on the Board has risen to between $30,000 and $50,000; and

WHEREAS, School Board districts have been redistricted three times in the last ten years to increase minority representation; and

WHEREAS, Districts are to be of similar size and represent a community of interest; and

WHEREAS, Board district #5 extends from the Village of Shorewood on the north to Lincoln Avenue on the south; and

WHEREAS, There appears to be little chance of Hispanic, Asian or American Indian representation on the Board, given the current configuration of Board districts; now, therefore, be it

RESOLVED, That the Board have as part of its FY97 legislative package a recommendation to create nine districts by eliminating the at-large position, effective with the expiration of the current at-large term in April, 1999.

September 25, 1996

Referred to the Legislation, Rules and Policies Committee.

Resolution 9697R-047

By Director Bills:

WHEREAS, The cost of school board elections to fill a vacancy is borne by MPS; and

WHEREAS, All Wisconsin school boards have the ability to appoint to a vacancy, except Milwaukee; and

WHEREAS, The Board had the authority to appoint to a vacancy, but lost that in the legislation that created an 8+1 Board in 1977; now, therefore, be it

RESOLVED, That the Board have as part of its FY97 legislative package a recommendation to allow the MPS Board to appoint to a vacancy; and be it

FURTHER RESOLVED, That, upon passage of such legislation, the Board develop a policy and procedure for appointing to a vacancy.

September 25, 1996

Referred to the Legislation, Rules and Policies Committee.

Resolution 9697R-048

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors entered into a lease agreement for the Grand Avenue Middle School and the Milwaukee Education Center in 1990; and

WHEREAS, The City of Milwaukee Redevelopment Authority issued approximately $48,000,000 in revenue bonds on behalf of the Wisconsin Preservation Fund, Inc., to acquire and renovate several facilities for the district; and

WHEREAS, The district's costs associated with the Grand Avenue and Milwaukee Education center leased facilities, under the terms of the initial agreement and for the years 1991 through 2012 would have amounted to $100,218,563; and

WHEREAS, While certain of the original bonds were refinanced in April, 1993 to lower the district's cost, the total cost of the leases with refinancing still amounts to $95,843,134; and

WHEREAS, At the conclusion of the lease term in 2012, the district's purchase option requires the payment of the fair market value of the property in the year 2012; and

WHEREAS, The construction of a new middle school is currently estimated to cost between $12 and $15 million; now, therefore, be it

RESOLVED, That the district work with the City to either renegotiate the terms of the lease agreements to allow the district to purchase the buildings for $1.00, or to prepay the bonds early to save the district the large interest costs.

September 25, 1996

Referred to the Strategic Planning and Budget Committee.

Resolution 9697R-049

By Director Bills:

WHEREAS, High standards are central to the district's reform efforts; and

WHEREAS, The Board has tried to focus on relevant policies that reflect the district's high standards; and

WHEREAS, Board Governance Policy 2.02 states that the Board will operate in all ways mindful of its trustee obligation to the people of the City of Milwaukee; and

WHEREAS, The administration has developed an accountability plan and school effectiveness plans; now, therefore, be it

RESOLVED, That the Board develop a policy to hold itself accountable to the taxpayers; and be it

FURTHER RESOLVED, That this accountability policy include timely FAM budget reports, MPS financial and performance audits of schools and audit standards, a revised Report Card; school accountability plans, school selection data, and school facilities standards; and be it

FURTHER RESOLVED, That the Board develop an accountability plan and timeline to implement the policy.

September 25, 1996

Referred to the Accountability/Audit Committee.

Resolution 9697R-050

By President Fisher:

WHEREAS, MPS, as a public education system, serves a prisoner or ex-offender population of students who have a known history of criminal activity and disruptive behavior; and

WHEREAS, MPS each year receives more than 600 students from the criminal justice system who are alienated from the goals of public education; and

WHEREAS, MPS receives many students from other urban school systems who, more often than not, exhibit disruptive behavior; and

WHEREAS, The highly mobile student population within MPS exhibits chronic achievement failures and disruptive behavior; and

WHEREAS, MPS has an active policy of social promotion which leads to classroom chaos; and

WHEREAS, Many students go unchallenged and suffer from classroom boredom; now, therefore, be it

RESOLVED, That the administration bring back curriculum and classroom environment models which address the special needs of children who are prone to disruptive behavior; and be it

FURTHER RESOLVED, That the administration present these alternate classroom models to the Innovation/School Reform and Strategic Planning and Budget Committees in time for FY98 budget approval.

September 25, 1996

Referred to the Innovation/School Reform Committee.

Resolution 9697R-051

By President Fisher:

WHEREAS, All Board members have received the selection study conducted by Leabman Associates, Inc.; and

WHEREAS, The study pointed out that there was no discernable method of assigning students at Central Services; and

WHEREAS, Students with 0.0 grade point averages have deliberately been inappropriately assigned to schools like Rufus King and now the college bound program at Madison.

WHEREAS, This inappropriate selection process leads to customer (parent and student) dissatisfaction for both the student with 0.0 grade point average and the appropriate students who are pushed back further on a waiting list; and

WHEREAS, This dissatisfaction with MPS customer service leads to disruptive students and parents, unchallenged students and parents; and

WHEREAS, MPS is interested in first choice within public education; and

WHEREAS, MPS is actively interested in eliminating processes which encourage disruptive behavior; and

WHEREAS, MPS is interested in achievable increases in teacher performance; and

WHEREAS, The business community is interested in reducing the labor shortage by raising educational standards within public education; now, therefore, be it

RESOLVED, That the administration design an appropriate school selection process which adequately meets the needs of various student populations; and be it

FURTHER RESOLVED, That adjudicated youth not be assigned to college bound programs and schools without the necessary support system to help them achieve; and be it

FURTHER RESOLVED, That appropriate social and academic programs be developed and implemented for the children returning from the criminal justice system.

September 25, 1996

Referred to the Innovation/School Reform Committee.

Resolution 9697R-052

By Directors Braun, Gardner and Todd:

WHEREAS, There is a need for metropolitan planning to provide better services to all students, city and suburban; and

WHEREAS, Metropolitan planning could decrease the costs of inter-district transportation, with the savings accruing to the benefit of all cooperating districts; and

WHEREAS, Metropolitan planning could facilitate joint ventures with respect to programs and facilities that could be cost saving to taxpayers; now, therefore, be it

RESOLVED, That the Superintendent be authorized to begin discussions with the Chapter 220 districts on the feasibility of joint planning, including, but not limited to, technical high school facilities, cooperative education/School-To-Work programs, exceptional education programs, programs for disruptive students, language specialty schools, arts specialty schools and Montessori schools; and be it

FURTHER RESOLVED, That the Superintendent submit a report on his discussions to the Innovation/School Reform Committee no later than March 1997.

September 25, 1996

Referred to the Innovation/School Reform Committee.

The Board recessed from 8:26 to 8:38 PM and from 10:29 to 10:34 PM.

The Board adjourned at 10:43 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 1, 1996

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

Present—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Absent and excused—Directors Bills, Johnson, Sinicki and Small—4.

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

September 26, 1996

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, Tuesday, October 1, 1996, in Committee Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing, deliberating and taking action in the matter of an appeal of disciplinary action under Part IV, Section H, 2 of the contract between the Board of School Directors and the Administrators' and Supervisors' Council.

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

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

NANCY R. NOESKE
Board Clerk

The appellant having requested a private hearing, Director Gardner moved to close the hearing under the provisions of Section 19.85 (1) (b), Wisconsin Statutes.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—None.

The hearing was closed at 6:43 PM.

The hearing recessed from 8:18 to 8:30 PM and from 10:37 to 10:50 PM.

The hearing concluded at 11:43 PM.

Director Braun moved that the Board retire to executive session to deliberate the matter, under the provisions of Section 19.85 (1) (a), Wisconsin Statutes.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—None.

The Board retired to executive session at 11:43 PM.

The Board reconvened in open session at 11:54 PM.

Director Braun moved that the Board sustain the Superintendent's decision to terminate Paul Bradley based on unsatisfactory performance, falsification of student records and unexcused absences without leave.

The motion prevailed, the vote being as follows:

Ayes— Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—None.

The Board adjourned at 11:55 PM.

ROBERT J. LAWRENCE
Assistant to the Director,
Office of Board Governance

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 2, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:34 PM.

Present—Directors Bills, Braun, Gardner (7:09 PM), O'Neil, Sinicki, Small, Todd and President Fisher—8.

Absent and excused—Director Johnson—1.

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

September 26, 1996

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, October 2, 1996, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of October, November and December Calendars
2. Scheduling of October Special Board and Committee Meetings, including a Negotiations Strategy Session, Evaluations of the Superintendent and the Director, Office of Board Governance, and a meeting of the Strategic Planning and Budget Committee
3. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, October 8, 1996
4. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, October 9, 1996
5. Review of Draft Agenda—Legislation, Rules and Policies Committee, 6:30 PM, Wednesday, October 16, 1996
6. Review of Draft Agenda—Strategic Planning and Budget Committee, Date to be determined
7. Review of Items Pending Before the Board—Agenda Planning Meeting (including referral of the Superintendent's Report and Recommendations Regarding Application of the 90% Attendance Preference for High School Admission to the appropriate Committee)
8. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Wednesday, October 30, 1996

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

NANCY R. NOESKE
Director

The Board reviewed the draft agendas of the Board and Committee meetings for October, November and December.

The Board unanimously agreed to hold its Agenda Planning Meeting for December concurrently with the Agenda Planing Meeting for November, on November 6, 1996.

With respect to Item 6, Director Bills requested permission to withdraw resolutions 9697R-0034 and 9596R-011 as it related to provision of a neighborhood school option to children with 95% attendance and good behavior.

There being no objection, the request was granted.

With Respect to Item 7, the Board referred Communications 9596C-026 from the Milwaukee Rescue Mission and 9697C-002 from Jack Szymborski to the administration for disposition.

Also with respect to Item 7, the Board placed Resolution 9596R-004 by former Director De Bruin on file.

The Board adjourned at 7:34 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 21, 1996

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

Present—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small 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:

October 16, 1996

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, October 21, 1996, 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 the upcoming round of 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 will also consider collective bargaining negotiations strategy with respect to the following contracts currently being negotiated: Milwaukee Teachers' Education Association (Substitute Teachers and School Accountants/ Bookkeepers), PAMPS 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 in accordance with the provisions of Wis. Stats. 19.85 (1) (e) for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the 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 motion prevailed, the vote being as follows:

Ayes— Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President Fisher—7.

Noes—None.

The Board retired to executive session at 6:37 PM.

Director Sinicki left at 7:40 PM.

The Board adjourned from executive session at 8:05 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 22, 1996

Special meeting of the Board of School Directors called to order by President Pro tem Braun at 6:43 PM.

Present—Directors Bills, Braun, Gardner, Johnson (6:47 PM), O'Neil, Sinicki, Todd (6:47 PM) and President Fisher (6:47 PM)—8.

Absent and excused—Director Small—1.

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

October 16, 1996

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, October 22, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1. Continuing the annual performance evaluation of the Superintendent and of the Director, Office of Board Governance and possibly taking action with respect to their employment agreements.

2. Considering and possibly taking action on Resolution 9697R-006 by Directors Braun, Fisher, Gardner, Small and Todd Expressing Support for Superintendent Robert Jasna

3. Considering and possibly taking action on Resolution 9697R-014 by Director Bills Expressing Appreciation for the Work of the Office of Board Governance and Its Director

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 in item 1 above, and may then reconvene in open session to take action on matters considered in executive session.

NANCY R. NOESKE
Director

Director Gardner moved that the Board retire to executive session in accordance with the provisions of Wis. Stats. 19.85 (1) (c) for the purpose of. continuing the annual performance evaluations of the Superintendent and of the Director, Office of Board Governance

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Gardner, O’Neil, Sinicki and President Pro tem Braun—5.

Noes—None.

The Board retired to executive session at 6:44 PM.

Directors Johnson and Sinicki left at 8:00 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
OCTOBER 30, 1996

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

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

Absent—None.

AWARDS AND RECOGNITIONS

Excellence in Education Awards:

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 their display of excellence, achievement, and innovation that is 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 two teachers: Joan LoPresti, Garden Homes Elementary School, and Wayne Zingsheim, Bay View High School.

Joan LoPresti — Garden Homes Elementary School

Ms. Joan LoPresti is an outstanding teacher with six years of service with the Milwaukee Public Schools. She has been teaching at Garden Homes Elementary School for the last four years and is currently the school's program implementor.

Ms. LoPresti was one of 12 MPS teachers selected as a fellow by the American Council of Learned Societies in the 1995-96 school year. She developed an instructional method of "self-assessment" in writing which empowers students to achieve their personal best in written composition and on the writing proficiency examination. She shared her methods for teaching writing with all of the teachers at Garden Homes School. As a result, there was a dramatic improvement in the school-wide writing assessment scores. In the 1995-96 school year, 100% of the fifth grade students and 87% of the fourth grade students who took the writing sample tests at Garden Homes School scored at or above a 4.0 score.

Ms. LoPresti has shared her methods not only with her colleagues at Garden Homes School, but with other teachers across the school district. She has conducted writing workshops for teachers and students and has led Title I inservice programs.

Ms. LoPresti has developed a video to provide teachers with ideas on how to help children with self-assessment. The video contains several testimonials from students about how they approach the task of writing and how they feel about writing. One of her students said, "I learned how to pick my own topic, organize it, revise it and edit it with no mistakes, and I can do it all by myself."

In nominating her for recognition, Robert Miller, Garden Homes principal, said Ms. LoPresti "demonstrates the highest level of professional commitment and competency in her work with students and colleagues. Her positive attitude and love of writing and children are reflected in the outstanding quality of

our students' writing. She sets high standards for herself and all students and then works hard to see that they are met.

She is constantly broadening her knowledge, improving her skills, and sharing with her peers what she has learned."

Wayne Zingsheim - Bay View High School

Mr. Wayne Zingsheim is a hard-working and dedicated teacher at Bay View High School, where he has taught English and physical education classes for more than 25 years. His association with the school goes back even further, as he is also a proud graduate of Bay View. In addition to his teaching responsibilities, Mr. Zingsheim is also Bay View's head football and track coach, and is an award-winning Special Olympics volunteer. In 1992, he received an Outstanding Service Award from Bay View High School and was named National High School Special Olympics Coach of the Year.

Mr. Zingsheim, or Mr. Z as he is commonly known, has a deep commitment to all students and shows through his actions that he believes in them. He teaches adaptive physical education classes for students with exceptional education needs, as well as dynamic physical education classes for students who are planning to pursue careers as police officers, firefighters, or who plan to join the military. There is a vast difference in the needs of the students whom he teaches — some have severe developmental disabilities or are physically handicapped, and some are training to build strength and endurance to pass the rigorous entrance exam for careers in law enforcement or the military. All of his students, however, have something in common —Mr. Z. cares about them and helps them achieve success at their own levels.

As a track coach at Bay View, Mr. Z. had the opportunity to coach 1992 Olympic Gold Medalist Ester Jones. His track team has been very successful as well. His teams have won seven track and field conference titles and held the top conference title for the last three consecutive years. His leadership as a coach is widely known. He serves as a member of the State of Wisconsin Track and Field Board and is a member of the International Special Olympics Track and Field Rules Committee.

Mr. Z. has been involved with the Special Olympics for 13 years, volunteering in numerous ways. In 1987 and 1991, he was the head coach for track for Team Wisconsin at the International Special Olympics, and in 1995 he served as head coach in golf for Wisconsin's team at the international competition. He had the unique experience of competing in the Special Olympics in 1995 in New Haven, Connecticut. He was asked to join a special golf team made up of Special Olympics participants and coaches. His team won the gold medal in the event.

Many of Mr. Z's colleagues and parents praise him for his outstanding work with students. Although he's a tough disciplinarian, he is also a "soft touch" when it's appropriate. He respects his students, and they give him respect in return. He is a dedicated professional who really cares about his students. Penny Manke, a long-time parent leader at Bay View High School and officer with the Milwaukee City Council PTA, calls Mr. Zingsheim a "Gentle Giant." Mr. Zingsheim's prescription for working with students is quite simple — he treats all of them as if they were his own children.

Other Awards and Recognitions:

Tracey Coleman, a junior at Marshall High School, *worked as an intern this summer in the Milwaukee office of U.S. Senator Russ Feingold* through the Upward Bound program at Marquette University. Tracey plans to pursue a career in international relations or public service.

Adan Burgos, a junior at Vincent High School, was selected to attend the National Young Leaders Conference in Washington, D.C., on October 22-27, 1996. Adan will be one of 350 outstanding national scholars attending the conference from high schools across America. Adan has a 4.0 cumulative grade point average and is in the international studies program at Vincent.

Burdick Elementary School *is one of 30 schools worldwide selected to receive a $23,000 technology grant from Eastman Kodak Company* to use imaging and computer technology in the classroom. Burdick's winning grant, "Visual Composition," was written together with teachers **Dan Hennessey, Dave Skonecki,**

and Fred Polansky. The project blends reading and writing with multimedia, including

imaging and digital cameras, by which students will ultimately create and press their own CDs. Winning schools were chosen from more than 1,200 applications. The school's principal is **Robert Schleck**.

Pulaski High School was selected to receive the *1996 Metropolitan Milwaukee Association of Commerce Scholarship Program Enrollment Award* for the 1995-96 school year. **Mr. Al Godshaw, guidance director** at Pulaski, coordinates the scholarship program.

Rosann Hollinger, mathematics teacher at Fritsche Middle School, and Henry Kranendonk, mathematics teacher at Rufus King High School, have been named *1996 Wisconsin nominees for the Presidential Awards for Excellence in Science and Mathematics Teaching.* A total of 12 Wisconsin teachers have been nominated for the Presidential awards — the highest national award for math and science teachers. The winners will be named later this year.

Thirty-four students from the **Milwaukee French Immersion School** *achieved state and national rankings on a national French contest* given to students in grades 1-6 throughout the country. **David Rappe** placed first in the state and eighth in the nation. **Vanessa Parker** placed second in the state and ninth in the nation.

The **Milwaukee High School of the Arts'** *Jazz Studies program was named one of the best high school jazz education programs in the country for the second consecutive year by JAZZ Times magazine*. Among 50 high schools given this distinction, it is the only one in the state of Wisconsin.

Katherine Wagner, a junior at Rufus King High School, *was selected to attend the World Affairs Seminar at the University of Wisconsin-Whitewater* in June. Approximately 1,300 high school juniors from various countries of the Americas, Europe, Asia, Japan, Australia, and others spent one week exploring topics of global concern.

Thomas Balistreri, principal of Rufus King High School, has been *appointed to a one-year term as chairperson of the National Association of Secondary School Principals' Urban Schools Committee.*

Seventeen MPS students were among 88 high school students from throughout Wisconsin *selected to attend the eighth annual Teacher World program at the University of Wisconsin-LaCrosse* held in June. The students are chosen for their motivation and leadership skills. The students selected included:

Custer High School	**Latashia Jones** **Christin Richards** **Tasharia Lucas** **Antoinette Thomas-Bailey**
Juneau High School	**John Adams** **Theresa Hayden** **Ellis Simmons** **Jasmine Summerville**
Rufus King High School	**Kyna Taylor**
Milw. High School of Arts	**Kimberly Guy**
Riverside High School	**Doshia Smith** **Michelle Stempniewski**
South Division High School	**Daniel Romero**
Washington High School	**Monica Grice** **Racquel McKinley** **Arthur Reed** **Suheala Richard**

The following students were named finalists in the *New England Financial Services Student Achievement Competition:* **Jamie Kohlweiss, Marshall High School, Performance Expression category; Jason Allen, Riverside High School, Visual Expression category; and Michael Payne, Pulaski High School, Written Expression category**.

Janie Hatton, director of the Department of Leadership Services, and former MPS employees Lucinda Gordon and Jo Alice Bender were among the 13 women honorees recognized for being "Phenomenal Sisters" by the Reader's Choice Bookstore. They were saluted as extraordinary women who have a sense of purpose beyond themselves.

The following MPS students were *named Academic All-Stars through a recognition program sponsored by the W. H. Brady Company*. The students had to meet rigorous standards to earn this honor, including having honor roll status, being in the upper ten percent of their class, earning an athletic award, and displaying leadership skills, a positive attitude, dedication, and school and/or civic involvement. The students are:

Laura Loppnow	**Bay View High School**
Antonio McDaniel	**Bay View High School**
Stacy Reed	**Custer High School**
Ramsey Thunder	**Custer High School**
Allison Arndt	**Hamilton High School**
James Hischke	**Hamilton High School**
Michelle King	**Juneau High School**
Curt Pryal	**Juneau High School**
Gina Knade	**Rufus King High School**
Michael Wilks	**Rufus King High School**
Willie Jude II	**Madison High School**
Stephanie Schmidt	**Madison High School**
Camille Words	**Marshall High School**
Antoine Ward	**Marshall High School**
Zachary Lozier	**Milwaukee High School of the Arts**
Angela Kurtz	**Milwaukee High School of the Arts**
Lafayette Galbreath	**Milwaukee Trade and Technical High School**
Sarah Davey	**Milwaukee Trade and Technical High School**
Natasha Tyson	**North Division High School**
Santana Deacon	**North Division High School**
Michael Bugalski	**Pulaski High School**
Leslie Filtz	**Pulaski High School**
Robin Webber	**Riverside High School**
Dieter Kowalski	**Riverside High School**
Kionna Ellis	**South Division High School**
Sou Thao	**South Division High School**
Michael Brown	**Vincent High School**
Shannon Boden	**Vincent High School**
Ibiyinka Driver	**Washington High School**
Marcus Arrington	**Washington High School**

APPROVAL OF MINUTES

On the motion of Director Todd, the minutes of the September 4, 10, 17, 18 and 25, 1996, Board meetings were approved as corrected, the vote being as follows:

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(ITEM A) Approval of Negotiated Labor Agreements between the Board and the Psychologists' Association in the Milwaukee Public Schools (PAMPS) and the Board and the MTEA (School Accountants/Bookkeepers)

October 30, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

Psychologists' Association in the Milwaukee Public Schools (PAMPS)
Two-year contract (July 1, 1995, through June 30, 1997)

MTEA (Accountants/Bookkeepers)
Two-year contract (January 1, 1995, through December 31, 1996)

Therefore, it is the recommendation of the Superintendent that the Board approve and adopt the above contracts with the amendments as indicated below.

Sincerely,

ROBERT C. JASNA
Superintendent

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

JULY 1, 1995, THROUGH JUNE 30, 1997

- Two (2)-year contract (July 1, 1995, through June 30, 1997)

1995-96

- Salaries: July 1, 1995 Increase in the maximum (approximately 3.2%)

1996-97

- Salaries: July 1, 1996 General increase of 1.839%
- Incorporates flexibility in assignment based on needs of the school
- Provides for principal input into evaluation
- Pension contribution pickup (July, 1996, +.3%; January, 1997, drops to +.2%)
- Change from Aetna to Blue Cross/Blue Shield as the third-party administrator for the indemnity health plan effective November 1, 1996

SETTLEMENT HIGHLIGHTS
CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND MILWAUKEE TEACHERS' EDUCATION ASSOCIATION (SCHOOL
ACCOUNTANTS/BOOKKEEPERS)

JANUARY 1, 1995, THROUGH DECEMBER 31, 1996

- Two (2)-year contract (January 1, 1995, through December 31, 1996)

- Salaries: Effective January 1, 1995 — General increase of 3.0%

  Effective January 1, 1996 — General increase of 3.0%

- Decentralization language providing the principal with the ability to discipline, authorize absences, overtime, and vacation request for school accountant/bookkeepers

- Change from Aetna to Blue Cross/Blue Shield as the third-party administrator for the indemnity health plan effective November 1, 1996

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

Director Small moved to approve and adopt the contracts.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(item A) Action on Amendments to the Superintendent's Employment Contract

October 30, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

On behalf of the Board, the Office of Board Governance has prepared the following terms for amendments to the Superintendent's employment agreement, dated June 30, 1995, for the Board's consideration and determination:

For the 1996-97 school year, the Superintendent's salary shall be increased by 3.8%, effective July 1, 1996.

For the 1995-96 school year, the Superintendent shall be paid for any unused vacation.

For performance during the 1995-96 school year, the Superintendent shall be granted a performance bonus of $_____(amount to be determined at the time of the meeting).

It is recommended that the Board approve the above terms for amendments to the Superintendent's employment agreement, and that the Board President be authorized to execute an addendum to the employment agreement based on these terms.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session in accordance with the provisions of Wisconsin Statutes 19.85 (1) (c) to consider the Superintendent's employment agreement.

The motion prevailed, the vote being as follows:

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

Noes—Directors Bills and Todd—2.

Voting "present"—Directors Johnson and Sinicki—2.

The Board retired to executive session at 7:03 PM.

The Board reconvened in open session at 7:50 PM.

Separate consideration was requested of the three recommendations in the communication. There being no objection, the request was granted.

The question being on increasing the Superintendent's salary by 3.8%, effective July 1, 1996, Director Gardner moved to approve the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

The question being on payment of the Superintendent for any unused vacation for the 1995-96 school year, Director Todd moved to approve the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

The question being on payment of a performance bonus, Director Gardner moved that the Superintendent be paid a performance bonus of $30,000 for performance during the 1995-96 school year.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Small, Todd and President Fisher—5.

Noes—Directors Bills, Johnson, O'Neil and Sinicki—4.

(Item B) Action on Amendments to the Director, Office of Board Governance's Employment Contract

October 30, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

On behalf of the Board, the Office of Board Governance has prepared the following terms for amendments to the Director, Office of Board Governance's employment agreement, dated March 1, 1994, for the Board's consideration and determination:

The employment agreement between the Director and the Board is hereby extended to June 30, 1997, with a further agreeable extension to August 30, 1997.

For the 1996-97 school year, the Director's salary shall be increased by 3.8%, effective July 1, 1996.

Contributions be made by the Board on the Director's behalf to the Wisconsin Retirement System at the full contribution rate (both employee and employer), retroactive to July 1, 1996.

Upon retirement, the Director shall participate in the retiree health insurance plans, contributing the 15% co-payment or co-payment in effect at the time of retirement.

It is recommended that the Board approve the above terms for amendments to the Director's employment agreeement, and that the Board President be authorized to execute an addendum to the employment agreement based on these terms.

NANCY R. NOESKE
Director

Director Gardner moved to approve the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) report on a Presentation by the Consortium of Chicago School Research Regarding a Cross-Site Analysis of School System Decentralization (Communication 9697C-003)

Your Committee reports having received a presentation by a representative of the Consortium of Chicago School Research regarding its Cross-site Analysis of School System Decentralization.

* * * * *

(Item 2) Action on Recommendations to Amend Board Policy Regarding Application of the 90% Attendance Preference for High School Admission

Administration's Analysis

1. At the June 26, 1996, Board meeting, the following resolution (9697R-016) was adopted:

WHEREAS, The Milwaukee Public Schools Board of School Directors intends to reward hard work, effort, and responsible behavior among middle school students entering high school the following year, and

WHEREAS, Some Milwaukee Public Schools high schools have requested authorization to reward hard work, effort, and responsible behavior by giving admissions preference to students who have demonstrated those qualities, and

WHEREAS, Some Milwaukee Public Schools high schools have presented compelling cases for using attendance as a criterion by which to evaluate students' hard work, effort, and responsible behavior, and

WHEREAS, As the standard of ninety percent attendance as stated below means fewer than ten percent unexcused absences during the first semester of a student's eighth grade; now, therefore, be it

RESOLVED, That Milwaukee Public Schools high schools are authorized to establish, no later than September 30, 1996, application criteria that require ninety percent attendance during the eighth grade, as a requirement for applying to the high school as the student's first, second, or third choice during the 1997 spring school selection process; and be it

FURTHER RESOLVED, That Milwaukee Public Schools high schools establishing ninety percent attendance as an application requirement be required to demonstrate that the policy results in no adverse result on the school's racial diversity, gender equity, or service to exceptional education students; and be it

FURTHER RESOLVED, That Milwaukee Public Schools high schools that successfully demonstrate that the eighth grade attendance requirement policy has no adverse result on the school's racial diversity, gender equity, or service to exceptional education students be authorized to sustain eighth grade attendance requirement policies for the following two school years.

2. At the meeting of the Innovation/School Reform Committee on September 10, 1996, the administration presented the findings of a study based upon last year's student assignment data. The study was undertaken in order to determine the projected impact of implementing the 90% attendance preference on the incoming ninth grade students. The administration believed that this process would give a sense of what would happen when the 90% attendance preference is applied. The following measures were used in the study:

- +90% attendance rate
- +90% attendance rate impact on wait list
- Poverty level as measured by free, reduced, or full pay lunch

- Ethnic/gender (African-American and non-African-American males and females) composition of the group
- Impact on the ethnic composition of the group

3. The following incoming ninth grade groups were used in the study:

- King High School
- Six high schools with a wait list:
  -- King
  -- Hamilton
  -- Vincent
  -- Milwaukee High School of the Arts
  -- Metro
  -- Riverside
- All High Schools

4. Incoming exceptional education students were not included in the analysis.

5. When comparing the impact of applying the 90% attendance preference in the study, differences are only reported if they are 5% or greater.

6. Summary of incoming ninth grade groups demographics:

- Seventy nine percent (4,231) of the 5,357 incoming ninth graders who participated in the school selection had an attendance rate of 90% or better.

- Nine percent (473) of the students who participated in school selection had an unverified attendance rate, as they were not on the MPS electronic attendance system (i.e. non-Milwaukee Public Schools and Milwaukee Public Schools not on the electronic attendance system).

- The +90% attendance rate was somewhat equal among the four ethnic/gender groups (African-American, non-African-American, males, and females).

- Students receiving reduced lunch had a higher number of students in the +90% attendance category than students receiving free or fully paid lunch.

7. Summary of the Results of Applying the 90% Attendance Preference Model:

Students Selected

For the high schools that had a wait list, there was an increase in the number of students selected with +90% when compared to the actual results.

Wait Lists

When applying the 90% attendance factor for the high schools that had a wait list, there was a decrease in the number of students with +90% and an increase in the number of students with a -90% attendance rate on the wait list.

Poverty Level (as measured by free, reduced and full lunch)

No difference in the poverty level of students selected as a result of applying 90% attendance except at King High School. King High School experienced a decrease in the number of full paid students while experiencing an increase in the free and reduced lunch students when compared to the actual results.

Ethnic/Gender Composition

No difference in the ethnic/gender composition of students selected as a result of applying the 90% attendance preference except at King High School. King High School experienced a decrease in black males and an increase in black females when compared to the actual results.

Racial Composition

Applying 90% attendance while separating for black and non-black students resulted in no significant changes in the racial composition of students selected. Applying 90% attendance without

separating for black and non-black students, schools with wait list experience a significant change in the student make-up as measured by racial composition.

8. Recommendations from the Study:

1. That 90% attendance be implemented as a preference rather than a criterion.

Rationale: If "criterion" is used, this would mean that students with less than 90% attendance will not be able to make application to high schools that have established a 90% attendance factor. Initial indications are that all high schools will adopt the 90% attendance factor.

Currently, the Board has five preferences after allocating seats to black and non-black students. These preferences are:

1. Board/feeder approved programs (elementary to middle school only)
2. Sibling
3. Attendance Area
4. Walk Zone
5. Ethnic Representation

2. The administration is recommending (a) that the 90% attendance preference be applied after separating black and non-black students and, (b) that the 90% attendance preference come before any other preference. If the Board approves this, the preference would be applied as follows:

1. 90% attendance preference
2. Board/feeder approved programs (elementary to middle school only)
3. Sibling
4. Attendance Area
5. Walk Zone
6. Ethnic Representation

Rationale: As the results seem to indicate, applying the 90% attendance factor to schools that have a wait list without regard to ethnic groups resulted in an increase in the number of students selected from a specific ethnic group when compared to the actual results. This could possibly lead to schools becoming out of racial balance.

3. That incoming ninth graders from non-Milwaukee Public Schools and from Milwaukee Public Schools not on the electronic attendance be required to produce a verified attendance rate from the building administrator.

Rationale: This is needed in order that all students will be treated equally when applying the 90% attendance preference regardless if they come from a Milwaukee Public School not on the electronic attendance system or from a non-Milwaukee Public School.

4. That exceptional education students not be subject to the 90% attendance preference due to the need to place exceptional education students in appropriate programs and the possible impact the students' disabilities may have on the students' attendance.

Rationale: There is a need to place students in appropriate programs, and there is a possibility that a student's disability may have an affect on the student's attendance.

Strategic Plan Compatibility Statement

9. Implementation of the 90% attendance factor supports the Board goal associated with student empowerment and the restructuring of the school selection process.

Statute, Board Policy or Rule Statement

10. This resolution was adopted by the Board on June 26, 1996.

Fiscal Impact Statement

11. Additional staff time will be required to implement the resolution.

Implementation and Assessment Plan

12. The administration has developed an implementation plan and timeline to implement the 90% attendance preference. It is recommended that the 90% attendance preference be implemented as a preference rather than a criterion. As a "preference," all students will be allowed to apply for schools; as a "criterion," students with less than 90% attendance will not even be allowed to apply to a school for first, second, or third choice.

13. Implementing the "90% Attendance" resolution will result in an increase in the number of students with 90% attendance in the six wait list schools (including King) and will most likely result in an increase in the numbers on wait lists, which may cause students to have false expectations about their school assignments. Implementation will also have a greater impact on schools without wait lists than the study shows, as schools without wait lists will have a larger number of students with less than 90% attendance than they currently have.

14. The administration is in the process of implementing the resolution, including notification of parents, administrators, and schools.

Committee Recommendations

Your Committee recommends that the Board amend its current policy regarding 90% attendance as adopted on June 26, 1996, as follows:

1. That 90% attendance be implemented as a preference rather than a criterion.

2. That the 90% attendance preference be applied after separating for black and non-black students.

3. That incoming ninth graders from non-Milwaukee Public Schools and from Milwaukee Public Schools not on the electronic attendance be required to produce a verified attendance rate from the building administrator.

4. That exceptional education students not be subject to the 90% attendance preference due to the need to place exceptional education students in appropriate programs and the possible impact the students' disabilities may have on the students' attendance

* * * * *

(Item 3) Action on Resolution 9697R-032 by Director Bills to Have a Report of Schools Chosen During the 1996-97 School Selection Process by Eighth Graders With 90% First Semester Attendance Provided to Board Prior to Second Round of Sign Ups

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Innovation/School Reform Committee:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That for the 1996-1997 school selection process, the eighth graders with 90% first semester eighth grade attendance be given first choice and a report of schools chosen be provided to the Board before the second round of sign-ups occurs.

The first portion of the Resolved, "That for the 1996-1997 school selection process the eighth graders with 90% first semester eighth grade attendance be given first choice," has been addressed in the previous item.

Committee Recommendation

Your Committee recommends that the administration report to the Board the schools chosen during the 1996-97 school selection process by eighth graders with 90% first semester attendance prior to the second round of sign ups.

* * * * *

(Item 4) Action on Resolution 9697R-050 by President Fisher Regarding Development of Curriculum and Classroom Environment Models Which Address the Special Needs of Children Who Are Prone to Disruptive Behavior

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by President Fisher, to the Innovation/School Reform Committee:

WHEREAS, MPS, as a public education system, serves a prisoner or ex-offender population of students who have a known history of criminal activity and disruptive behavior; and

WHEREAS, MPS each year receives more than 600 students from the criminal justice system who are alienated from the goals of public education; and

WHEREAS, MPS receives many students from other urban school systems who, more often than not, exhibit disruptive behavior; and

WHEREAS, The highly mobile student population within MPS exhibits chronic achievement failures and disruptive behavior; and

WHEREAS, MPS has an active policy of social promotion which leads to classroom chaos; and

WHEREAS, Many students go unchallenged and suffer from classroom boredom; now, therefore, be it

RESOLVED, That the administration bring back curriculum and classroom environment models which address the special needs of children who are prone to disruptive behavior; and be it

FURTHER RESOLVED, That the administration present these alternate classroom models to the Innovation/School Reform and Strategic Planning and Budget Committees in time for FY98 budget approval.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 5) Action on Resolution 9697R-051 by President Fisher Regarding the Design of an Appropriate School Selection Process Which Adequately Meets the Needs of Various Student Populations

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by President Fisher, to the Innovation/School Reform Committee:

WHEREAS, All Board members have received the selection study conducted by Leabman Associates, Inc.; and

WHEREAS, The study pointed out that there was no discernible method of assigning students at Central Services; and

WHEREAS, Students with 0.0 grade point averages have deliberately been inappropriately assigned to schools like Rufus King and now the college bound program at Madison.

WHEREAS, This inappropriate selection process leads to customer (parent and student) dissatisfaction for both the student with 0.0 grade point average and the appropriate students who are pushed back further on a waiting list; and

WHEREAS, This dissatisfaction with MPS customer service leads to disruptive students and parents, unchallenged students and parents; and

WHEREAS, MPS is interested in first choice within public education; and

WHEREAS, MPS is actively interested in eliminating processes which encourage disruptive behavior; and

WHEREAS, MPS is interested in achievable increases in teacher performance; and

WHEREAS, The business community is interested in reducing the labor shortage by raising educational standards within public education; now, therefore, be it

RESOLVED, That the administration design an appropriate school selection process which adequately meets the needs of various student populations; and be it

FURTHER RESOLVED, That adjudicated youth not be assigned to college bound programs and schools without the necessary support system to help them achieve; and be it

FURTHER RESOLVED, That appropriate social and academic programs be developed and implemented for the children returning from the criminal justice system.

Committee Recommendation

Your Committee recommends that the resolution be adopted, amended as follows:

RESOLVED, That the administration design for Board consideration an appropriate school selection process which adequately meets the needs of various student populations; and be it

FURTHER RESOLVED, That adjudicated youth not be assigned to college bound programs and schools without the necessary support system to help them achieve; and be it

FURTHER RESOLVED, That appropriate social and academic programs be developed for Board consideration and implemented for the children returning from the criminal justice system; and be it

FURTHER RESOLVED, That the administration report its plans to the Board in time for inclusion in the FY98 budget.

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(Item 6) Action on Resolution 9697R-052 by Directors Braun, Gardner and Todd Regarding Cooperative Planning with Suburban Chapter 220 Districts

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Directors Braun, Gardner and Todd, to the Innovation/School Reform Committee:

WHEREAS, There is a need for metropolitan planning to provide better services to all students, city and suburban; and

WHEREAS, Metropolitan planning could decrease the costs of inter-district transportation, with the savings accruing to the benefit of all cooperating districts; and

WHEREAS, Metropolitan planning could facilitate joint ventures with respect to programs and facilities that could be cost saving to taxpayers; now, therefore, be it

RESOLVED, That the Superintendent be authorized to begin discussions with the Chapter 220 districts on the feasibility of joint planning, including, but not limited to, technical high school facilities, cooperative education/School-To-Work programs, exceptional education programs, programs for disruptive students, language specialty schools, arts specialty schools and Montessori schools; and be it

FURTHER RESOLVED, That the Superintendent submit a report on his discussions to the Innovation/School Reform Committee no later than March 1997.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 7) Update on the Process for Establishing New Educational Programs/Schools for 1997-98 and Beyond

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

1. At the August 29, 1996, meeting of the Board of School Directors, the Superintendent was asked to provide the Board with ideas and suggestions related to initiating new educational programs and schools which would address the over subscription of some specialty schools as well as provide the district with ideas for "break the mold" programs and schools in MPS.

2. At the meeting of the Innovation and School Reform Committee on September 10, 1996, the superintendent responded with a list of ideas for possible schools or programs within schools. The ideas were presented in order to generate discussion.

3. The superintendent is in the process of holding discussions with groups of principals in order to generate more ideas for "break the mold" schools. As ideas come forth from schools, the superintendent is prepared to support development with small planning grants.

4. Schools that have ideas for new programs are asked to inform the Superintendent. The ideas will considered on an individual basis with the involvement of appropriate staff, union, and community group representatives related to the specific idea.

For example, the ideas for the American Sign Language School are being reviewed and supported by staff in the Department of School and Community Services (e.g. location of a facility), and through the Division of Special Services.

The plans for the two-campus program at 31st Street, including the former St. Thomas Aquinas site, are receiving primary review and support from the Department of Leadership Services and the Department of Finance.

5. The administration will continue to involve the Board in discussions regarding ideas for new schools/programs. Proposals for new schools/ programs will be recommended as part of the Budget Process.

* * * * *

Separate consideration having been requested of Items 2 and 5, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2, relating to as 90% attendance preference, having been set aside for separate consideration, Director Braun moved to adopt the Committee's recommendation.

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

Ayes—Directors Braun, Gardner, O'Neil and President Fisher—4.

Noes—Directors Bills, Johnson, Sinicki, Small and Todd—5.

Item 5, relating to design of an appropriate school selection process, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—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) Review of the Detailed Scope and Objectives for the School Financial and Performance Audits

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

Background

At its meeting on July 31, 1996, the Board adopted an annual audit plan which included twenty-nine school financial and performance audits. At that meeting, the Board requested that the detailed scope and objective of these audits be presented to the Accountability/Audit Committee for review. This information is presented below. The attachment which has been attached to the minutes of your Committee's meeting of October 9, 1996, lists the district standards which have been established for schools.

Detailed Audit Scope and Objective Report for the School Financial and Performance Audits

Under the current decentralized "system of schools," schools now have control and discretion over most 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 guidelines.

Beginning with fiscal year 1997 (FY97), audits will be performed on a cyclical basis to determine school compliance with established performance, fiscal, and administrative parameters. Twenty-nine schools are scheduled to be audited in FY97. The actual selection of schools will be based 50% on a random selection, and 50% on an analysis of various risk factors and input received from the Board and Superintendent. As the Board requested, the selection will include at least fifteen middle or K-8 schools.

The audit will address two primary areas. The first area will concentrate on the financial and compliance aspects of the school. The financial review will include analyses of the year-end and the current year's interim Financial Analysis Model (FAM) Reports and the Detail Responsibility Reports. The second area will address student performance measures and process outcomes as referred to in documents such as the Education For The 21st Century, the MPS Report Card, the school's Effectiveness/Educational Plans and the District Accountability Plan.

The principal and his/her respective staff will be an integral part of the project through (1) their guidance and assistance during the development of audit findings and recommendations and (2) their review of audit findings and recommendations. In addition, the Departments of Leadership Services, Finance, and Educational Services will each play a key role in providing their assistance during the data gathering phases of the audit.

On June 26, 1996, the Milwaukee Board of School Directors approved a revised Accountability Plan for implementation beginning in FY97. FY97 will be the pilot year of the revised Accountability Plan. During FY97, the plan will be monitored and refined with a final plan to be submitted to the Milwaukee Board of School Directors for approval in May 1997. The new Accountability Plan provides for accountability measures to be reported in three types of documents. School efforts will be documented in the newly developed school's Educational Plan Accountability Report, while system wide accountability measures will continue to be reported in the MPS Report Card and the Annual School Report to Parents and the Community.

Each school's Educational Plan will include three types of assessment measures. First, each school will report results on six specific district wide student achievement measures that are taken from the current

MPS Report Card. Second, each school will report results on five school based accountability measures that will be selected from a menu of 39 measures or developed by the school. Third, each school will prepare a narrative description related to school achievement.

Currently not all of the system wide accountability measures appear in the school's Education Plan, (refer to Attachment A) and no decision has been finalized as to whether or not these accountability measures will continue to be reported in the MPS Report Card. As the district further defines and modifies the District Accountability Plan, decisions about the format and content of the MPS Report Card will be finalized. In FY98, once the new District Accountability Plan has been approved and fully implemented, the School Financial and Performance Audit Program will be reviewed and modified to ensure that the audit plan focuses on the new District Accountability Plan and addresses the informational needs of the Milwaukee Board of School Directors.

The overall scope of the school audits conducted during FY97 will include a review of FY96 financial data, student performance measures, and the school's Effectiveness Plan outcomes. In addition, where FY97 financial data, student performance measures, and the school's Educational Plan data are available, to the extent possible, they will also be included in the scope.

The primary financial and performance objectives include:

Financial and Compliance Objectives

Determining that expenditures, surpluses, and deficits shown on the school's year-end and/or the current year's interim FAM Reports and Detail Responsibility Reports fairly present, in all material respects, the expenditures of the school.

Determining that the transactions that resulted in the reported expenditures, surpluses, and deficits comply with Board and administrative policies, procedures, guidelines and criteria.

Determining that the school's funds that are carried over from the previous year comply with Board policy and criteria.

Determining that the school's accounting for student activity funds is in accordance with established administrative policies and accounting procedures.

Determining that the structure and role of the shared decision-making group/local governance body comply with Board policy and criteria.

Determining that the principal and staff have a clear understanding of their roles and financial responsibilities.

Performance Objectives

- Determining that student performance measures as reported in the annual MPS Report Card are reliable, include the entire school's student population, and accurately reflect the results of student achievement and attendance.

- Determining the degree to which the goals listed in the school's Effectiveness/Educational Plan include outcome measures and that outcome information reported is reliable and accurate.

- Determining that the school's Educational Plan addresses the educational needs of the school as identified in sources such as, but not limited to, MPS Report Card data, the school's Accountability Reports and interviews with school personnel.

- Determining the relationships between the school's discretionary expenditures and the school's Effectiveness/Educational Plan.

- Examining and reporting on the relationship between increased authority, discretionary spending, and student achievement.

To achieve the financial and performance objectives, the activities listed below will be performed. Each activity statement includes a sub-objective which the activity is designed to accomplish.

Financial/Compliance Review Activities

(1) Perform a two-year trend analysis of FAM and Detail Responsibility Reports to identify and investigate any significant deviation.

(2) Review a statistically selected sample of payroll and non-payroll expenditures to ensure the expenditure was valid, properly classified, and charged to the appropriate school and school account.

(3) Examine a random sample of receipt and disbursement transactions from the Student Activity Fund to determine that the school's accounting is in accordance with established administrative policies and accounting procedures.

(4) Perform compliance testing of contracted services and consulting contracts to ensure compliance with the "Milwaukee Board of School Directors Policies and Administrative Procedures to Implement Policies" and Historically Underutilized Business (HUB) program requirements. Compliance testing will include, but not be limited to, determining that:

- The Scope of Services section of the contract provides sufficient detail on the expected performance, time frame, expected outcome(s), and deliverables.

- The HUB program administrator was notified, HUB requirements were established, and that established requirements were met.

- Bidding procedures, when required, were followed.

(5) Review the previous year's ending fund balances, to determine if the fund balances or deficits were carried over into the current year in accordance with established administrative policies and accounting procedures.

(6) Determine how the shared decision-making group/local governance body (a) was established, (b) receives input from parents (c) makes decisions and (d) complies with Board policy and criteria.

Performance Review Activities

(1) Perform a five-year trend analysis of the MPS Report Card data to determine (a) any significant increase or decrease compared to previous years and (b) the school's progress towards the district five year goal and the district norm.

(2) Determine compliance with the criteria used for calculating and reporting the MPS Report Card data to verify that the results are reliable and accurate.

(3) Review the school's Effectiveness/Educational Plans from the prior year to (a) identify the goals and their measurable outcomes, (b) identify the efforts made to realize these goals, and (c) determine the degree to which the efforts achieved the desired outcome.

(4) Review the school's Educational Plan from the current year to (a) determine how the school based (tier 2) goals were selected, (b) determine the methodology the schools intend to use for measuring achievement of the goals, and (c) analyze the relationships between the school's Educational Plan and the educational needs of the school, as identified in such documents as the school's prior year Effectiveness/Educational Plan and MPS Report Card.

(5) Discuss with school personnel and review the FAM Reports and Detail Responsibility Reports to determine where discretionary funds have been targeted to achieve the school's performance goals and accountability measures.

(6) Review the status of the school's Educational Plan to determine that (a) an interim and year-end assessment will be done and (b) actions have been initiated to achieve the school's Educational Plan goals.

Upon completing the initial FY97 School Financial and Performance Reviews, Audit Services will begin to explore additional audit objectives that could be included within the scope of these audits. Revising the Detailed Audit Scope and Objectives to include additional objectives will require additional resource allocations. Topics for possible consideration in future audits might include:

Determining the fairness of the process used by the school to (1) identify seats available for student assignment and (2) fill vacant seats from the school's waiting list.

Determining that the school is measuring the student's progress in achieving the graduation requirements by using the district's grade level benchmarks.

Determining that the school is complying with the "90% attendance high school preference" criteria.

Determining that (1) the school's utilization of facilities space is appropriate and (2) the school is accurately reporting space utilization and needs.

* * * * *

(Item 2) Review of the SRI School-To-Work Evaluation

Your Committee reports having reviewed the SRI School-to-Work evaluation.

The Superintendent forwarded to the Board on September 18, 1996, the evaluation report of Phase 2 of School to Work in the Milwaukee Public Schools, which was commissioned by the Quality Education Commission. The evaluation was conducted by SRI International with funding from the Helen Bader Foundation in Milwaukee and contracted through the Public Policy Forum. The Board requested that this report be scheduled for review and discussion at a meeting of the Accountability / Audit Committee.

The executive summary of the evaluation has been attached to the minutes of your Committee's meeting of October 9, 1996. Copies of the full report are available upon request.

* * * * *

(Item 3) Report on the 1996-97 School Selection Process

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

Report of the Administration

The Superintendent sent the Board an informational letter on September 10, 1996, which included a report on the 1996-97 school selection process. The Board requested that this report be scheduled for discussion at a meeting of the Accountability/Audit Committee. The following is the content of the informational letter sent to the Board.

Informational Letter on the 1996-97 School Selection Process

The executive summary Report on the 1996-97 School Selection has been attached to the minutes of your Committee's meeting of October 9, 1996. The entire report is available under separate cover.

The number of applicants in the selection process for 1996-97 was 26,416, an increase of 1,422 students or 5.6% from the 1995-96 selection results. The increase in applicants is due primarily to more applicants for early childhood programs and an increase of students moving into the middle and high schools.

The number of students receiving their first choice increased by 6.25% or 1,243 students. The number of students receiving one of their three choices increased by 5.4% or 1,211 students. However, due to a

5.6% increase in the number of applicants, the percentage of students receiving their first choice increased by less than 1%.

Districtwide, in 1996-97, 79.7% of the applicants received their first choice of school compared with 72.2% in 1995-96, and 88.4% received one of their three choices in 1996-97 compared with 88.6% in 1995-96.

The school selection data was analyzed based on the five major objectives the School Board established when the revised school selection plan was approved in December, 1995. The five objectives and the key findings for each are included in the executive summary.

* * * * *

(Item 4) Action on the administration's response to Resolution 9596R-027 by Director Bills to Hold Schools Responsible for Children Reading on Grade Level

Administration's Analysis

1. On June 19, 1996, the Board of School Directors approved a resolution to hold schools responsible for children being able to read on grade level by the third grade and to hire teachers with early childhood certification.

2. Further, the Board directed that, because higher reading achievement is a district priority, the administration bring back:

- options on how to implement the portion of the resolution related to holding schools responsible; and
- fiscal year '98 budget recommendations to implement a higher achieving reading program.

3. The mission of the MPS reading program is to develop strategic readers who are skillful, self-reliant and independent. These readers enrich their understanding and satisfaction while gaining competencies necessary to function in a literate society. Schools are charged with providing a balanced reading/language arts experience for students that involves developmental and strategic reading instruction, content area activities for application and enrichment activities for growth and enjoyment.

4. The goal of the MPS reading program is to develop readers who:

- construct meaning from print.
- use reading as a continuing source of knowledge and pleasure.
- understand the interrelationship of listening, speaking, reading and writing.
- apply active reader behaviors to various reading tasks.
- interpret and react critically to a variety of written forms.
- apply active reader behaviors to learn from content area materials.
- recognize, appreciate, and develop discrimination in selecting reading materials for information and interests.

5. Students learn to read by progressing through a series of developmental stages, each consisting of a number of complex skills and reading behaviors. Students progress at different rates in their literacy development.

6. Grade 3 Reading is a part of the system-wide (Tier 1) accountability measures approved by the Board of School Directors in June, 1996.

7. In addition to the system-wide accountability measures, all schools are required to identify five school-specific (Tier 2) accountability measures. The administration recommends that schools be required to identify Grade 2 Reading as an accountability measure <u>if</u> they do not meet the following:

Grade 2 Reading -- 85% of the second grade students who have been in school since third Friday are ready for instruction at a reading level of 2/2 (second book of the second grade) or higher.

Points on this indicator will be awarded in the same manner as the other Tier 2 indicators. The plan does include Exceptional Education, Bilingual and Limited English Proficient Students. (See Attachment to the minutes of your Committee's meeting on October 9, 1996.)

8. Reading will be included in the school's educational plan as it relates to the graduation requirements, technology, and parent/community involvement.

Strategic Plan Compatibility Statement

9. The procedures outlined in the options for implementing accountability provide support for the Board's goals for achievement and equity.

Statute, Board Policy or Rule Statement

10. These procedures are consistent with state statutes, and MPS policies and rules.

Fiscal Impact Statement

11. Funds are available in the current Division of Curriculum and Instruction budget to support the training designed for January through June, 1997, through the use of part of the "High Standards" allocation and in local school staff development funds. These procedures are consistent with state statutes, and MPS policies and rules.

12. FY 98 funding will be needed for a special summer school session for intervention students completing the second grade; for leadership training in the design and implementation of an effective reading program and for teacher training as outlined in the implementation plan.

Implementation and Assessment Plan

13. Implementation of this accountability indicator consists of the following components:

June 1996	The Board approved the policy and requested accountability options.
June 1996	The district formed an alliance with the Milwaukee Public Library to provide a motivational reading program aimed at the early grades. (At least 1,000 hours of preschool reading experience is needed for success. A minimum of 5 books read over the summer is needed for young children to maintain their reading level.) Planning for library enrichment activities continues throughout the school year.
June - Sept. 1996	MPS Administration met with various groups, including principals, teachers, MTEA and parent/community representatives, to draft an accountability implementation plan.
Oct. 1996	The Administration's response to the resolution is proposed to the Board of School Directors.
Oct. 1996	If approved, the plan is communicated to all elementary schools and other groups, specifically to teachers and parents of second grade students.
Oct. 1996	Begin planning for training teachers on the verification process and for a special summer school session.
Oct. 1996 -April, 1997	Review reading materials for strong parental/home/school connection in the textbook adoption process.
Nov. 1996	Reading verification instrument is selected by a district-wide committee.
Nov. 1996	Accountability Task Force modifies MPS Accountability Plan to include this reading accountability indicator.
Jan. 1997	Training for second grade teachers begins on verification procedures.
May 1997	Each second grade student's reading level is verified using a uniform measure and is entered on the central database.

- To meet accountability requirements of this policy, schools must have eighty-five percent (85%) of their students who are ending the second grade ready for instruction at the 2/2 level or above. (The final database printout will be made on August 15, 1997, to allow for gains made by students attending the special summer school.)

June 1997 Schools that do not meet the requirement will be required to include this accountability measure as a Tier 2 - school-based accountability measure in their 1997-98 School Educational Plan. Among the required actions that schools will need to take are:

- specify students targeted for intervention.

- organize the enrollment of targeted students for the special summer school session. (In 1998, schools will need to pay for such student's participation in summer school.)

- develop a year-long reading intervention plan for each targeted student. By the end of third grade, using effective teaching strategies focused on acceleration, these targeted students will be expected to make at least a year and a half gain in achievement, with the exception of students excluded by their Individual Education Plan (IEP).

June-July, 1997 A special summer school session is provided for second grade students who are reading below 2/2. Because we know that teachers with the best training in the teaching of reading are crucial to the development of a strong literacy foundation, the administration will work with the MTEA to staff the summer program with teachers who have proven success in teaching reading in the early grades.

Aug. -Sept. 1997 Training is provided for second and third grade teachers on effective teaching strategies with a focus on acceleration.

Sept. 1997 Schools not meeting the requirement are targeted for special assistance.

Committee Recommendations

Your Committee recommends that:

1. The Board accept the administration's response to the resolution regarding schools being responsible for children reading on grade level, with the 85% requirement raised to 100%; and

2. Communication strategies and support for implementation be added to the plan.

* * * * *

(Item 5) Action on Resolution 9697R-049 by Director Bills Regarding Establishment of an Accountability Policy

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Accountability/Audit Committee:

WHEREAS, High standards are central to the district’s reform efforts; and

WHEREAS, The Board has tried to focus on relevant policies that reflect the district’s high standards; and

WHEREAS, Board Governance Policy 2.02 states that the Board will operate in all ways mindful of its trustee obligation to the people of the City of Milwaukee; and

WHEREAS, The administration has developed an accountability plan and school effectiveness plans; now, therefore, be it

RESOLVED, That the Board develop a policy to hold itself accountable to the taxpayers; and be it

FURTHER RESOLVED, That this accountability policy include timely FAM budget reports, MPS financial and performance audits of schools and audit standards, a revised Report Card; school accountability plans, school selection data, and school facilities standards; and be it

FURTHER RESOLVED, That the Board develop an accountability plan and timeline to implement the policy.

Committee Recommendation

Your Committee recommends that the resolution be adopted, with the Office of Board Governance to work with the administration to develop a policy statement, implementation plan, and timeline that would be brought back to the November 1996 Accountability/Audit Committee meeting.

* * * * *

Separate consideration having been requested of Item 4, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 4, realing to a resolution to hold schools responsible for children reading on grade level, having been set aside for separate consideration, Director Bills moved to adopt recommendation #1, amended as follows:

1. The Board accept the administration's response to the resolution regarding schools being responsible for children reading on grade level, ~~with the 85% requirement raised to 100%;~~ with a goal of 100% of all second graders ready for instruction at a reading level of 2/2 (second book of second grade or higher).

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki,. Small, Todd and President Fisher—7.

Noes—Directors Braun and Gardner—2.

The question being on recommendation #2, to add communication strategies and support for implementation to the plan, Director Bills moved for adoption.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O’Neil, Sinicki, Small and President Fisher—8.

Noes—Director Todd—1.

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 a Recommendation to Adopt Policy Revisions Regarding Board Policy 9.22: School fund-Raising Activities

Background

1. The question of adoption of proposed modifications to Board Policy 9.22, School Fund-Raising Activities, has been before the Board and the Legislation, Rules ands Policies Committee several times in the past year. Most recently, the Legislation, Rules and Policies Committee considered the proposed policy revisions on June 17, 1996, and recommended them for adoption. The Board considered the report of the Committee at its June 26, 1996, meeting but referred the matter back to Committee for further clarification of language. The proposed policy was scheduled for consideration by the Committee in September, but consideration was postponed until October at the request of the submitting parties to further clarify the language and intent of the policy. The policy has now been redrafted in cooperation with the City Attorney's Office.

2. As originally written, the school fund-raising policy and its accompanying procedures contained language dealing with various other policy matters, such as gift certificates and community use of facilities. These provisions are already contained in other policies. On the advice of the City Attorney, the school fund-raising policy was redrafted to focus only on fund-raising activities by schools (staff and students) and parent groups. Language which duplicated other policies has been removed.

3. In addition to the elimination of extraneous language, the redraft identifies the local school and the principal as the primary focus for decisions regarding school fund-raising and removes overly restrictive language, such as preventing elementary students, but not high and middle school students, from receiving non-monetary tokens of appreciation. The two fund-raiser per year limit on parent organizations has been removed on the basis that this is a decision most appropriately made at the local level.

4. The policy retains the prohibition on door-to-door sales on the part of students, requires indemnification agreements where necessary, as in the case of coupon books, and retains accounting requirements, which are spelled out in detail in the accompanying procedures for the policy, which are attached.

5. At the June Committee meeting, a request was made for clarification of language referring to fund-raising by sectarian, religious or political groups. Because of the narrower focus of the redrafted school fund-raising policy, this language has been removed. The policy on the use of school buildings by non-MPS groups remains in need of review, however, and it is the administration's intention to submit revisions to this policy at a later date.

6. Guidelines for fund-raising activities are included not only in the policy and procedures for Board Policy 9.22, School Fund-Raising Activities, but also in Guideposts and in the MPS Accounting Manual. Once the Board approves the policy, the administration will continue with plans to ensure that the various district reference documents are consistent. The administration plans to involve parents, community, and school staff in further refining and consolidating the guidelines from these various documents so that they will be more easily understood by all concerned.

Committee Recommendation

Your Committee recommends that the Board approve the following language changes in Policy 9.22: School Fund-Raising Activities:

Policy 9.22
File: IGDF

SCHOOL FUND-RAISING ACTIVITIES

General: Student/Parent/Staff Participation, Restrictions
Funds are raised for schools through fund-raisers conducted by school staff and fund-raisers conducted by parent organizations

Fund-raising efforts will be permitted only by those recognized parent or student organizations and staff members whose purpose is to raise monies for the benefit of the Milwaukee Public School System. Fund-raising activities must always be done in the best interest of the students. All school fund-raising activities will be approved in advance by the principal.

Students' participation shall be on a voluntary basis with parental permission. Students participating in sponsored fund-raising activities are not to be involved in door-to-door sales.

Use of class time shall be limited to announcements to inform students of the fund-raising activity and their options to voluntarily become involved. Fund-raising activities are not to be conducted during regular school hours, nor shall the activities impinge on student or staff time during the regular school instructional day.

Sales incentives can be accepted by the school as part of the revenue from a fund-raising activity. Individual staff members, students, or members of their families shall not receive sales incentives such as money, gifts or merchandise from vendors or the school for their participation or sales efforts during a school fund-raising activity. Individuals failing to comply will be subject to forfeiture of not more than $200 for each offense as provided by state law. Students participating in parent organization fund-raising activity may receive a non-monetary token of appreciation. The token must be the same for all students who participated and not be based on the amount of individual sales.

No staff member shall engage in the sale of merchandise for fund-raising purposes which is prohibited by local, state or federal laws. All vendors for fund-raising companies shall agree to abide by Board policies and administrative guidelines relating to fund-raising in order to participate in any school fund-raising activity. Vendors may only discuss fund-raising products with staff members after receiving permission from the principal. Faculty advisors of school-related fund-raising activities are prohibited from entering into private contracts with a vendor. Only the school principal is authorized to sign contracts for fund-raising merchandise.

Because the Board may be exposed to potential liability when it sanctions or is involved in the sale of coupon books (e.g., Entertainment Book, Gold C Book), an indemnification agreement must be obtained prior to signing any contracts.

No employee of the Milwaukee Public Schools or any school or parent organization shall actively solicit on behalf of the Milwaukee Public Schools or any individual school, donations of money, goods, or services from any vendor as a condition of doing business with the district.

~~LEGAL REF.: 1985 Wisconsin Act 214~~
~~CROSS REF.: Policy 4.08, Student Activity Funds Management~~

~~**Use of School Property for School Fund-Raising**~~

~~School facilities may not be used for fund-raising not related to school activities or for events sponsored by non-school related groups except when the proceeds are used for charitable, educational, and civic purposes.~~

~~No more than two entertainments in any school year shall be given by any school other than high schools for the purpose of raising funds~~.

Prior to the ~~giving of any entertainment~~ scheduling of any activity requiring the use of the building for fund-raising purposes, the faculty advisor or sponsor shall request a permit for the use of the building, which is to be approved by the building principal. The request shall include a statement setting forth the nature of the ~~entertainment~~ activity to be held, the date and time of the ~~entertainment~~ activity, the price of admission to be charged, and the purposes for which the funds realized are to be expended.

Within one week after any activity for which admission is charged or concessions are sold, the faculty advisor or sponsor shall file with the principal a statement showing the receipts and disbursements connected therewith. All financial records relating to fund-raising activities must be retained for a period of five years for audit purposes. The Board reserves the authority to examine the records of all fund-raising groups.

The funds derived from such ~~entertainment~~ activity shall be used for no other purposes than those approved in advance by the building principal.

Parent organizations must:

- be registered and approved by the school's principal.
- use the school's name within their own name.
- usually conduct meetings in the schools.
- meet and conduct business with the cooperation and assistance of the principal.
- be dedicated to the welfare of the general student body or to a specific group of students within the student body.
- have open membership and open meetings on a regular basis.
- not be sectarian, religious or political in nature.

Because the school system does not wish to encourage gambling or games of chance, parent groups are strongly discouraged from using bingo games or raffles as money raising activities. In the event that parent groups wish to proceed with the use of bingo games or raffles, the following rules shall apply:

- school buildings may not be used in any way.
- students may not be involved in any way.
- a permit must be obtained from the State of Wisconsin.

~~**Use of School Funds**~~

All revenues from school fund-raising must be disbursed for the purpose for which they were intended and in accordance with established procedures. Funds unexpended or remaining due to unforeseen circumstances are to be kept as part of an appropriate school account.

Funds remaining after payment of fund-raising expenses conducted by parent organizations must be used for the direct benefit of the parent organization and/or the Milwaukee Public School System.

Funds derived by a student organization/activity/club shall be so expended as to be of direct benefit to the

members of that organization/activity/club or the entire student body. The basic purpose of such funds is to promote the general welfare and morale of the students and to benefit them as a whole.

LEGAL REF.: 1985 Wisconsin Act 214
CROSS REFS.: Policy 4.08, Student Activity Funds Management
Policy 6.02 - Community Use of School Facilities

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(Item 2) Action on a Recommendation to Adopt an Employee Rules of Conduct Policy

Administration's Analysis

1. The *Employee Rules of Conduct Policy*, a new policy, and not an amendment of an existing policy, is needed to ensure that all employees, existing and prospective, are properly informed of the district's expectations of them as while employed by Milwaukee Public Schools.

2. Over the past four years, the district has worked diligently to implement sound personnel policies and procedures and to revise and update the same. The Board has, during this same period, adopted policies governing criminal background checks and alcohol and drug testing. This policy will serve as the district's work rules and will provide all employees with advance notice of the types of behavior that will subject them to discipline. We believe this is a proactive step which may help to curtail the number of disciplinary cases in the district.

3. This is a policy matter and cannot be handled through an administrative procedure. The Board promulgates personnel policies and the administration carries them out. The Board, through adopting this policy, will set a standard of conduct and expectations for all employees in the district. Upon adoption, the administration will develop procedures for implementing and enforcing the policy.

4. This policy will demonstrate to the public that the district has high expectations of its employees on how they should perform and behave. At the same time, this policy will strengthen the administration's ability to successfully discipline individuals who violate the policy by giving employees advance notice of the district's standard of behavior.

5. Conventional wisdom, if not labor law, tells us that if employees are to be held accountable for a certain standard of behavior, they must first be informed of the standard. Historically, the district has operated on the basis that employee conduct and behavior are implicit and inherent standards in any profession or occupation. Therefore, no written policy has ever been adopted by the Board, although some departments and schools have negotiated work rules for their employees. Our experience with arbitration cases in the recent past strongly suggests that a written, district-wide policy on employee conduct is not only sound personnel management practice, but would serve to treat employees fairly and professionally by providing them with advance notice of the standard of conduct required of them and the possible consequences for non-compliance or infractions.

Implementation and Assessment Plan Statement

6. The implementation will occur on two levels. Upon adoption by the Board, all current employees will be informed of the policy. Copies will be posted on all bulletin boards in schools and central services operations. New employees will receive a copy of the policy at the time they start working. The policy will be published annually for all employees to serve as a reminder. If the implementation of the policy requires discussions/bargaining with collective bargaining units, such discussions will be held in a timely manner. The enforcement of the policy will generally start at the first-line supervisory level and proceed through the various steps of discipline, if necessary, pursuant to Board policy and respective labor contracts.

7. A City Attorney's opinion has been requested and received. A copy has been attached to the minutes of your Committee's meeting of zOctober 16, 1996.

Fiscal Impact Statement

8. The costs associated with implementing this policy will primarily include duplicating costs. Such costs should be minimal and can be absorbed within the district's FY97 budget. Additional costs will result in the amount of staff time required to implement and enforce the policy. Such costs cannot be determined at this time.

Committee Recommendation

Your Committee recommends that the Board approve the policy for Employee Rules of Conduct as follows:

EMPLOYEE RULES OF CONDUCT

In order to attain its educational and organizational goals in an efficient and effective manner, the Board believes it is a sound personnel management practice to fully apprise employees of the conduct that is expected of them. It is the intent of this policy to set district rules governing all employees and to publish such rules. Therefore, the Board finds it necessary to promulgate rules of conduct for its employees, outlining prohibited conduct.

Any employee who violates any district policy, procedure, rule, or regulation, whether written or unwritten, shall be subject to disciplinary action which may, but need not, include oral warnings, written warnings, suspensions without pay, demotion, or any other discipline, up to and including termination. The nature of the discipline will depend upon the nature of the violation, the surrounding circumstances, and any other relevant factors.

The following list of prohibited conduct does not and is not intended to constitute the entire list of conduct for which discipline may be imposed.

PROHIBITED CONDUCT

Insubordination, including the willful failure or refusal to obey any lawful or reasonable directions made and given by a superior or to carry out assignments or instructions; or

Falsification or unauthorized modification or alteration of any district documents or records, including applications for employment, whether by omission or commission; or

Theft, willful damage, or the unauthorized use or removal of property belonging to the Board or Board employees; or

Possession, use or sale of any illegal drugs, drug paraphernalia, intoxicants, narcotics, or any other controlled substance on or off Board premises; or

Possession, sale or use of alcohol while on Board premises; or

Reporting to work under the influence of illegal drugs, alcohol or intoxicants; or

Illegal or prohibited possession of firearms or other weapons on Board premises.

Failure or refusal to perform required job duties competently;

Judicially established violation(s) of Federal, State, or Local laws/ordinances that are job-related, or is unavailable for work because of incarceration ; or

Non-charitable or business related solicitation(s) resulting in direct or indirect personal gain to the solicitor; or

Unexcused or excessive absenteeism or tardiness, including failure to follow appropriate reporting procedures for absences and tardiness; or

Loafing, loitering, sleeping or engaging in unauthorized personal business; or

Failure to comply with health, safety and sanitation requirements, rules and regulations; or

Threatening, harassing, intimidating, interfering with, coercing, injuring or using abusive language toward students, Board employees or the public; or

Unauthorized disclosure of confidential information or records; or

Engaging in any activity, while on or off duty which significantly detracts from the school district's image or reputation; or

Failure or refusal to comply with school/departmental work rules, policies or procedures.

* * * * *

(Item 3) Action on Resolution 9697R-002 by Director Bills to Provide for Board Member disclosure of Financial Support, Political Campaign Contributions or Services

Background

1. At its meeting on April 29, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Legislation, Rules and Policies Committee:

WHEREAS, Board members recognize that they are public officials who are accountable to the citizens of the City of Milwaukee; and

WHEREAS, It is stated in the preamble of the Board's Code of Ethics that Board members "seek to maintain the highest standards of ethical conduct, avoiding both the actuality and appearance of conflict of interest;" and

WHEREAS, It is further stated in the Board's Code of Ethics regarding Gifts and Gratuities, that "no Board member shall accept any gift or gratuity from any person, persons, group or firm which does business with or is currently attempting to do business with the Milwaukee Public Schools;" and

WHEREAS, The Board's Code of Ethics is silent on whether other forms of financial support or political campaign contributions to Board members apply to the section on Gifts and Gratuities; and

WHEREAS, Unlike the Common Council of the City which rarely directly approves contracts to outside vendors, leaving this task to a central board of purchases, the Milwaukee Board of School Directors routinely and directly approves a large number of contracts to vendors; and

WHEREAS, The Milwaukee Board of School Directors is now engaged in a wide range of initiatives and contractual arrangements involving private agencies, schools and individuals providing services and programs to the school district; and

WHEREAS, The Milwaukee Board of School Directors approves negotiated labor contracts with its various bargaining units; and

WHEREAS, It is essential for Board members to not compromise the integrity of these existing or potential working relationships; now therefore be it

RESOLVED, That Board members shall disclose to the full Board in writing, the acceptance of any financial support, political campaign contributions, real or in kind, or services of $25 or more from any individuals, organizations or political action committees, prior to Board consideration

and action on any existing or potential contracts represented by or affecting such individuals and organizations; and be it

FURTHER RESOLVED, That Board members shall excuse themselves from discussion and vote on such contracts, so as to avoid both the actuality and appearance of conflict of interest; and be it

FURTHER RESOLVED, That the Board Clerk be directed to incorporate the substance of this resolution in the Board's Code of Ethics.

At the Legislation, Rules and & Policies Committee meeting on June 17, 1996, the Committee postponed action on the resolution and requested the Office of Board Governance to research this subject further by contacting certain organizations for any pertinent guidelines governing contributions standards and personal income disclosures. These organizations included Public Citizen, Common Cause, League of Women Voters. All Board members were sent a memo on June 18, 1996, asking if they had any suggestions on other organizations to contact. No other suggestions were received by the Office.

Findings

2. The following organizations were contacted: Public Citizen, Common Cause, the League of Women Voters, the Ethics Boards of the City and County of Milwaukee and the State of Wisconsin, and the Wisconsin Association of School Boards.

The **Public Citizen** (including Congress Watch) and **Common Cause** do not have stated positions on this particular subject, other than a more broadly defined guideline that elected officials should be prohibited from considering or voting on contracts with private firms/organizations with which they have a direct legal or financial interest. Representatives of both organizations spoke to the need for elected officials to avoid the appearance of a conflict of interest, and suggested good judgment should be employed when matters before the elected body may have involved them in some way or may in the future. The parties should either acknowledge their involvement or refrain from participating in the consideration and vote on the matter, or both.

Representatives of the **League of Women Voters** referred to the State Ethics Code as a model they support, basic features of which have been used in ethics codes adopted by many local governments and schools in the state.

The **State Ethics Board** was contacted for information. The legal counsel stated that the State Ethics Board does not prohibit elected officials from considering or voting on contracts with private firms or organizations whose members may have contributed financial assistance or campaign contributions to elected officials. He echoed comments from representatives of Common Cause and Public Citizen in suggesting that elected officials should exercise good judgment and refrain from considering items such as contracts with private firms/organizations which may have, or may in the future involve them, so as to not potentially taint the item at hand.

Representatives from the **Wisconsin Association of School Boards** (WASB) repeated comments made by representatives of other organizations contacted, that they are not familiar with any local school district ethics codes in the state which directly prohibits board members from considering or voting on contracts with private firms/organizations with which they may have received campaign contributions or financial assistance. They also noted that only in such instances when board members have a direct legal or financial interest in the organization seeking contract with the school district, is board member participation and vote prohibited.

The WASB Policy Services Director identified ethics codes from three school districts (Green Bay, Brillion and Deerfield) which may be helpful in giving some direction to any appropriate and desired changes in the Board's Code of Ethics.

3. The Green Bay School District's Ethics Code has a provision on contracts with the school district:

"Contracts with the School District

No officer or employee of the school district who in his/her capacity as such officer or employee participates in the making of a contract in which such officer or employee has a private pecuniary interest, direct or indirect, or performs in regard to that contract some function requiring the exercise of discretion

on

the part of such official or employee, shall enter into any contract with the school district, unless within the confines of Section 946.13, Wisconsin Statutes, the contract is awarded through a process of public notice and competitive bidding. Employment contracts with the school district, are excepted from this provision."

4. The Ethics Code of the Brillion School District has a provision which relates to this subject as well:

> "3. Board members many not participate in awarding contracts to private enterprises in which board members may have a private pecuniary interest, or in regard to which they must perform some function requiring the exercise of discretion -- unless the contract is awarded through a process of public notice and competitive bidding as outlined by state law."

5. The Ethics Code of the Deerfield School District is similar to the Board's Code.

6. The City Attorney has reviewed the resolution and has indicated in part that "If then, the proposal for a written disclosure by MBSD members of financial support is intended to supplement sec. 19.59, Stats., we would suggest that the definitions parallel those found in secs. 19.42, Stats." A copy of the full City Attorney's opinion is attached.

7. Based on the City Attorney's Opinion, if the Board wishes to adopt the resolution, it should be amended as follows:

RESOLVED, That Board members shall disclose to the full Board in writing, the acceptance of any financial support, political campaign contributions, real or in kind, or services of $25 or more from any individuals, organizations or political action committees, prior to Board consideration and action on any existing or potential contracts represented by or affecting such individuals and organizations; and be it

FURTHER RESOLVED, That Board members shall excuse themselves from discussion and vote on such contracts, so as to avoid both the actuality and appearance of conflict of interest; and be it

FURTHER RESOLVED, That the Board Clerk be directed to incorporate the substance of this resolution in the Board's Code of Ethics, and to develop a financial disclosure statement for Board members; and be it

FURTHER RESOLVED, That this financial disclosure statement follow the definitions found in Section 19.42 of the Wisconsin Statutes.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

Item 4) Action on Resolution 9697R-044 by Director Bills Regarding Future Board Members Paying the Full Cost of Health and Dental Insurance Benefits

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Legislation, Rules and Policies Committee:

WHEREAS, Members of the Milwaukee Board of School Directors currently receive health and dental insurance benefits through the district's insurance plans; and

WHEREAS, These benefits were originally designed for full-time employees; and

WHEREAS, The Board is a part-time board, while other public bodies that receive similar benefits, such as the Common Council and the County Board of Supervisors, are full time; and

WHEREAS, Employee benefits comprise a significant part of the district's budget, and their cost has risen significantly over the past several years; and

WHEREAS, While there is nothing illegal or unethical about applying these benefits to Board members, the fact that Board members have them may act as a disincentive for Board members to advocate changes in the district's benefit package; and

WHEREAS, Board members, as public servants and stewards of the public schools, should not benefit from their service on the Board; now, therefore, be it

RESOLVED, Beginning with members elected in April, 1997 and thereafter, Board members not receive health and dental insurance benefits unless they agree to pay the full cost of those benefits; and be it

FURTHER RESOLVED, That Board Rule 1.27 (1) be amended to reflect this provision.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 5) Action on Resolution 9697R-045 by Director Bills Regarding Elimination of Health and Dental Insurance Benefits for Board Members who Retire or Leave the Board after April, 1997

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Legislation, Rules and Policies Committee:

WHEREAS, Members of the Milwaukee Board of School Directors currently are eligible to continue in the district's group health and dental insurance plans upon leaving the Board provided they are at least age 55 and have served a minimum of eight full years on the Board; and

WHEREAS, These benefits were originally designed for retired full-time employees; and

WHEREAS, The Board is a part-time board, while other public bodies that receive similar benefits, such as the Common Council and the County Board of Supervisors, are full time; and

WHEREAS, Employee benefits comprise a significant part of the district's budget, and their cost has risen significantly over the past several years; and

WHEREAS, While there is nothing illegal or unethical about applying these benefits to Board members, the fact that Board members have them may act as a disincentive for Board members to advocate changes in the district's benefit package; and

WHEREAS, State Statute 119.16 prohibits Board members from being employed by the district for two full years after their leaving office; and

WHEREAS, Board members, as public servants and stewards of the public schools, should not benefit from their service on the Board; now, therefore, be it

RESOLVED, Beginning with members elected in April, 1997 and thereafter, Board members not receive health and dental insurance benefits upon retirement unless they agree to pay the full cost of those benefits; and be it

FURTHER RESOLVED, That Board Rule 1.27 (2) be amended to reflect this provision.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 6) Action on Resolution 9697R-046 by Director Bills Regarding Legislation to Create Nine Board Districts by Eliminating the At-large Board Seat

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Legislation, Rules and Policies Committee:

WHEREAS, The cost of running for a city-wide seat on the Board has risen to between $30,000 and $50,000; and

WHEREAS, School Board districts have been redistricted three times in the last ten years to increase minority representation; and

WHEREAS, Districts are to be of similar size and represent a community of interest; and

WHEREAS, Board district #5 extends from the Village of Shorewood on the north to Lincoln Avenue on the south; and

WHEREAS, There appears to be little chance of Hispanic, Asian or American Indian representation on the Board, given the current configuration of Board districts; now, therefore, be it

RESOLVED, That the Board have as part of its FY97 legislative package a recommendation to create nine districts by eliminating the at-large position, effective with the expiration of the current at-large term in April, 1999.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 7) Action on Resolution 9697R-047 by Director Bills Regarding Legislation to Allow the Board to Appoint to a Vacancy on the Board

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Legislation, Rules and Policies Committee:

WHEREAS, The cost of school board elections to fill a vacancy is borne by MPS; and

WHEREAS, All Wisconsin school boards have the ability to appoint to a vacancy, except Milwaukee; and

WHEREAS, The Board had the authority to appoint to a vacancy, but lost that in the legislation that created an 8+1 Board in 1977; now, therefore, be it

RESOLVED, That the Board have as part of its FY97 legislative package a recommendation to allow the MPS Board to appoint to a vacancy; and be it

FURTHER RESOLVED, That, upon passage of such legislation, the Board develop a policy and procedure for appointing to a vacancy.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

(ITEM 8) Action on a Legislative Position Regarding Charter School Employees

Administration's Analysis

1. At the meeting of the Board of School Directors held September 25, 1996, the following proposal was referred to the Committee on Legislation, Rules and Policies:

A. EMPLOYMENT / ARBITRATION

Charter School Employees

a. *Administration's Analysis*

An attorney for the Wisconsin Retirement System (WRS) has indicated that the charter school law leaves some doubt about the ability of an MPS employee who teaches in an MPS charter school to participate in WRS and receive pension benefits for that service. The City Attorney has recommended clarifying legislation.

b. *Legislation Proposed*

Clarify the employment status of MPS charter school employees for the purpose of assuring pension eligibility of MPS employees who teach in MPS charter schools.

Strategic Plan Compatibility Statement

2. While this specific proposal is not directly related to the Strategic Plan, its adoption may encourage the conversion of one or more MPS schools to charter schools.

Statute, MPS Policy, or Board Rule Implication Statement

3. This proposal calls for a statutory revision in an area not addressed by MPS Board policy or Board rule.

Fiscal Impact Statement

4. None

Implementation and Assessment Plan Statement

5. Failure to approve this proposal probably will result in no MPS school seeking charter school status.

Superintendent’s Recommendation

The Superintendent recommended:

1. That the Board amend the proposed legislation so that it clearly covers all MPS employees in a school by deleting the word "teach" and substituting the word "work."

2. That the Board approve the amended proposal.

Committee Recommendation

Your Committee recommends that MPS charter schools be treated like all other state charter schools.

* * * * *

(Item 9) Action on Additional Items to be Added to the District's 1997 Legislative Package

Administration's Analysis

1. The administration is proposing the following additions to the 1997 Legislative Package:

STUDENTS

Exclusion from School

a. *Administration's Analysis*

Wisconsin statutes require all children between the ages of 6 and 18 to attend school unless they are excused or have graduated. Wisconsin's Constitution requires school districts to provide tuition free educational services to all children between the ages of 4 and 20 if the district provides services for children of that age. Recent MPS policy to exclude from school any student over age 18 if that student has not earned 5.75 credits has been discontinued.

b. *Legislation Proposed*

Provide that any student over age 18 may be in continuous attendance as long as satisfactory academic progress, as determined by the school district, is maintained.

STATE SCHOOL AID / REVENUE LIMITS

Revenue Limit Increase for Summer School

a. *Administration's Analysis*

MPS may be considering the establishment of summer school courses for the purpose of improving student academic achievement. Current law does not allow an increase in the school district revenue limits to cover the cost of a summer school program.

b. *Legislation Proposed*

Allow a revenue limit increase to cover the cost of a summer school program.

FACILITIES

Performance and Payment Bonds

a. *Administration's Analysis*

1995 Wisconsin Act 395 requires public bodies (including school districts) to obtain performance and payment bonds from the prime contractor on construction contracts exceeding $500. Prior to Act 395, MPS could waive the bond requirement.

Last year the MPS Division of Facilities and Maintenance issued more than 1,100 service orders and incurred no liability relating to non-performance or non-payment on small construction contracts.

Act 395 will: (1) increase MPS cost by the amount of the newly required bonds; (2) increase MPS work load by the amount of administrative effort to deal with the bonds; and (3) preclude some new or small businesses and some M/WBE contractors from MPS contracts if they are unable to obtain a bond.

b. *Legislation Proposed*

Restore authority of public bodies to waive the requirement that contractors furnish a performance and payment bond if other performance or payment guarantees are deemed adequate. Also, increase the bonding threshold from $500 to $2500 so that neither bonds nor waivers will be required for contracts below that amount.

WISCONSIN WORKS (W2)

1. Child Care Funding

a. *Administration's Analysis*

W2 child care funding is provided by a $150 million state sum certain appropriation and a $20 million federal block grant. If the cost of providing child care exceeds the allocated funds, payment to all providers may be prorated or some children may be denied child care services.

b. *Legislation Proposed*

Provide that the state appropriation for W2 child care is a sum sufficient appropriation.

2. Job Guarantee / Access

a. *Administration's Analysis*

It is uncertain whether there will be enough community service jobs, transitional jobs and employment access through transportation to meet the demands under W2. W2 funding to subsidize these jobs and transportation is budgeted at specific amounts so some individuals could be denied jobs or transportation to jobs.

b. *Legislation Proposed*

Provide that the state appropriations for W2 jobs and transportation are sum sufficient appropriations.

3. Eligibility Requirement

a. *Administration's Analysis*

W2 requires a parent to work when an infant reaches 12 weeks of age, but the federal Welfare Reform Act does not require a parent to work until a child is 12 months old.

b. *Legislation Proposed*

Change W2 parent work/eligibility requirement from 12 weeks of age to 12 months.

4. Education and Training

a. *Administration's Analysis*

Postsecondary education including vocational skills training was removed from the list of the Job Opportunities and Basic Skills (JOBS) components. Also deleted was a requirement that the Department of Workforce Development provide child care for self-initiated education and training. AFDC recipients in postsecondary education programs on December 1, 1995, may continue their education programs until June 30, 1997, when eligibility ends.

b. *Legislation Proposed*

Include postsecondary education as an activity which would enhance employability and be subject to the 28 hours of work/12 hours of school provision of W2.

5. Extended Day/Before-After School Activities

a. *Administration's Analysis*

Schools may participate as providers of child care and before/after school activities. This would be coordinated with the regional W2 administering agency (six regions).

b. *Legislation Proposed*

No legislation is needed. MPS and the Human Resource Investment Board may develop agreements to provide child care and/or before/after school activities at any school.

6. Health Care Services

a. *Administration's Analysis*

The W2 waiver request would have ended Medicaid health service coverage for AFDC recipients, but that waiver has not been approved by the federal government. As a result, those persons covered July 16, 1996, will continue to be covered unless the waiver is approved.

b. *Legislation Proposed*

No legislation is needed at this time. However, the state of uncertainty about the provision of health care services highlights the need for adequate nursing services in each public school. Therefore, it is recommended that discussions with the City be initiated for the purpose of assuring those services.

Strategic Plan Compatibility Statement

2. While these specific proposals are not directly related to the Strategic Plan, their adoption may help some MPS parents become self-supporting and prevent an increase in MPS costs.

Statute, MPS Policy, or Board Rule Implication Statement

3. This proposal calls for statutory revisions in areas not addressed by MPS Board policy or Board rule.

Fiscal Impact Statement

4. No direct fiscal effect will result from inclusion of these items in the 1997 Legislative Package. Subsequent enactment and implementation will reduce MPS operating costs below the level that would exist without them.

Implementation and Assessment Plan Statement

5. Approval of these additions will make their enactment more likely.

Committee Recommendation

Your Committee recommends that the Board approve the proposed additions to the 1997 Legislative Package.

* * * * *

Separate consideration was requested of all items.

Item 1, relating to the fund-raising policy, having been set aside for separate consideration, Director Bills moved to eliminate all fund-raising done by schools.

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

Ayes—Director Bills—1.

Noes—Directors Braun, Gardner, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Temporarily absent—Director Johnson—1.

Director Todd moved to adopt the report.

Director Todd moved to amend by inserting:

1. After the first paragraph of the proposed policy the words “At least one, but no more than two, fund-raisers shall be allowed per year, per parent group” and

2. After the fifth paragraph of the proposed policy the words “Incentives may be given at the secondary level, providing that each participant has equal opportunity to earn the award.”

Director Gardner moved the previous question.

The motion to close debate prevailed, the vote being as follows:

Ayes—Bills, Gardner, Johnson, O’Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—Director Braun—1.

The question being on the first amendment, it was adopted, the vote being as follows:

Ayes—Bills, Braun, Johnson, O’Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—Director Gardner—1.

The question being on the second amendment, it was adopted, the vote being as follows:

Ayes—Braun, Gardner, Johnson, O’Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—Director Bills—1.

Director Bills moved that all fund-raising monies be put in a pot and divided up equally among all schools.

The motion died for lack of a second.

Director Johnson moved to set the time of adjournment at 10:00 PM.

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

Ayes—Directors Johnson, O’Neil, Small and Todd—4.

Noes—Directors Bills, Braun, Sinicki and President Fisher—4.

Temporarily absent—Director Gardner—1.

The question being on the adoption of the policy as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Johnson, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Noes—Director Bills—1.

Temporarily absent—Director Gardner—1.

Item 2, relating to an employee rules of conduct policy, having been set aside for separate consideration, Director Gardner moved to adopt the policy.

Director Bills moved to amend by directing the administration to draft a policy on nepotism to be brought back to the Board in January, 1997.

The amendment was adopted, the vote being as follows:

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

Noes—Director Gardner—1.

Director Johnson moved to amend by inserting the word "criminal" after the word "any" in the second last paragraph.

After discussion, Director Johnson withdrew his motion.

The question being on adoption of the rules of conduct as amended, they were adopted, the vote being as follows:

Ayes—Directors Bills, Braun, Johnson, O'Neil, Sinicki, Small, Todd and President Fisher—9.

Noes—Director Gardner—1.

Item 3, relating to Board member disclosure of financial support, having been set aside for separate consideration, Director Bills moved to adopt the resolution as amended by the City Attorney's Office.

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

Ayes—Directors Bills, Sinicki and Small—3.

Noes—Directors Braun, Gardner, Johnson O'Neil, Todd and President Fisher—6.

Item 4, relating to future Board member health and dental insurance benefits, having been set aside for separate consideration, Director Bills moved to adopt the resolution.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Braun, Gardner, Johnson, O'Neil, Todd and President Fisher—6.

Voting "present"—Director Small—1.

Item 5, relating to elimination of health and dental insurance benefits for future retiring Board members, having been set aside for separate consideration, Director Bills moved to adopt the resolution.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Braun, Gardner, Johnson, O'Neil, Todd and President Fisher—6.

Voting "present"—Director Small—1.

Item 6, relating to legislation to eliminate the at-large Board seat, having been set aside for separate consideration, Director Bills moved to adopt the resolution.

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

Ayes—Directors Bills, Sinicki and Small—3.

Noes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Voting "present"—Director Johnson—1.

Vice President Braun in the chair.

Item 7, relating to legislation to allow the Board to appoint to a vacancy, having been set aside for separate consideration, Director Bills moved to adopt the resolution.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Gardner, Johnson, O'Neil, Small, Todd and President Pro tem Braun—6.

Temporarily absent—President Fisher—1.

Item 8, relating to a legislative position regarding charter school employees, having been set aside for separate consideration, Director Small moved to adopt the report.

Director Johnson moved to limit debate on the remaining items to ten minutes each.

There being no objection, it was so ordered.

Director Bills moved to refer the item to Committee.

The vote was as follows:

Ayes—Directors Bills, Braun, Gardner and Johnson—4.

Noes—Directors O’Neil, Sinicki, Small, Todd and President Fisher—5.

Director Sinicki requested permission to change her vote from “no” to “aye.”

There being no objection, the request was granted, and the motion to refer prevailed on the following vote:

Ayes—Directors Bills, Braun, Gardner, Johnson and Sinicki—5.

Noes—Directors O’Neil, Small, Todd and President Fisher—4.

President Fisher in the chair.

Item 9, relating to additional items to be added to the district’s 1997 legislative package, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Gardner, Johnson, O’Neil, Sinicki, Small and President Fisher—8.

Noes—Director Todd—1.

Director Gardner moved to suspend Board Rule 1.08 (2) to permit consideration of the report of the Committee on Strategic Planning and Budget.

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

Ayes— Directors Bills, Braun, Gardner, Johnson, O’Neil, Sinicki, Small and President Fisher—8.

Noes—Director Todd—1.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gardner 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 Resolution 9697R-037 by Director Bills Regarding Changing Facilities Standards

Your Committee reports having considered resolution 9697R-037 by Director Bills. A copy of the full item, including the current facilities standards, is attached. The resolved portion of the resolution is as follows:

RESOLVED, That the Facility Standards be changed to read:

1. The system shall be organized on a K-5, 6-8, 9-12 basis with compatible K-8, 9-12 systems. CHANGED TO: **The system shall be organized on a K-8, 9-12 basis with optional configurations approved by the Board.** (K is defined as all-day five-year-old kindergarten)

2. Elementary schools shall accommodate not less than 400 or more than 705; middle schools not less than 720 or more than 960; and high schools not less than 1,500 or more than 2,000. CHANGED TO: **Elementary programs (all-day five-year-old kindergarten through grade five) shall not exceed 350 children; programs from grades 6-8 will not exceed 350; K-8 programs should not exceed 700, and high school programs should not exceed 900 students.** The administration will need to do a building capacity analysis based on reconfigured facility standards.
3. The pupil/teacher ratio in K4, K5, and Grade 1 shall be 19:1 maximum. CHANGED TO: **The pupil/teacher ratio in kindergarten through grade three shall be a 15:1 maximum. Grade 3-5, 18:1 average and Grades 9-12, optional averages.**

(Eliminate old #4)

4. Priorities for construction needs will be made on the following basis:
   a. Remodeling existing sites to accommodate smaller schools and programs.
   b. Additions or modifications to accommodate increased enrollments or new expanded programs.
   c. New building to accommodate increased enrollments, new programs in areas lacking schools.
   d. Replacing oldest buildings on long-term systematic basis where it is determined that the building is structurally/mechanically unsound.

12. Board standards on sites: ELIMINATE 'e.' Schools of different grade levels should not be planned for the same or contiguous sites.
14. In all future school building planning, high priority shall be given to equity of movement of children for racial balance. CHANGE TO: **In all future school building planning, high priority shall be given to locating schools in integrated neighborhoods**.

Committee Recommendation

Your Committee recommends that the resolution not be adopted.

* * * * *

(Item 2) Action on Resolution 9697R-048 by Director Bills Regarding a Buyout of the MEC and Grand Avenue Leases

Resolution

At its meeting on September 25, 1996, the Board referred the following resolution, which was introduced by Director Bills, to the Strategic Planning and Budget Committee:

WHEREAS, The Milwaukee Board of School Directors entered into a lease agreement for the Grand Avenue Middle School and the Milwaukee Education Center in 1990; and

WHEREAS, The City of Milwaukee Redevelopment Authority issued approximately $48,000,000 in revenue bonds on behalf of the Wisconsin Preservation Fund, Inc., to acquire and renovate several facilities for the district; and

WHEREAS, The district's costs associated with the Grand Avenue and Milwaukee Education center leased facilities, under the terms of the initial agreement and for the years 1991 through 2012 would have amounted to $100,218,563; and

WHEREAS, While certain of the original bonds were refinanced in April, 1993 to lower the district's cost, the total cost of the leases with refinancing still amounts to $95,843,134; and

WHEREAS, At the conclusion of the lease term in 2012, the district's purchase option requires the payment of the fair market value of the property in the year 2012; and

WHEREAS, The construction of a new middle school is currently estimated to cost between $12 and $15 million; now, therefore, be it

RESOLVED, That the district work with the City to either renegotiate the terms of the lease agreements to allow the district to purchase the buildings for $1.00, or to prepay the bonds early to save the district the large interest costs.

Committee Recommendation

Your Committee recommends that the district work with the City to renegotiate the lease agreements to allow the district to purchase the buildings for $1.00, and to get fiscal and legal analyses of the financing alternatives for the purchase of these properties.

* * * * *

Separate consideration was requested of both items.

Item 1, relating to a resolution to modify the facilities standards, having been set aside for separate consideration, Director Braun moved adoption of the resolution, with each part (numbers 1, 2, 3, 4, 12 and 14) to be considered separately.

There being no objection, the request for separation was granted.

The question being on adoption of Resolved #1, the motion failed of adoption, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Voting "present"—President Fisher—1.

The question being on adoption of Resolved #2, the motion failed of adoption, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Voting "present"—President Fisher—1.

The question being on adoption of Resolved #3, the motion failed of adoption, the vote being as follows:

Ayes—Directors Bills, Johnson, Sinicki and Small—4.

Noes—Directors Braun, Gardner, O'Neil and Todd—4.

Voting “present”—President Fisher—1.

The question being on adoption of Resolved #4, the motion failed of adoption, the vote being as follows:

Ayes—Directors Bills, Johnson and Sinicki—3.

Noes—Directors Braun, Gardner, O'Neil, Small and Todd—5.

Voting "present"—President Fisher—1.

The question being on adoption of Resolved #12, it was adopted, the vote being as follows:

Ayes—Directors Bills Gardner, Johnson, Sinicki, Small and President Fisher—6.

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

The question being on adoption of Resolved #14, the motion failed of adoption, the vote being as follows:

Ayes—Directors Bills, Sinicki and Small—3.

Noes—Directors Braun, Gardner, Johnson, O'Neil, Todd and President Fisher—6.

Item 2, relating to a buyout ofd the MEC and Grand Avenue Leases, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented 10 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 September 18, September 23, September 24, September 30, October 8, October 9 at 9:30 A.M. and 2:00 P.M., October 14, October 21, and October 22, 1996.

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

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

Noes—None.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommendations to Amend the Adopted Fiscal Year 97 Budget for the School Operations and Construction Funds Relative to Changes in Revenue Sources and Revenue Limits, to Allocate Fiscal Year 96 Surpluses, and to Adopt Amendments to the Fiscal Year 97 School Operations Fund and Construction Fund Budget Resolutions

Due to improvements in revenues available to the district, adjustments to the budget amendment are needed. Specifically, 1) the district received notification on October 30th approving a revenue limit exemption of $340,000 for incarcerated youth education; 2) updated September Third Friday enrollment resulting in a higher revenue limit for the district; 3) a FY96 carryover of $400,000 is available for summer school funding; and 4) further analysis of the City of Milwaukee and the MPS budget cycles revealed the $4.8 million reduction to deferred maintenance was not needed on the district's budget, keeping deferred maintenance funding at $6.0 million for FY97.

Administration's Analysis

1. SCHOOL OPERATIONS FUND: Changes in revenues sources and the revenue limits since the adoption of the FY97 operating budget in April 25, 1996, require that the budget be amended.

2. Revenues: Based on current information from the Department of Public Instruction, net state aids are projected to increase by $6.2 million. A $5.8 million decrease in the property tax levy is related to the change in state aids and the change in the revenue limit.

a. A number of revenues sources changed for an overall net increase of $3,658,988 for the School Operations Fund. The funding gain to operations is $3,507,526. Equalization aid, a reimbursement of aidable cost, increased due to higher than projected actual FY96 expenditures. Handicapped aid decreased by $1.1 million due to lower documented reimbursable costs.

b. There are a number of adjustments affecting the district's revenue limit, which increased a net $0.9 million from the adopted budget. The district lost $2.8 million in revenue limit authority and state aid due to the impact of the August 15, 1996, court decision that partially lifted the injunction on the expanded CHOICE program. This court decision triggered the application of the new state law which retroactively excludes CHOICE students from the district enrollment. This lower enrollment count directly resulted in a lower revenue limit and a loss of state aid. Partially offsetting this loss is a gain resulting from higher than budgeted September 3rd Friday enrollment count for $2.2 million. Further, the district successfully argued for, and received $1.5 million in transfer of service exemptions.

c. A higher than budgeted enrollment, an increase in reimbursable aidable costs, and state allowed revenue limit exemptions led to a further reduction in the property tax levy of $5,797,828. This represents a 3.46% decline in the levy from the adopted levy. As compared to the adopted FY97 budget, the tax rate will decline $0.52 (from $11.63 to $11.11) $1,000 of assessed valuation. For a house assessed at $50,000, the additional annual tax savings would be an $26.00.

School Operations Fund - Property Tax Rate FY97:

FY97 Adopted Budget	FY97 Amended Budget	Reduction
$11.63	$11.11	$0.52

The following schedule demonstrates the 24.8% decrease in School Operations Fund property tax rate for FY96 versus FY97:

School Operations Fund - Property Tax Rate FY96 versus FY97:

FY96 Adopted Budget	FY97 Amended Budget	Reduction
$14.78	$11.11	$3.67

NOTE: With equalization and integration aids comprising approximately 73% of the revenue limit, the district is very dependent on state revenues. Changes in state funding will directly affect the property tax levy. Consequently, the property tax levy is subject to substantial fluctuation. Further, potential increases in the property tax levy will not result in an economic gain to the district but will merely maintain the current level of district expenditures.

3. Expenditures: Per Board action of June 26, 1996, the Superintendent was authorized to designate the use of FY96 surpluses during the current fiscal year. These additional FY96 carryovers, representing one-time monies, amounted to $3,080,741.. When combined with other changes in funding of $426,785, the total available for designation is $3,507,526). The Superintendent seeks Board concurrence with the designation and use of these funds in the current fiscal year as shown in Table 1 below:

Table 1

Uses:	Amount
One-time Equity Funds for Elementary Schools	$ 1,025,346
Summer School Enrichment Program*	1,101,725
School to Work	615,455
Program for Incarcerated Youth	340,000
Health Resource Center and Training	300,000
FAM and Resource Requirement	75,000
Assessment Center	50,000
Total Uses	$3,507,526

*Previously Board approved $400,000 carryover will be applied for a total program cost of $1,501,725.

One-time Equity Funds for Elementary Schools - This allocation will benefit approximately 42,700 students in 79 elementary and K-8 schools with the average per pupil allocation being approximately $24.00 (as shown in Attachment E). These funds are being distributed to schools with the lowest regular education per pupil funding. These funds are to be utilized by recipient schools to improve student achievement in accordance with each school's one education plan. This transfer reflects the Administration's continuing commitment to provide equity funds when available.

Summer School Enrichment Program - This allocation will be used to provide: 1) exiting second grade students not reading at grade level 3 with a reading intervention; and, 2) exiting fifth grade student with an math and science enrichment program designed to help meet the new graduation requirements for the Class of 2004. This allocation reflects the Administration's continuing commitment to provide early childhood development.

School to Work - In order to further the efforts of School to Work, funding is being provided to insure the continued successes. It should be noted that as School to Work has expanded to all schools, no additional funding was provided. These funds will assist staff and schools in furthering their implementation of the School to Work concepts.

Incarcerated Youth - The administration was successful in its request to obtain funds to cover the costs of providing educational services to incarcerated youths.

Health Resource Center, CPR, and First Aid Training - Funding is being provided to partially address some of the districts' students health care needs. A plan to train school personnel will be implemented.

FAM support and Resource Requirements - Funding will be utilized to study the resources required for FAM and other financial reporting needs. This demonstrates the administration's commitment to invest in technology that support the information of the Board and the district.

Assessment Center - Funding is being provided for an Assessment Center to identify and prepare teachers and assistant principals to become more effective principals.

4. CONSTRUCTION FUND: The overall $8.5 million borrowing authority for MPS facility needs provided in the City's 1997 Proposed Plan and Executive Budget includes a bonding authority for MPS of $7.3 million. This requires an increase in the Construction Fund of $7.3 million for the identified projects as shown on Attachment B.

Strategic Plan Compatibility Statement

5. 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.

c. FISCAL RESPONSIBILITY to facilitate informed decisions about allocation of resources for district programs, functions, and operations.

Fiscal Impact Statement

6. These recommendations will increase the resources allocated to the School Operations Fund in FY97 for various operations by a total of $3,658,988 from the adopted amount of $700,441,620 to an amended amount of $704,100,608. The Construction Fund will be increased by $7,300,000 from the adopted amount of $14,200,000 to an amended amount of $21,500,000.

7. The Board resolutions concerning the FY97 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 $5,797,828 and not impact the Construction Fund levy.

Implementation and Assessment Plan

8. The $3,658,988 increase in School Operations Fund and the $7,300,000 increase in the Construction Fund will be distributed to the recommended accounts following Board approval.

Superintendent's recommendations

1. That the Board approve the changes to the FY97 Adopted Budget as described above.

2. That the Board adopt the FY97 School Operations Fund and Construction Fund budget resolution amended as follows:

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 ~~$700,441,620~~ $704,100,608 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 1997 Fiscal Year; and that ~~$167,602,565~~ $161,804,737 hereof is to be raised by a levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 1996, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes, and from other miscellaneous sources.

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 ~~$ 14,200,000~~ $21,500,000 will be required for the 1997 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 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 1996, said amount to be in addition to the money received from other miscellaneous sources.

* * * * *

Director Johnson moved that $3 million be allocated to fund the 100% reading at second grade level requirement that was established by the Board earlier this evening, and that $507,526 be divided between School-To-Work and the incarcerated programs.

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

Ayes—Directors Johnson and Todd—2.

Noes—Directors Bills, Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—7.

Director Braun moved to adopt the Superintendent's recommendations and the amended budget resolutions.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Todd—2.

Director Johnson left at this point.

(Item 2) Action on programs Related to the Voluntary Placement of Adjudicated Youth (follow-up to Resolution 9596R-030 by Director Small)

Background

1. At the regular Board meeting on January 31, 1996, the following resolution was introduced by Director Small.

WHEREAS, Milwaukee Public School parents want to send their children to quality, safe neighborhood schools; and

WHEREAS, The Milwaukee Board of School Directors reform agenda includes raising graduation requirements, accountability measures for students and staff, a new student assignment process, and school closings connected to academic achievement, attendance, drop out rates and other measures; and

WHEREAS, There is a critical missing link in making certain that all our schools are safer and more secured and that all students have the opportunity to learn in an environment free from disruptive behavior; and

WHEREAS, Formerly adjudicated youth, according to state mandate, are reassigned to traditional elementary, middle or high schools; and

WHEREAS, Small specialized programs would provide formerly adjudicated youth with a family structure, could enhance sel esteem, and encourage learning and achievement concepts as well as

instill family values of stability, nurturing and caring and could be used as a method of intervention prior to assignment to a traditional school; therefore be it

RESOLVED, That the Milwaukee Board of School Directors direct the superintendent to develop policies for Board approval that will allow the voluntary placement of formerly adjudicated youth to specialized programs that will address behavioral goals and remediate academic deficiencies prior to assignment into a traditional school.

2. At the June 21, 1996, meeting of the Board of School Directors, the administration presented a procedural analysis of the resolution submitted by Director Small addressing the students to be included, suggesting timelines for implementation of the resolution, and describing the policy implications of the proposed resolution.

3. On October 10, 1996, staff members from the Division of Alternative Programs, Department of Parent and Student Services and the Department of Leadership and Support Services met to review recommendations for policies and procedures and program characteristics associated with the implementation of a transitional program for adjudicated students.

4. MPS staff also met with the state supervisor of juvenile corrections, the staff of Ethan Allen and Lincoln Hills youth correctional institutions, and representatives from all MPS Alternative Programs for Adjudicated Youths to obtain recommendations on the content of a special transitional alternative education program designed to serve the educational and social needs of returning adjudicated students.

Strategic Plan Compatibility Statement

5. The proposed policy is consistent with the education for the 21st century strategic goals adopted by the Board of School Directors on March 30, 1994. Implementation of the recommendation can help fulfill strategic objective 1C — School Climate: Schools will be safe, orderly and nurturing places for students to learn. And also goal 1H — Student Involvement: Staff will work to enhance student involvement in the educational processes and take responsibility for their own learning attitude and behavior.

Statute, MPS Policy or Board Rule Statement

6. This proposal does not require a change to Board Policy 9:16 Alternative School Programs. Under the current policy, the Board may periodically approve the establishment of a variety of alternatives to the regular school program.

Fiscal Impact Statement

7. Providing special programs to help adjudicated students make the transition from institutionalization to a regular school setting will require additional funds. Establishing programs in current school facilities rather than separate alternative school sites, and exploring the possibility of additional funds from county and federal sources, can help to offset the additional costs. The administration will identify sites and develop programs as part of the FY98 budget process.

Implementation and Assessment Plan Statement

8. The specialized programs will include, but not be limited to, the following:

• Assessment centers in locations where youth are assigned upon release, to determine appropriate assignments into MPS programs. Assignments will be made into existing programs at appropriate breaks (e.g. mark periods or semesters).

• Evening high school programs at existing MPS high schools.

• Individualized computer programs located within existing sites.

9. The *Department of Parent and Student Services* shall be responsible for the identification, assessment and placement of adjudicated students in need of a transitional program. The *Division of Alternative Programs* shall be responsible for the creation, implementation, and monitoring of programs

for adjudicated youths. The *Division of Special Services* shall provide support to programs providing services to adjudicated youths with exceptional education needs.

Superintendent's recommendation:

That the Board accept the response of the administration to the resolution, including the following specialized programs:

• Assessment centers in locations where youth are assigned upon release, to determine appropriate assignments into MPS programs. Assignments will be made into existing programs at appropriate breaks (e.g. mark periods or semesters).

• Evening high school programs at existing MPS high schools.

• Individualized computer programs located within existing sites.

* * * * *

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

(Item 3) Action on a Policy Amendment to Implement a Student Court Beginning with the Second Semester of 1996-97 (follow-up to Resolution 9596R-011 by Director Bills)

Administration's Analysis

1. At the Board meeting on July 26, 1995, the following resolution was introduced:

WHEREAS, The challenge for the Board in the next two years is to decentralize the high standards and expectations, accountability, K-12 teaching and learning goals and School-To-Work to all our schools and all our children; and

WHEREAS, With recent state and anticipated federal budget cuts and the end of welfare in 1997, the Board will need to re-deploy its funds and energy in order to meet its goals; and

WHEREAS, The Board intends to continue its efforts to provide better linkage with the people of the City of Milwaukee to promote organizational effectiveness, and to talk about what we value; and

WHEREAS, The ideas were shared with the Board members in a letter from the Board President dated July 7, 1995 (see attachment); now, therefore, be it

RESOLVED, That the Board establish an agenda to educate Milwaukee's children to twenty-first century standards and beyond; and be it

FURTHER RESOLVED, That this agenda include the following:

11) Implement a student government model to include a student court to allow students to practice citizenship and hear and dispose of minor student behavior problems.

2. At the June 1996 Board meeting, the Board directed the administration to develop administrative guidelines for the student court and an implementation timeline for the second semester of the 1996-1997 school year for those schools that opt to implement a student court. The administration was directed to bring the administrative guidelines and implementation plan to the Board of School Directors at the October 1996 meeting.

3. In a July 10, 1995, communication, the City Attorney's Office provided some general guidelines for instituting a "student court" process. The City Attorney's Opinion is attached. Please refer to pages 129-136. The city Attorney pointed out some of the difficulty that may occur if students are to act as hearing officers: The ability of students to review other students' records is prohibited; therefore, their ability to make informed and fair decisions is severely limited. The scope of items and issues brought before the student court must be limited to those that would not require "due process" hearings.

4. Based on the July 10, 1995, City Attorney's Opinion regarding the creation of student courts, the following administrative guidelines have been developed:

a. **Confidentiality of Student Records —** Annually, parents must be informed that the school has created a student court and that student information related to an incident will be reviewed by student court members. Parents also must provide written consent for this information to be shared with the student court as related to incidents being brought before the student court's review.

b. **Limitations of the Student Court —** The disposition of the student court can be limited only to activities within the school environment. The student court cannot issue suspensions, recommend transfer to another school, or impose sanctions reserved for the building administrator or other entities.

c. **Administrative Review —** All actions of the student court must be reviewed by the school principal or designee to ensure that the disposition order is not harmful to the student.

d. The school must publish a code of conduct for student court members. The student court should also consist of a minimum of three students.

Strategic Plan Compatibility Statement

5. The student court supports the goals and objectives of improving the school climate, parent support and involvement, and student involvement/ empowerment.

Statute, Board Policy or Rule Statement

6. Board policy File 8.28, Student Discipline, will have to be amended to include a student court option as part of the district's discipline plan as follows:

Student Court

Schools, after involvement from staff and the school community, may opt to implement a student court to handle minor incidents that occur at school. Schools that opt to implement a student court shall follow administrative guidelines related to confidentiality of student records, limitations of the student court, administrative review of the court's disposition, and other administrative guidelines that may be established to ensure that the student court operates in the best interest of the district. In addition, every school will be required to develop operating procedures for the student court.

Fiscal Impact Statement

7. It is projected that the student court will have no fiscal impact on the district. However, individual schools that opt to have student courts will need to allocate funds from their own budgets for staff inservices and materials relating to the student court.

Implementation and Assessment Plan

8. The administration has developed the following implementation plan for schools that opted to have a student court:

a. November 1996 — All schools surveyed to determine which schools would be interested in implementing a student court for the second semester of the 1996-1997 school year.

b. December 1996 — A meeting held with interested school staff to review the policies and procedures regarding a student court. The administration will establish oversight procedures to safeguard students' rights.

c. January,1997 — Staff develop school policies and procedures for student court.

d. January 1997 — Schools that opt for student court obtain parent permission to release student information to the student court.

e. January 1997 — Staff is inserviced by the Departments of Leadership Services and Parent/Student Services on the student court.

f. February 1997 — The student court is implemented.

Superintendent's recommendation

That the Board policy file 8.28 be amended to incorporate student court as part of the district's discipline plan. The recommended policy is as follows:

Student Court

Schools, after involvement from staff and the school community, may opt to implement a student court to handle minor incidents that occur at school. Schools that opt to implement a student court shall follow administrative guidelines related to confidentiality of student records, limitations of the student court, administrative review of the court's disposition, and other administrative guidelines that may be established to ensure that the student court operates in the best interest of the district. In addition, every school will be required to develop operating procedures for the student court.

* * * * *

Director Bills moved to approve the Superintendent's recommendations, with the follwing sentence of the policy revised as follows: In addition, every school that opts to implement a student court will be required to develop operating procedures for ~~the~~ that student court.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

(Item 4) Action on Recommendations Regarding an Investment Policy for MPS

Administrations Analysis

1. Because MPS has, from time to time, funds available for short-term investments, a formal investment policy is needed to ensure that these funds remain fully invested so as to maximize interest earnings.

2. Additionally, an investment policy is needed for the purpose of establishing internal controls to prevent the loss or theft of MPS assets. Therefore, the recommended policy identifies the person who has authority to make investment decisions, and provides for the separation of duties between the person(s) *performing* transactions and the person(s) *recording* transactions.

3. The recommended policy specifies financial instruments which are appropriate investments for the District, based on guidelines outlined in state statutes.

4. The investment objectives of the District are, in order of their importance: 1) Preservation of capital, 2) Liquidity, and 3) Return on investments commensurate with the level of risk.

5. The City Attorney has reviewed the recommended investment policy and agrees that the investments enumerated in the policy are within the limits permitted by Wisconsin statutes.

6. The proposed policy is listed below in the recommendation.

Strategic Plan Compatibility Statement

7. An investment policy is necessary to optimize the District's interest earnings while ensuring safety and liquidity of the District's assets.

Statute, Board Policy Or Rule Statement

8. At present the District does not have an investment policy. The recommended investment policy, shown below, complies with Wisconsin statute 66.04, which specifies appropriate investment vehicles for school districts.

Fiscal Impact Statement

9. Adoption of this policy will optimize the District's interest earnings while providing maximum protection of the District's assets. Since the District is already operating in accordance with the policy, no effect on FY97 interest earnings is expected.

Implementation And Assessment Plan

10. The investment policy will be implemented upon adoption by the Board of School Directors.

11. The investment policy will be incorporated into the contract for banking services to ensure proper execution and implementation.

Superintendent's recommendation

That the Board adopt the following recommended investment policy.

Investment Policy

The District has, from time to time, funds available for short-term investments. These funds result primarily from undisbursed bank balances. The Department of Finance is authorized to oversee investment decisions and to oversee the separation of duties between the person(s) performing transactions and the person(s) recording transactions. It is the District's policy to place these funds in investments which comply with Wisconsin statute 66.04, which are limited to the following:

A. Time deposits in any credit union, bank, savings bank, trust company or savings and loan association which is authorized to transact business in Wisconsin if the time deposits mature in not more than 3 years.

B. Bonds or securities issued or guaranteed as to principal and interest by the federal government, or by a commission, board or other instrumentality of the federal government.

C. Bonds or securities of any county, city, drainage district, vocational, technical and adult education district, village, town or school district of Wisconsin.

D. Any security which matures within 7 years of the date on which it is acquired, if that security has a rating which is the highest or 2nd highest rating category assigned by Standard & Poor's corporation, Moody's investors service or other similar nationally recognized rating agency.

E. Financial transactions in which a public depository agrees to repay funds advanced to it by the local government plus interest, if the agreement is secured by bonds or securities issued or guaranteed as to principal and interest by the federal government.

Financial institutions providing investment services to the district are required to maintain a community re-investment rating, from the Office of the Comptroller of Currency, of at least satisfactory.

* * * * *

Director Sinicki moved to approve the Superintendent's recommendation.

Director Bills moved to amend by deleting the words "at least satisfactory" and inserting the word "outstanding" in the last sentence.

The amendment was adopted by consensus.

The question being on adoption of the policy as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Small, Todd and President Fisher—6.

Noes—None.

Voting "present"—Director Bills—1.

Tempararily absent—Director Sinicki—1.

(Item 5) Approval of Revised Actuarial Assumptions Recommended by the Administrative Committee for the MBSD Early Retirement Supplement and Benefit Improvement Plan

Administration's Analysis

1. At its meeting on September 23, 1996, the Administrative Committee for the MBSD Early Retirement Supplement and Benefit Improvement Plan (the "Plan") reviewed an experience study recently completed by the Plan's actuary, Ernst & Young. The purpose of the study was to determine whether the actuarial assumptions used to determine the funding of the Plan were still reasonable and in line with the actual experience of the Plan. Experience studies are customarily performed on a periodic basis to ensure that the funding of the Plan is on-track.

2. The experience study entailed a review of actual retirement rates, turnover rates and salary increases from 1990 through 1994. The results, as noted in the attached copy of the study, indicated that the current Plan assumptions predicted the actual number of retirements over this five-year period very well and no revision to the Plan's current retirement rate assumption is necessary.

3. The experience study, however, indicated a change was needed in the assumptions for turnover and salary increases. Actual turnover during the last five years was approximately 3% per year, and the Plan assumption is 1% per year. The current plan assumptions for salary increases of 3% per year for the general increase and 3.43% per year for increments are not in line with the Qualified Economic Offer ("QEO") which is now a statutory requirement under which the District will be operating for the foreseeable future.

4. The Administrative Committee, which is comprised of three (3) Board representatives and two (2) ASC representatives, unanimously concurred and recommends that the Board adopt a change in Plan assumptions effective with the July 1996 Plan valuation for turnover of 3% per year and salary increases of 1.8% per year for the general salary increase and 4.5% per year for the increment.

5. The recommended changes in Plan assumptions will result in an estimated reduction in Plan funding of approximately $190,000 per year, of which 80%, or $152,000, is the Board's share of the contribution, and 20%, or $38,000, is the employes' share of the contribution. This estimate is based on information utilized in the July 1995 annual valuation. As of the date the experience study was completed, the annual valuation for July 1996 was not finished and was put on hold pending Board approval of the recommended assumption changes.

6. In evaluating whether to take such action, it is customary to also review the funding status of the Plan. As the Plan's actuary has continually pointed out, the Plan's funding position as compared with the industry is considered to be sound in that it is funded near 100% of its accrued benefit obligation.

Strategic Plan Compatibility Statement

7. The recommended changes in actuarial assumptions for turnover and salary increases will extend over the time over which the Plan will be funded and will be periodically reviewed by the actuary and the Committee. The immediate effect will be to ease the pressure on available resources which can be directed to provide education resources.

Statute, Board Policy Or Rule Statement

8. In accordance with the Plan document, the Board is responsible for approving the assumptions used in the Plan's annual actuarial valuation which establishes the funding for the Plan.

Fiscal Impact Statement

9. The 1997 fiscal year budget for the Board's portion of the contribution to the Plan is $1,450,000, which will be reduced accordingly to reflect the actual results of the new plan assumptions in the Plan's July 1996 actuary valuation. As previously noted, the Board's portion of the reduced contribution is estimated to be $152,000.

Implementation And Assessment Plan

10. The new Plan assumptions, if approved, will be incorporated in the Plan's July 1996 actuarial valuation, which is schedule to be completed in November 1996.

Superintendent's recommendation

That the Board approve the Administrative Committee's recommendation to change the actuarial assumptions for turnover to 3% per year and salary increases to 1.8% per year for the general increase and 4.5% per year for the increment effective with the July 1996 actuarial valuation for the Plan.

* * * * *

Director Bills moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 6) Preliminary Report on the District's Year-end Position in the FAM Format

The District's preliminary FY96 year-end position in the Finance Analysis Model (FAM) format has been completed and is now available to Board members. This package of information found in the Boardroom includes various district-wide summary reports as well as detailed individual school reports.

Other Information Concerning FAM

Coopers & Lybrand has completed Beta testing of their system, which has been renamed to ***In$ite — The Financial Analysis Model For Education.*** Coopers & Lybrand's national unveiling of the firm's "shrink wrapped" version of FAM occurred at the U.S. Chamber of Commerce in Washington, DC, this month. Milwaukee Public Schools was featured as the nation's largest implementor of the FAM system. The District was represented by Mr. Humberto O. Molina, Jr., who also represented the District at the Pennsylvania Education Policy Network — Issues Seminar sponsored by the Education Commission of the States. While focused on state issues, MPS was a member of a select group of national participants; again, featuring the District as a major implementor of FAM.

* * * * *

Director Bills moved to refer the report to Committee.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 7) 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 4 - BID PACKAGE 4

Division 1 - Palmer Elementary School

Giorgi Construction Inc., 2043 E. St. Francis Avenue, St. Francis, WI 53235
Low bidder, Base Bid of $233,000

Division 2 - Vincent High School

Giorgi Construction Inc., 2043 E. St. Francis Avenue, St. Francis, WI 53235
Low bidder, Base Bid of $177,000

ADA REMODELING - PHASE 4 - BID PACKAGE 5

Division 1 - Bay View High School

Lupinski Inc., 4150 N. First Street, Milwaukee, WI 53212
Low bidder, Base Bid of $237,417

Division 2 - Hawley School

Giorgi Construction Inc., 2043 E. St. Francis Avenue, St. Francis, WI 53235
Low bidder, Base Bid of $281,000

Authorization to Make Purchases

B-5179 Locks and Cylinders (Facilities and Maintenance for various)
Precision Metals, inc., second low bidder at $206,982.39 less 1/2%-20 days.

SS-263 30 Novell-Ready Pentium Computers (Juneau)
Milwaukee PC and others for an estimated total of $78,400

SS-265 Macintosh Computers (Steuben)
Apple Computer for $52,970

SS-268 Lease-Purchase of 65 IBM Pentium Computers (Hi-Mount)
Authorization is recommended to use MPS' line of credit with CitiCorp to lease-purchase 65 IBM Pentium computers totaling an estimated %168,325, plus interest charges. The lease-purchase would be completely paid in three years or less.

SS-269 Classroom Networking (Hawley)
Midwest visual and others for an estimated total of $58,800

SS-272 MPS Standard: PA Systems and House Phones (Facilities and Maintenance for various)
Authorization of requested to purchase various equipment for public address systems and house phones for each classroom. Equipment will be bid competitively, which will result in an MPS standard. Approximately $85,000 has been allocated for this year.

SS-274 30 Pentium Computers (Washington)
Purchase of 30 Pentium computers, 2 printers, Novell upgrade and electrical work totaling an estimated $90,000.

SS-275 Lease-Purchase of Computer Lab (North Division)
this recommendation is contingent upon receiving the City's approval to enter into a lease-purchase. Interest charges would be added and the lease-purchase would be pain in three years time. Includes 30 Macintosh computers and Computer Curriculum Corporation's management courseware and software.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of September 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$676,051,941	$0	$676,051,941	$53,010,933	$623,041,008	7.8%
Categorically Aided	64,763,909	7,417,579	72,181,488	3,272,310	68,909,178	4.5%
School Nutrition	24,389,679	0	24,389,679	637,659	23,752,020	2.6%
Construction	14,200,000	0	14,200,000	131,641	14,068,359	0.9%
Extension	6,770,753	0	6,770,753	99,917	6,670,836	1.5%

B. Statement of Expenses as of September 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$676,051,941	$17,535,235	$693,587,176	$111,009,164	$582,578,012	16.0%
Categorically Aided	64,763,909	9,827,775	74,591,684	9,474,508	65,117,176	12.7%
School Nutrition	24,389,679	40,704	24,430,383	3,016,569	21,413,814	12.3%
Construction	14,200,000	8,172,680	22,372,680	13,535,130	8,837,550	60.5%
Extension	6,770,753	63,996	6,834,749	1,628,343	5,206,406	23.8%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through September 30, 1996, and payrolls through September 20, 1996.

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 an no action is required.

Acceptance of Donations

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	PTO	$1,200	Items for Classroom
Browning	Marilee Laumann	$25	College Scholarship Fund
Browning	Martin Stein	$100	College Scholarship Fund
Carleton	P.T.O.	$2,000	School Fund
Clarke St.	Seymour & Rachel Lefco	$1,000	School Project
Clarke St.	Client Business Services	$1,000	School
Doerfler	P.T.O.	$2,870	Six MECC MathKeys Site License
Doerfler	P.T.O.	$929	75 Stereophones for Computers
Doerfler	P.T.O.	$1,152	Super Munchers MacIntosh Site Lic. Oregon Trail II 25 Pack Site License
Fernwood	PTSA	$7,689	Incentives, Field Trips, Other
Fernwood	PTSA	$296	Incentives
Fernwood	PTSA	$438	Fax Machine, Fernwood Banner
Fernwood	PTSA	$749	Computer Software
Fernwood	PTSA	$686	Teacher Recognition
Fernwood	PTSA	$764	Classroom Equipment
Goodrich	PTA	$3739	Toward Purchase of Copy Machine
Grant	P.T.O.	$550	Student Programs
Hawthorne	PTO	$620	Field Trips
Irving	PTC	$1,035	Field Trips, Membership to Sam's Wholesale Club
King H.S.	Youth Foundation, Inc.	$2,000	Airfare Tickets
Kosciuszko	U.S.A.V.	$1,000	Six Overhead Projectors
Kosciuszko	Calyx Counseling Center	$100	Library Materials
Kosciuszko	John Valdes	$500	Service Learning
Malcolm X	Ameritech	$4,000	Gift
Malcolm X	Medical College of Wisc.	$300	Honorarium
Malcolm X	Cultural Expressions	$308	Referral Fee
Marshall High	Class of '71	$800	Math Software
Marshall High	Fred Jones Pontiac	$500	Florida Band Trip
Marshall High	AAA	$140	Staff Develolpment
Milw. French Immersion	Mardy Johnson	$180	Runk & Wagnall's Set of Encyclopedias
Milwaukee Trade and Technical	School Account	$169	Four-Head VCR for Educational Videos
Milwaukee Trade and Technical	Strattec Security Corporation	$75	Opticol Computer
Milwaukee Trade and Technical	Strattec Security Corporation	$200	Optical Computer and Stand
Milwaukee Trade and Technical	Cheryl Barczak	$1500	Macintosh Performance Computer Library/Media Use
Milwaukee Trade and Technical	Sarah Berry	$750	Apple IIe Computer Two Drives, Monitor
MPS	Citizens Braun for Board	$32	For Dinner With Superintendent 5/16
Neeskara	Peggy Bush	$100	Books for Library
Neeskara	Class of 1931	$50	Books for Library
Neeskara	Peggy Bush	$100	Books for Library
Office of Supt.	American TV	$30	35 mm Camera
Office of Supt.	Apple Computer, Inc.	$3,600	Two Computers
Office of Supt.	Beihoff Music Corp.	$60	AM/FM Cassette Recorder AM/FM Personal Cassette Player

Office of Supt.	Bentley & Son Construc.	$80	Four Brewers' Tickets
Office of Supt.	Bouchard's Sports	$60	Two $30 Gift Certificates
Office of Supt.	Dagenhardt Music Center	$150	Two Portable TV's
Office of Supt.	Lakeside Buses	$200	Two $100 Gift Certificates Dunham's
Office of Supt.	Lamers Bus Co.	$175	CD Boombox
Office of Supt.	Marcus Corporation	$2,2551	425 Theater Tickets 425 KFC Food Certificates
Office of Supt.	McDonald's	$425	425 Food Certificates
Office of Supt.	MMABSE	$250	Two 24" Bikes
Office of Supt.	Mike Hegan's	$27	27 $1.00 Coupons
Office of Supt.	Brewers Baseball Club		Brewers Special Ticket Package
Office of Supt.	Milwaukee Bucks	$50	Autographed Basketball
Office of Supt.	Milwaukee County Zoo	$175	25 Zoo Passes
Office of Supt.	Sean Fallon	$160	Eight Game Passes
Office of Supt.	Milw. Public Museum	$200	20 Admission Passes
Office of Supt.	MPS Athletics/Academics	$300	Brewers Jersey, Three Hats, One Volleyball, Two Footballs
Office of Supt.	Milwaukee Sporting Goods	$60	Baseball Cap, Baseball, Two Brewers Tickets
Office of Supt.	Milwaukee Wave Soccer	$120	12 Wave Tickets
Office of Supt.	D. Jupka, M.B. Minkley	$175	Koss CD/Cassette Boombox
Office of Supt.	Noah's Ark	$30	Two Noah's Ark Tickets
Office of Supt.	Sch. Services & Leasing	$250	Two Bikes
Office of Supt.	Soccer World	$140	Two Soccer Balls, Two Sweatshirts, Two Pencils
Office of Supt.	UWM Ath. Department	$65	Baseball Cap, Seat Cushion, Two T-Shirts, One Notebook
Office of Supt.	Walker Music, Inc.	$550	Three Boomboxes
Office of Supt.	Wisconsin State Fair	$3,200	800 State Fair Tickets
Office of Supt.	Zablocki School	$50	Two Calculators, Two T-Shirts
Office of Supt.	Helen Wallace	$50	For Dinner With Superintendent 5/16
Office of Supt.	A.D.I. Inc.	$300	For Dinner With Superintendent 5/16
Office of Supt.	ASCD	$150	For Dinner With Superintendent 5/16
Office of Supt.	Allen-Bradley Co., Inc.	$500	For Dinner With Superintendent 5/16
Office of Supt.	Bank One	$500	For Dinner With Superintendent 5/16
Office of Supt.	Bestway Bus Co.	$100	For Dinner With Superintendent 5/16
Office of Supt.	Community Financial	$600	For Dinner With Superintendent 5/16
Office of Supt.	Eppstein,Uhen Architects	$1,000	For Dinner With Superintendent 5/16
Office of Supt.	Michele Goldstein	$26	For Dinner With Superintendent 5/16
Office of Supt.	Grunau Co., Inc.	$600	For Dinner With Superintendent 5/16
Office of Supt.	Harley-Daidson	$2,000	For Dinner With Superintendent 5/16
Office of Supt.	Johnson Controls	$500	For Dinner With Superintendent 5/16
Office of Supt.	Ronald & Patricia Kline	$100	For Dinner With Superintendent 5/16
Office of Supt.	Eastlake Capitol	$100	For Dinner With Superintendent 5/16
Office of Supt.	James Lange & Doreen Britton Lange	$200	For Dinner With Superintendent 5/16
Office of Supt.	Milw El. Principal Ass'n	$500	For Dinner With Superintendent 5/16
Office of Supt.	Milw. Guid. Counselors	$50	For Dinner With Superintendent 5/16
Office of Supt.	Anonymous	$1,000	For Dinner With Superintendent 5/16
Office of Supt.	Psychologists Ass'n	$200	For Dinner With Superintendent 5/16
Office of Supt.	Robert & Judith Rick	$75	For Dinner With Superintendent 5/16
Office of Supt.	Rotary Club of Milw.	$1,000	For Dinner With Superintendent 5/16
Office of Supt.	Wisconsin Gas Co.	$2,000	For Dinner With Superintendent 5/16
Palmer	Almer Johnson	Undeter-mined	Armstrand Computer, Monitor, Mouse, Hard Drive
Palmer	Almer Johnson	Undeter-mined	IBM Computer, Monitor, Keyboard, Printer, Mouse, Hard Drive

Pulaski	Class of 1951	$50	Gift to School
Pulaski	Senior Class Gift	$700	Mascot - Costume
Robinson	Karen-Scharrer-Erickson	$600	Macintosh Computer and Monitor
Robinson	Briggs & Stratton	$3,900	Computer Parts and Equipment
Robinson	Wisconsin Electric	$3,500	Six Computers
Robinson	Allstate Insurance	$5,900	Six Computers
Sholes	PTSO	$300	Special Fund in School
Sholes	PTSO	$2,187	Incentives, Golf Mats, Completion Program, Staff Breakfast
Silver Spring	Inland Container	$2,250	STW
South Division	Greater Mitchel St. Ass'n	$200	Band
Stuart	PTO	$5,000	Computers
Vincent	Vincent Booster Club	$500	8'x12' Swim Record Board
Washington	Marshfield Clinic	$1000	Science Department
WCLL	Brady Service Co.	$1,000	STW Gift

Superintendent's recommendations

1. That the Board award the contracts listed above

2. That the Board authorize the purchases listed above.

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

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

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 10) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

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.

Approval of Prevailing Wage Rates

5. Section 66.293, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract.

Construction craftsmen employed at the Facilities and Maintenance Services Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was 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 has been received, dated September 17, 1996.

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 listed in the September 17, 1996, communication in contracts with contractors and subcontractors and that increases for MPS construction craftsmen be authorized as of the same date.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Douglas Bystrek School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	09-23-96
Debra Osby River Trail	Handicapped Children's Assistant $11,274.31/yr.	10-14-96
Phillip Payne School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	09-23-96
Cindy Podolski-Werner 21st	Clerk Typist I/Hourly $9.05/hr.($7,240.00/yr.)	09-23-96
Virginia Rodriguez Mitchell	Clerk Typist I $14,480.00/yr.	09-30-96
Deborah Taylor School Safety	School Safety Assistant $15,693.04/yr.	08-28-96
Tim Tobolski Fac. & Main.	Carpenter $20.17/hr.($40,340.00/yr.)	09-11-96

PROMOTIONS

Martha Avila Forest Home	School Secretary I $16,562.89/yr.	10-25-96
Jacqueline Davis School & Comm. Serv.	School Secretary II $26,314.60/yr.	09-23-96
Deborah Deschler School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	09-23-96
Carolyn Flood Warehouse & Dist. Serv.	Truck Driver (Heavy) $34,370.70/yr.	09-26-96
Mary Greer Wisconsin Avenue	School Secretary I $16,562.89/yr.	09-05-96
Nicole Greer Hi-Mount	School Secretary I $16,562.89/yr.	10-14-96
Phoebe Jackson Emerson	School Secretary I $16,562.89/yr.	09-18-96
Michael Jines Roosevelt	School Engineer III $38,660.18/yr.	10-07-96
Daniel Koepp Holmes	School Engineer II $35,546.94/yr.	10-07-96
Robert Kopecki Warehouse & Dist. Serv.	Truck Driver (Light) $32,947.98/yr.	09-26-96
Rosa Lopez Student Services	School Secretary I $19,964.88/yr.	08-12-96
Debra McFadyen King	School Secretary III $26,324.22/yr.	09-23-96
Raquel Mendoza Kosciuszko	School Secretary I $16,562.89/yr.	09-18-96
Denise Metzger Roosevelt	School Secretary II $22,561.50/yr.	09-23-96
Michelle Mitten Finance	School Secretary II $24,988.34/yr.	09-09-96
Kenneth Moeck Franklin	School Engineer II $35,546.94/yr.	09-09-96
Richard Mosey Edison	School Engineer III $38,660.18/yr.	10-07-96
Diane Newton Edison	School Secretary II $26,314.60/yr.	09-23-96

Linda Paddock School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	09-23-96
Senequa Palmore School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	09-23-96
Carla Seeger Robinson	School Secretary II $26,314.60/yr.	09-30-96
Michele Shelander Warehouse & Dist. Serv.	Material Handler III $32,947.98/yr.	09-09-96
Renee Stanley Purchasing	School Secretary I $19,964.88/yr.	10-21-96
Lenora Steward School Nutrition	Food Service Manager Trainee $7.91/hr.($10,575.67/yr.)	09-23-96
Jeanine Teetz Ins. & Risk Mgmt.	Account Clerk II $24,155.82/yr.	10-07-96
Cynthia Voelz Sholes	School Secretary II $22,561.50/yr.	09-23-96
Darryl Washington Wheatley	School Engineer II $35,546.94/yr.	09-09-96

REINSTATEMENTS

Allen Silva Fac. & Main.	Painter $18.97/hr.(37,940.00/yr.)	09-23-96

CHANGES IN STATUS

Barbara Anhalt Whitman	Handicapped Children's Assistant $11,274.31/yr.	10-14-96
Letia Benton Sarah Scott	Handicapped Children's Assistant $11,274.31/yr.	10-14-96
Marsha Conner Fairview	Handicapped Children's Assistant $10,892.09/yr.	10-07-96
Letrianna Demps Pleasant View	Handicapped Children's Assistant $11,274.31/yr.	10-14-96
Carol Deubig Milw. Spanish Immersion	Handicapped Children's Assistant $11,274.31/yr.	09-23-96
Leon Friske Warehouse & Dist. Serv.	Stockroom Custodian $33,202.52/yr.	09-25-96
Richard Jensen Warehouse & Dist. Serv.	Material Handler I $29,997.50/yr.	09-30-96

Genevieve Lynk Gaenslen	Handicapped Children's Assistant $11,274.31/yr.	09-23-96
Gary Mehlberg Fac. & Main.	Auxiliary Steamfitter $24.04/hr.($48,480.00/yr.)	09-23-96
Linda Paulson Warehouse & Dist. Serv.	Material Handler I $25,842.70/yr.	09-23-96
Pamela Penn Allen-Field	Handicapped Children's Assistant $11,274.31/yr.	10-01-96
Thelma Roberson Whitman	Handicapped Children's Assistant $11,274.31/yr.	10-01-96
Barbara Roesch Fairview	Handicapped Children's Assistant $11,274.31/yr.	10-07-96
Patti Voelz MacDowell	Handicapped Children's Assistant $11,274.31/yr.	10-28-96
Reverlanet Walker Dept. of Ed. Services	School Secretary I $20,256.08/yr.	10-07-96
Alicia Young Clemens	Handicapped Children's Assistant $11,274.31/yr.	10-14-96

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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)	Lori C. Carmichael Elementary	B	24,413	0	08-28-96
(r)	Aida R. Cruz EC:EEN/Bilingual	B	24,413	0	09-03-96
(nr)	Kimberly A. Dalkin Upper Elementary	B	24,413	0	08-28-96
(r)	Audrey L. Daniels E. D./L. D.	B	24,413	0	08-28-96
(r)	Laura N. DeLain L. D.	B	25,634	1	08-28-96

(r)	Elizabeth S. Dyke ESL	B	24,413	0	09-03-96

(nr)	David B. Eggert Music	B	24,413	0	08-28-96
(r)	Elaine K. Fansler-Mazza C. D.	B	24,413	0	08-28-96
(nr)(b)	Janet J. Farchione Library	BB	33,324	6.5	08-28-96
(nr)	Rebecca S. Gifford Upper Elem./Spanish	B	24,413	0	08-28-96
(r)	Karen A. Green Science	B	24,413	0	08-28-96
(r)	Tamara J. Johnson Upper Elementary	B	24,413	0	08-28-96
(nr)	Kathleen P. Kelley Hearing Impaired	C	31,725	3	09-03-96
(r)	Debbie A. Ludwig Elementary	B	24,413	0	08-28-96
(r)	Tracy L. Martin R.O.T.C.	B	24,413	0	08-28-96
(r)	Mona Mehra Elementary	B	24,413	0	08-28-96
(r)(a)	Lisa A. Newton Elementary	B	25,634	0.7	09-03-96
(nr)	Mary K. O'Brien Upper Elementary	B	24,413	0	08-28-96
(r)	Loretta M. Ocampo Elementary	B	24,413	0	08-28-96
(nr)	Amy L. Prellwitz Elementary	B	24,413	0	08-28-96
(r)	Regina M. Rayburn Elementary	B	26,854	2	08-29-96
(r)	Anna R. Ruszkiewicz Art	B	24,413	0	08-29-96
(r)	Amanda L. Schuler Elementary	B	24,413	0	08-28-96
(nr)	Linda L. Schultz Orthopedic Impaired	BB	29,479	3	09-03-96
(r)	Linda M. Schuster Elementary	B	26,854	2	09-03-96

(r)(b)	Brenda Sheppard-Nelson C. D.	D	41,711	13	08-28-96
(r)	Robin B. Swan E. D./L. D.	B	24,413	0	08-28-96
(nr)	Becky S. Trochinski Art	B	24,413	0	08-28-96
(nr)	Eric Turcat French/English	B	24,413	0	08-28-96
(r)	David S. Zimmermann Physical Ed./English	B	28,075	3	08-28-96

Effective between September 5, 1996, and September 17, 1996, inclusive:

(nr)	Karen S. Aigamaua E. D.	BB	25,634	0	09-12-96
(nr)	Geraldine L. Dlugi L. D.	B	24,413	0	09-17-96
(r)	Kristin M. Forjan L. D.	B	24,413	0	09-16-96
(r)	Susan M. Girard L. D.	BB	25,634	0	09-11-96
(r)	Kirsten M. Lathrop Elementary	B	24,413	0	09-09-96
(r)	Nicola J. Leather C.D.-Cross Categorical	B	24,413	0	09-09-96
(r)	Diane L. Liebl Art	BB	32,042	5	09-17-96
(nr)	Joanna S. Liebl Upper Elem./Science	B	25,634	1.5	09-11-96
(r)	Luis A. Lopez Music	B	24,413	0	09-16-96
(nr)	David C. Miller Upper Elem./Math.	B	24,413	0	09-10-96
(r)	Laura J. Podell Spanish	BB	25,634	0	09-09-96
(nr)	Colleen M. Tarantino L. D.	B	24,413	0	09-09-96
(r)	Penny M. Vance Orthopedic Impaired	BB	25,634	0	09-09-96

(r)	Alina D. Whitaker Upper Elem./Science	B	24,413	0	09-13-96
(r)	Stephen J. Wolf Music-Instrumental-Vocal	B	28,075	3	09-13-96
(nr)	Elizabeth D. Zellmer C. D.-Cross Categorical	B	24,413	0	09-09-96

Effective between September 18, 1996, and September 30, 1996, inclusive:

(r)	Rogers Coleman Elementary	B	24,413	0	09-30-96
(r)	Cynthia L. Comfort Hearing Impaired	BB	25,634	0	09-30-96
(r)	Jessica S. Denor Elementary	B	24,413	0	09-30-96
(nr)	Steven P. Emmling Upper Elem./Science	B	24,413	0	09-23-96
(nr)	Alice M. Knight Art	B	26,854	2	09-26-96
(nr)	William A. McClure Music-Instrumental/Math.	BB	25,634	0	09-18-96
(r)	Maureen K. Mytych Art	B	24,413	0	09-30-96
(nr)	Daniel E. Naumann Music-Vocal	C	37,242	7	09-26-96
(nr)	Curtis A. Rehm Tech. Ed.-Mfg.	B	24,413	0	09-30-96
(r)	Amy A. Sander English	B	26,854	2	09-30-96
(r)	Nancy E. Zach Occupational Therapy	B	24,413	0	09-23-96

Effective between October 1, 1996, and October 11, 1996, inclusive:

(r)	Nicole C. Corley E. D.	B	24,413	0	10-07-96
(r)	Lindalu Fox Deaf Education	B	24,413	0	10-07-96
(nr)	Diane C. Sherkow C. D.	B	24,413	0	10-01-96

(r)	Amanda M. Solomon EC:EEN	B	24,413	0	10-11-96

(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

Maternity Leave, to January 24, 1997	Present Assignment	Effective From
Tania Vujasinovich	Pierce	November 20, 1996
Personal Leave, to January 24, 1997:		
John E. Johnson	Goodrich	October 28, 1996
Personal Leave, to June 13, 1997:		
Mary Kurkerewicz	Engleburg	August 28, 1996
Mary Shea	Palmer	October 21, 1996
Teacher Exchange Program (China), to June 13, 1997:		
Karen Fox	Kosciuszko	August 28, 1996
CURTAILMENT OF LEAVE:		
Valerie Erby Walker	Curtailed a personal leave that was granted from August 28, 1996, through June 13, 1997.	
Karen Hershenson	Curtailed a personal leave that was granted from August 28, 1996, through June 13, 1997.	

* * * * *

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Preston C. Bell	Teacher	06-14-96
David E. Brittain	Teacher	12-20-96
Pamela A. Brown	Teacher	10-09-96
Mingo Burton	Teacher	12-16-96
Marcia L. Cheeseman	Teacher	09-20-96

Lois E. Clementi	Staff Dev.Spec.	10-31-96

Bonita J. Davis	Teacher	08-27-96
Jacqueline R. Dettloff	Teacher	09-26-96
Nancy A. Eltrich	Teacher	09-10-96
Clover T. Flowers	Teacher	09-26-96
Sherri L. Goll	Teacher	08-21-96
Cindrea J. Gosh-Lee	Teacher	09-13-96
Zubeda A. Hamdani	Teacher	09-30-96
Suzanne M. Heinert	Teacher	08-27-96
Stacy L. Jacobs	Teacher	09-10-96
Beverly F. Kluge	Teacher	09-11-96
Cynthia N. Knueppel	Teacher	09-27-96
Dawn M. Krueger	Speech Path.	08-27-96
Paula J. Lamp	Teacher	09-06-96
Kathryn M. Leicht	Teacher	09-04-96
Kathleen A. Lobins	Teacher	09-13-96
Kari K. McDonnell	Teacher	06-14-96
Tracie N. Mittelsteadt	Teacher	10-23-96
Robert J. Nusbaum	Teacher	09-11-96
Katherine O'Keeffe	Speech Path.	09-20-96
Stephen M. Pearson	Teacher	09-02-96
Maria E. Phelps	Teacher	01-03-97
Penny L. Pieper	Teacher	09-13-96
Lisa Poeschl-Sobczak	Teacher	09-18-96
R. Scott Quant	Teacher	08-27-96
Kathleen Rosenberg	Teacher	09-30-96
Colleen L. Ryan	Teacher	08-25-96
Kathy R. Schultz	Teacher	09-10-96
Sue L. Sunstrom	Teacher	09-06-96
Lesley A. Vogel	Teacher	09-13-96
Nancy E. Zach	Occup. Ther.	10-07-96
Joan H. Zahnow	Library	10-01-96
Hannelore R. Zarse	Library	12-14-96

* * * * *

Director O'Neil moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 9) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

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

5(r)	Thomas McIntosh	Performance Assessment Coordinator Division of Educational Research and Program Assessment	Schedule III, Range 10A $68,515
2(r)	Rhulene Swanigan	Assistant Director	Schedule III, Range 9A

Milwaukee Urban Systemic Initiative Department of Curriculum and Instruction	$65,619

2(r)	Robert Simmons	Area Supervisor - Operation Services Division of Facilities and Maintenance Services	Schedule III, Range 7A $45,957

2 - African American
5 - White
r - Resident

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director O'Neil left at this point.

UNFINISHED BUSINESS

(Item A) Action on Resolution 9697R-006 By Directors Braun, Fisher, Gardner, Small, and Todd Expressing Support for Superintendent Robert Jasna

The following resolution is currently pending before the Board:

WHEREAS, The Milwaukee Board of School Directors, on June 28, 1995, elected Mr. Robert Jasna to a two year term of office as Superintendent of Schools; and

WHEREAS, Superintendent Robert Jasna is about to complete the first year of his two year contract; and

WHEREAS, The Board set many goals for Superintendent Jasna to accomplish during his term of office; and

WHEREAS, Superintendent Jasna's energy, honesty and administrative expertise have helped the Board accomplish these goals; and

WHEREAS, Through the efforts of Superintendent Jasna, the Board, has been able to:

- enact exceptional education reform;
- begin the process of reconstituting schools;
- adopt higher graduation standards;
- adopt a balanced budget;
- adopt a revised student assignment process; and
- continue the expansion of the School-To-Work program; and

WHEREAS, The Board looks forward to continuing its relationship with Superintendent Jasna in the coming year; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors commend Superintendent Robert Jasna for his accomplishments during the first year of his term of office; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors express its confidence in Superintendent Robert Jasna that he will continue the good work he has begun during his first year in office for the benefit of the children of the City of Milwaukee.

* * * * *

Director Braun moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Sinicki, Small, Todd and President Fisher—7.

Noes—None.

(Item B) Action on Resolution 9697R-014 By Director Bills Expressing Appreciation for the Work of the Office of Board Governance and its Director

The following resolution is currently pending before the Board:

WHEREAS, The Office of Board Governance was established by the Board on March 2, 1993; and

WHEREAS, The Board appointed Dr. Nancy R. Noeske Director of the Office of Board Governance on February 23, 1994; and

WHEREAS, The Office has established the Board's new audit function, defining procedures, conducting and completing numerous audits and giving the Board information for sound policy-making; and

WHEREAS, The Office has assisted the Board in the development of its strategic planning and budget function, both the process and the calendar; and

WHEREAS, The Office has improved Board member communications through the provision of e-mail and fax technology; has upgraded the Office technology to improve efficiency and effectiveness; and has developed the first ever Office procedures manual; and

WHEREAS, The Office has prepared a complete revision of the Board's rules and policies, including the development of governance policies, which the Board adopted on April 25, 1996; and

WHEREAS, The Office has eliminated the six year backlog in publishing Board Proceedings; and

WHEREAS, The Office has refurbished the Board meeting rooms to upgrade 35 year old furniture and furnishings; and

WHEREAS, The Office has improved the sound system in the auditorium and in room 103; and

WHEREAS, The Office is the process of refurbishing the auditorium to make it more conducive to the conducting of Board meetings, including the provision of audio-visual capability for presentations; and

WHEREAS, The Office has worked with the Board to develop an annual calendar of meetings; and

WHEREAS, The Office has assisted the Board to expand its capability for holding public hearings, during the day and in multiple locations and developed an extensive mailing list; and

WHEREAS, The Office has 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, The Office has provided outside legal counsel for necessary support and to advise the Board and the Personnel Committee during disciplinary hearings; and

WHEREAS, The Office has improved its record keeping and filing system; has transferred records pertaining to the Office's former business function to the appropriate administrative departments; has reorganized a records storage area left untouched for over 35 years; and a records management system is nearing completion; and

WHEREAS, The Office has arranged for Board leadership sessions designed to make the Board better policy makers and get it out of micro-managing; and

WHEREAS, The Office has 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, The Office has assisted the Board in conducting more efficient meetings by providing workshops on parliamentary procedures, by starting meetings on time, using motion cards, scripts and more abbreviated and succinct Board items and informational reports, and by ending meetings at more reasonable hours; and

WHEREAS, The Office has assisted the Board to expand its communications with its various stakeholders; and

WHEREAS, The Director and her staff have provided good counsel to all Board members; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors express its appreciation and thank you's to the Director and the staff for the exceptional work done by the Office of Board Governance.

* * * * *

Director Bills moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Sinicki, Small, Todd and President Fisher—7.

Noes—None.

COMMUNICATIONS AND PETITIONS

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

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)

Referred to the Innovation/School Reform Committee.

Communication 9697C-009 from Robert Miranda Regarding an Article and a Resolution on Class Size and Classroom Space

Referred to the Strategic Planning and Budget Committee.

Communication 9697C-010 from Jeanne Stewart Regarding the District's Transportation Policy

Referred to the Accountability/Audit Committee.

Communication 9697C-011 from Dennis Redovich Regarding Selected Research for Presentation to the Board

Referred to the Accountability/Audit Committee.

Communication 9697C-012 from John Szymborski Regarding the Parent Leadership Academy

Referred to the Innovation/School Reform Committee.

RESOLUTIONS

RESOLUTION 9697R-053

By Director Johnson:

WHEREAS, MPS believes that all children can learn; and

WHEREAS, High standards are necessary to academic belief and success; and

WHEREAS, Many elementary school children are academically and preparedness challenged; and

WHEREAS, If MPS is to commit to students achieving high standards; and

WHEREAS, Resources are required to intervene and support the achievement of high standards; now therefore be it

RESOLVED, That the Administrative staff, Board and others develop an intervention strategy to assist MPS elementary students accelerate to high academic grade level standards; and be it

FURTHER RESOLVED, That MPS provide an intervention budget of 20 million dollars to the elementary level.

October 30, 1996

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-054

By Director Todd:

WHEREAS, Afrocentrism is a racist, ultra-conservative, nationalist pseudo-science; and

WHEREAS, Afrocentrism mythologizes and falsifies the past and provides inaccurate information about the treatment of blacks in the ancient Mediterranean world; and

WHEREAS, Intelligence and creativity are not characteristics that are inherited from one's remote ancestors; and

WHEREAS, The projection of Afrocentrism as a complete philosophy of life that can solve the problems African-Americans face in a manner that will support and sustain them through the world of work and indefinite future is exaggerated and a myth; and

WHEREAS, Afrocentric education is an ill conceived reform initiative which leads to the miseducation of children of color; and

WHEREAS, The spread of the Afrocentric reform initiative as a learning tool for children of color has led to a dramatic increase in the MPS achievement gap between black children and middle class children; and

WHEREAS, The experience of modern society needs to be pluralistic, not Afrocentric nor Eurocentric; and

WHEREAS, Afrocentrism as the basis of a curriculum is in conflict with the first K-12 teaching and learning goal, which states: "Students will project anti-racist, anti-biased attitudes through their participation in a multilingual, multiethnic, culturally diverse curriculum;" and

WHEREAS, the K-12 multicultural curriculum as presently written does not prohibit the teaching of Afrocentrism or any centric doctrine that advocates racial isolation; now, therefore, be it

RESOLVED, That the teaching of Afrocentrism or any racially centric doctrine be prohibited as the primary basis of any school's curriculum.

October 30, 1996

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-055

By Director Todd:

WHEREAS, Parents of MPS students complain that Afrocentric teachings are infused with offensive rituals of African religious cults like Ausar Auset, Yourba, Rastifan and even Voodoo; and

WHEREAS, Cults rely on religious indoctrination rather than good educational practices to convey information; and

WHEREAS, Cults involve the teaching of religious beliefs and religious practices, which have no place in a system of public education; now, therefore, be it

RESOLVED, That the Board prohibit the teaching of cults and the practice of cultism in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the Office of Board Governance, in cooperation with the City Attorney, be directed to develop appropriate definitions and policy language to enforce this prohibition.

October 30, 1996

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-056

By Director Todd:

WHEREAS, Positive attitude, character, work ethic, vocabulary and civility are essential soft skills for the emerging service and information economy; and

WHEREAS, The Afrocentric curriculum instills counter productive soft skills and values that are inconsistent with the School-To-Work initiative; and

WHEREAS, Teamwork and group membership skills necessary for the service and information society are dramatically opposed to the racial isolation, race hatred and racial superiority doctrines inherent in Afrocentrism; and

WHEREAS, Afrocentrism distorts and hinders the assimilation of Western family values, known Western history and work ethics of the American workplace; and

WHEREAS Cultural literacy is an important essential foundation for SAT, ACT, and the world of work; and

WHEREAS, The professed self esteem goals of Afrocentrism could better be served by reducing classroom mobility to provide a stable, safe, secure, maturing and caring learning environment in accordance with Maslow hierarchy of needs; now, therefore, be it

RESOLVED, That any and all school based curriculums follow the goals of producing effective students, comfortable not only with academic standards, but also with high standards for civil, social and cultural literacy skills; and be it

FURTHER RESOLVED, That all social and cultural literacy skills and standards be coordinated with School-To-Work objectives.

October 30, 1996

Referred to the Innovation/School Reform Committee.

RESOLUTION 9697R-057

By Director Todd:

WHEREAS, The Milwaukee Journal reported that the breakup between Aurora Health Care, a hospital and clinic services provider, and PrimeCare, a for profit insurance carrier, was primarily due to the need of PrimeCare's parent company to raise dividends for Wall Street;

WHEREAS, For profit privatization of the health care industry is driving the cost of health care upward;

WHEREAS, Experts say that similar disputes will likely arise throughout the country as the fight escalates between for-profit insurers which are under pressure to satisfy Wall Street;

WHEREAS, The dividend payment of for-profit carriers must come from either exacting an additional co-pay from employee groups, discounts from doctor and/or hospital services, and/or from a more efficient operations of the for profit carrier;

WHEREAS, Saving which could provide for more dividends from a more efficient for-profit operations is not under current discussions or consideration;

WHEREAS, A higher co-pay for the purpose of laundering employee monies to Wall Street fat cats is demoralizing to MPS employees and MPS employee groups;

WHEREAS, What's good for companies traded on Wall Street isn't what's necessarily best for people living on Main Street;

WHEREAS, The district's commitment to premium sharing was first set in July, 1992 when Board members and 23 employees in cabinet level positions were first required to pay 5% premium sharing which is still in effect today and has generated $6,600 annual savings; and

WHEREAS, According to the Wisconsin Association of School Boards, the average premium sharing level was 5% for 16 public school districts in Wisconsin that responded to a survey for the 1995-1996 school year; and

WHEREAS, At a meeting held on April 25, 1996, the Board amended the fiscal 1997 budget to include a requirement for a 15% health insurance premium contribution commencing with the first paycheck in January, 1997, for all active MPS employees whoa re not represented by a union and whose salary exceeds $50,000 per year and all Board members; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors rescind its policy to charge the aforementioned 15% premium contribution effective immediately; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors explore available options to facilitate Livable Health Insurance for the employees of contractors retained by the Board in concert with the opinion dated March 28, 1996, from the Office of the City Attorney.

October 30, 1996

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-058

By Director Todd:

WHEREAS, Salary compensation for the MPS Board of School Directors has not been adjusted since April 1987; and

WHEREAS, The Milwaukee consumer price index over that time period has risen by over 38 percent; and

WHEREAS, The crisis in student achievement, truancy and dropout rate requires an increasing workload for Board members which can be expected to continue to increase; and

WHEREAS, The public in general, voters and parents have high expectations for and demand a responsive and innovative Board; now, therefore, be it

RESOLVED, That the Board compensation be adjusted by 30.7 percent, a dollar figure of $2,736 commencing with newly elected directors in April, 1997; and be it

FURTHER RESOLVED, That the Board Governance Office investigate the eligibility of and compensation for the Board for membership in the State Pension Fund.

October 30, 1996

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION 9697R-059

By Director Todd:

WHEREAS, Stability has been recognized as an essential family value for the positive growth of children and even adults; and

WHEREAS, Maslow has recognized that stability in the lives of children must be in place, must be an ongoing functional part of the life of a child and categorically must precede any attempts at or expectations of achievement, recognition and/or self esteem; and

WHEREAS, Stability in the lives of school children within MPS has been demonstrated to have a positive effect on achievement, recognition and self esteem; and

WHEREAS, Neighborhood schools exacerbate high classroom mobility and consequently low student academic achievement, low student self esteem, and low student adult reinforcement for recognition; and

WHEREAS, Magnet/specialty schools have provided school children with the largest level of school and classroom stability, and has proven to show the greatest productive outcomes of achievement, recognition and self esteem; and

WHEREAS, Stability in the classroom life of the child has proven to be the essential core ingredient to the success of the magnet/specialty schools; and

WHEREAS, The traditional social institutions, like nuclear families or even stable adult family members of any family constellation type, stable neighborhoods, and perceived safe and secure neighborhood schools, have become dysfunctional and non existent in the lives of many MPS children, particularly children of color; and

WHEREAS, Stabilizing the lives of children in even one of the three institutions (schools) which can provide and foster stability has proven to have a profound effect on achievement, recognition and self esteem of the child; and

WHEREAS, The urban nomadic life style of many of MPS children is destructive to the stability needed for academic success and counter productive to achievement, recognition and self esteem; and

WHEREAS, The three de facto school systems within MPS (magnet/specialty system, court ordered diversity system, and failing neighborhoods school system) delineate the dramatic effects of stability and non stability or mobility on learning and academic achievement; and

WHEREAS, The public/market demand for magnet/specialty schools is demonstrated by the continuing backlog for specialty schools and MPS continues to frustrate parental interest and student stability by refusing to create more magnet schools; now, therefore, be it

RESOLVED that, MPS create a comprehensive system wide plan for implementing more magnet/specialty school, starting with those schools which have a backlog of students; and be it

FURTHER RESOLVED that, MPS count the potential backlog for a particular school as the total number of students/parents which have applied for the school over the last four years; and be it

FURTHER RESOLVED that, MPS develop other models of stability than the specialty schools for the positive nurturing and caring for academic success, positive recognition, and positive self esteem.

October 30, 1996

Referred to the Innovation/School Reform Committee.

The Board recessed from 10:23 to 10:30 PM.

The Board adjourned at 11:54 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 6, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:31 PM.

Present—Directors Braun, Gardner, O'Neil, Sinicki (6:35 PM), Small and President Fisher—6.

Absent and excused—Directors Bills, Johnson, and Todd—3.

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

October 31, 1996

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, November 6, 1996, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of November, December and January Calendars
2. Review of Draft Agendas—Innovation/School Reform Committee, 6:30 PM, Tuesday, November 12; and 6:30 PM, Tuesday, December 3, 1996
3. Review of Draft Agendas—Accountability/Audit Committee, 6:30 PM, Wednesday, November 13; and 6:30 PM, Wednesday, December 4, 1996
4. Review of Items Pending Before the Legislation, Rules and Policies Committee
5. Review of Draft Agendas—Strategic Planning and Budget Committee, 6:30 PM, Wednesday, November 20; and 6:30 PM, Wednesday, December 11, 1996
6. Review of Items Pending Before the Board—Agenda Planning Meeting
7. Review of Draft Agendas—Regular Board Meetings, 6:30 PM, Monday, November 25; and 6:30 PM, Wednesday, December 18, 1996

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

NANCY R. NOESKE
Director

The Board reviewed the agendas for the November and December Committee and Board meetings.

Director Bills requested permission to withdraw resolutions 9697R-030 and 9697R-031, pending before the Innovation/School Reform Committee, and resolution 9697R-033, pending before the Strategic Planning and Budget Committee.

There being no objection, the Committees were discharged from further consideration of the resolutions.

The Board referred a report regarding resolution 9596R-012 by Director Small, pending before the Board, to the Strategic Planning and Budget Committee.

The Board adjourned at 7:17 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 13, 1996

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 6:12 PM.

Present—Directors Bills, Gardner, Johnson, Small, and President pro Tem Braun—5.

Absent and excused—Directors O'Neil, Sinicki, Todd and President Fisher—4.

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

November 7, 1996

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 13, 1996, 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 the upcoming round of 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 Small moved that the Board retire to executive session, pursuant to Wis. Statutes 19.85 (1) (e), for the purpose of considering collective bargaining negotiations strategy with respect to the upcoming round of 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 motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, Small, 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 7:15 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 25, 1996

Regular meeting of the Board of School Directors called to order by President Fisher at 6:37 PM.

Present—Directors Braun, Gardner, Johnson (6:56 PM), O'Neil, Sinicki, Small, Todd and President Fisher—8.

Absent and excused—Director Bills—1.

AWARDS AND RECOGNITIONS

Excellence in Education Awards

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, or parent or community member. The honorees are chosen based on their display of excellence, achievement, and innovation that serve as examples of excellence to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education" award to the following:

- **The students, parents, and staff at Carleton School,**
- **Employees in the Division of Facilities and Maintenance, and**
- **Employees in Warehouse and Distribution Services.**

The school district is recognizing them for their outstanding work in connection with the emergency situation which arose at Carleton School regarding the presence and removal of asbestos at the school. As was reported earlier this month, asbestos was found during a routine check of the furnace area. Test results indicated that it was not airborne, therefore it posed no exposure to students and staff. Even though there was no danger to students or staff, the district is having the asbestos removed as a precautionary measure. This meant that the students and staff needed to be relocated to another site while the removal work is completed.

Tests were conducted on Thursday and Friday, November 7-8, 1996, the decision to relocate the school's classrooms was made early Saturday morning, the school was moved on Saturday, teachers and other school staff set up the temporary classrooms at two sites on Monday, and classes resumed on Tuesday, November 12. This was a tremendous undertaking and was accomplished with few hitches due to the diligence and hard work of numerous employees.

The Facilities and Maintenance employees are to be commended for their work throughout this difficult situation. The major coordinators of the effort from this division were Tom Chojnacki, Pat O'Donnell, and Jim Haug. They took their responsibilities seriously and followed up on all of the details necessary to ensure a smooth transition for students and staff.

Jim Haug coordinated the school's move and went to incredible lengths to ensure that it would be undertaken smoothly, quickly, and completely. He arranged for additional trucks to be rented to accommodate the move. When the occasion made it necessary, he even used his own personal

credit card to secure the additional moving vans and lunch for the staff involved in the all-day move.

The employees in Warehouse and Distribution Services and Facilities and Maintenance moved the contents of the entire school in one day. They packed and moved the school classroom by classroom, including desks, books, and other materials. The employees involved in the move paid meticulous attention to detail and handled the school's material with great care. Mr. Arnie Bronk, one of the Warehouse employees, saw that all of the boxes were labeled with their contents, which really assisted the teachers in setting up their temporary classrooms.

The students, parents, and staff and Carleton School are to be commended for their patience, understanding, and cooperation during this very difficult period of time. Ms. Yvonne Hopgood, the principal, showed leadership throughout the situation which set a very positive tone for the entire school. The efforts of the teachers and other Carleton School staff are greatly appreciated. The staff adjusted well to the disruption and took extraordinary measures to ensure that the temporary classrooms would be ready for the students when they arrived.

There were many other MPS employees who deserve recognition for their involvement in the overall coordination efforts, for getting accurate information to parents and the public, for changing transportation routes and arranging for food service for the children, and other details. The bottom line for all involved was the best interests of the students.

The names of employees being recognized follow:

Carleton School Staff:
Yvonne G. Hopgood, principal
Elizabeth Schoone, assistant principal
Ella Dunbar, secretary
Felecia Jasper, secretary

Supportive staff
Michalynn Orlowski, speech pathologist
Robert Kreuziger, social worker
Diane Hodel, guidance counselor
Kathryn Brimmer, reading resource
Ethel Spaights, psychologist
Karen Weinberg, diagnostic teacher

School assistants
Ryan Hurse
Donald Vaughn
Delois Brown
Vera Reed
Jerry Williams
Kimberly Rourke

Cafeteria
Cheryl Gusho
Doris Atkins
Debra Kristian
Laurel Litke
Pastoria Perry

Plant Operations
Robert Kaiserling
Iola McKnight
Sasha Gully

Teachers
Peter Gebhardt
Victoria Heilman
Marilyn Wagner
Angela Vey
Sarah Gamsky
Nicole Schuldt
Candith Mueller
Mary Moring
Faye Bressler
Maggie Hucko
Lynn Sargent
Nichole Nichols
Pat Cwiklinski
Christine Winter
Pamela Conley
Dorothy Knox
Mary Schuh
Lynn Serafin
Gayle Edwards
Thomas Ziegler
Annie Malone
Rose Perkins
Donald Williams
Laura Stewart
Sheila Barker
Irena Macek

Facilities and Maintenance Services Employees:

Laborers
Jim Haug, foreman
James Bower
Alvin Taylor
Michael Dahl
Bruce Widowski
Charles James
Stanley Szablewski, Sr.
John Balen
Dennis Nowak
Pat Jensen
Peter Rosa, Jr.
Thomas Gilgenbach
Dennis Klingman
Steve Miszewski
Eugene Kempowski
David Ashley
Fred Fargo
Scott Baake
Gregory Klos
Daniel Aldi
Earnest Mitchell, Sr.
Martin Weber
Eugene Kretschmann

Sheet Metal Workers
Tarzan Sims, foreman
Gerald Belongie
Jimmy Crockett
Larry Curry
Paul Kische
Roger Waite

Facilities Planning
Ed McMilin
Bethany Wilkinson

Engineers
Pat Pegorsch, operations supervisor
Sandy Hudy, operations supervisor
Bob Wagoner, operations supervisor
Duane Senner
John Lazarski
Greg Laskowski
Tim O'Donnell
Daniel Fullington
Tom Baey
Ken Gotz
Allan Brown
Clark Nelson
Charles Fletcher, Sr.
Karl Thiel
Gary Feest
Steve Petershack
Bob Kaiserling

Plumbers
Joe Devereaux, foreman
Jerry Northern
Fred Hubacher

Environmental Services
Thomas Chojnacki
Patrick O'Donnell
Joe Gorecki
Gordon Harris
Joe Chrostowski
Tom Schlict
Tom Steffen
Dennis Torbeck

Warehouse & Distribution Services Employees:
Jason Cowan, manager
Michael Shokatz, assistant manager
Sharon Allen
David Anderson
Larry Beckley
Arnie Bronk
Jessie Cockrell
Timothy Dessereau
Carolyn Flood
Leon Friske
Mary Frommholz
Stephen Gonzalez
John Hynes
Richard Jensen
Neal Klinkert
Robert Kopecki
James McKinney
Guenter Meurer
Linda Paulson
Steven Scheffel
Leon Seefeldt
Eric Seny
Michele Shelander
Stephen Todor
James Wojczulis
Timothy Yanasak

APPROVAL OF MINUTES

On the motion of Director Braun, the miunutes of the regular and special Board meetings of October 1, 2, 21, 22 and 30, 1996, were approved as printed, the vote being as follows:

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item A) Disallowance of Claims

November 25, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury filed against Gilbert Stuart Elementary School by Mr. Merton N. Rotter, attorney on behalf of Fred Davis Jr., an adult who allegedly sustained personal injuries on the property of the Gilbert Stuart Elementary School on January 23, 1996.

Claim is being demanded in excess of $50,000, but the exact amount is to be determined.

2. Notice of Injury and Claim filed against the Board of School Directors Milwaukee Public Schools by Mr. Robert P. Goldstein, attorney, on behalf of Donald B. Peterson, Jr., a minor, and his mother, Laura Miller, for injuries allegedly sustained by Donald B. Peterson, Jr. at the Milwaukee Education Center on April 2, 1996.

Claim is being made in the sum of $50,000 for Donald B. Peterson, Jr., and in the sum of $50,000 for his mother, Laura Miller.

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

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

Respectfully submitted,

Robert C. Jasna
Superintendent of Schools

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

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

Noes—None.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Braun 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 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

Communication

At its meeting on October 30, 1996, the Board referred 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 to the Innovation/School Reform Committee.

Your Committee reports having given hearing to a representative of the Milwaukee Chapter of the National Tooling and Machining Association.

Committee Recommendation

Your Committee recommends that the Board instruct the administration to convene a task force of representatives from precision metal-working trade associations and labor unions, suburban school districts, MATC and community groups to bring back recommendations regarding partnerships to promote awareness of, and access to, high-skill, high-wage jobs in the Wisconsin precision metal-working industry.

* * * * *

(Item 2) Action on Communication 9697C-012 from John Szymborski Regarding the Parent Leadership Academy

Communication

At its meeting on October 30, 1996, the Board referred communication 9697C-012 from John Szymborski Regarding the Parent Leadership Academy to the Innovation/School Reform Committee.

Your Committee reports having given hearing to Mr. Szymborski and other interested parties regarding this matter.

Committee Recommendation

Your Committee recommends that the Board direct the administration to remove the Parent Leadership Academy from the 1997-98 budget and to suggest an alternative method of establishing advocacy outlets for parents in MPS.

* * * * *

(Item 3) Action on Resolution 9697R-027 by Director Gardner Regarding Procedures for Electing Parent Representation in MPS Schools

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.

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 of 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 the following resolution, which had been introduced by Director Gardner on June 26, 1996, in committee until November, pending a report from the Superintendent:

RESOLUTION 9697R-027

WHEREAS, Many MPS schools have formally involved parent representatives in governing schools through Site Based Management, Shared Decision Making, Interim Governance Councils, and other forms of school governance; and

WHEREAS, The experience of parent participation in reconstituting schools has given parents a formal voice in six schools; and

WHEREAS, Parents. teachers, principals and others who have invested significant time in governing, managing, and supporting MPS schools have asked for clear directions in developing formal parent representation; now, therefore be it

RESOLVED, That the administration will report to the Board no later than September 30, 1996, on procedures for electing parent representatives to all forms of school governance; and be it

FURTHER RESOLVED, That such procedures will include clear guidelines regarding the following issues:

1. The definition of a parent for purposes of representation, holding office, and voting.
2. Specific exclusions of parents from holding office in local governance, such as staffs at schools; MPS staff in general, staff or contractors for entities which receive compensation for services performed for MPS; immediate family members of MPS staff, or staff at schools.
3. Procedures by which parents or other parties may call for formal election of parent representatives.
4. Scheduling parent elections.
5. The times(s) and place(s) of parent elections.
6. Advance notification to all parents at the school, including the means of notification, the amount of time and number of times parents must be notified, and the languages in which such notice must be served.
7. Nomination of candidates.
8. Conduct of voting, including the printing and distribution of ballots, the printing and distribution of information about all candidates; persons and/or organizations responsible for overseeing the voting; ballot boxes; and the opening and closing of election.
9. Counting ballots and certifying results.
10. Adjudicating grievances and appeals
11. Storing ballots.

12. Filling parent representative vacancies in the event of the resignation, removal, or other circumstances that result in a parent representative's departure from participating in school governance.

8. Procedural Analysis of Resolution:

What are the implications if the resolution is adopted?

- Twelve points are listed in the "Further resolved" section of the resolution. A significant policy question pertains to point number 2, i.e., excluding parents from participation in school governance issues solely based on their employment status with MPS. The district is attempting to improve and enhance parental involvement. MPS has encouraged staff to enroll their children in MPS. Will this exclusion have a negative impact on staff's desire to enroll their children in the district? The question is, should MPS staff who are parents be treated differently than other parents?

  The remaining points (number 1, and numbers 3 through 12) can be addressed at the time school governance councils develop their by-laws as proposed in the attachment.

- The resolution treats contractors differently in that it would not exclude immediate family of contractors and would exclude immediate family for MPS staff. The resolution does not define "immediate family."

  The administration advises that "immediate family" could be defined as: a.) a spouse, b.) a grandparent, parent, sibling, child, stepchild or grandchild, c.) the spouse of the person in subd. (a). The administration advises that "parent" should be defined as: a parent or legal guardian of a student(s) currently enrolled in the school.

- Is a City Attorney's opinion required and how long will it take?
  A legal opinion was sought as to the legality of item #2 of the subject resolution. The City Attorney opinion concludes that the legality of item #2 depends on the authority given to the various school governance bodies, the goals sought to be achieved by the item and the position of the parents serving on the body.

  However, the opinion does suggest that there are less sweeping means than automatic disqualification of certain parents from serving on MPS school governance bodies, if the goal of the automatic disqualification is to prevent ethical violations or violations of sec. 111.70, stats. A copy of the legal opinion is attached.

- Is there a significant cost to implement the plan?
  The costs cannot be determined at this time. There will be various cost associated with holding elections, communications, etc.

- Is an assessment plan needed?
  Yes.

- Is extensive public input needed? What type?
  Yes; the resolution would have a broad sweeping impact on contractors, and MPS staff in particular. In addition, parents in general should have the opportunity to review and give feedback on this important issue.

- Will significant staff time be needed to implement the plan?
  It is difficult to determine the amount of staff time that would be needed.

9. At the request of the Superintendent, 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

The committee met on September 30, October 7, 14, and 21, 1996. The committee's Proposed Policy for Establishment of School Governance Councils is reproduced below in the Recommendations. The proposed policy was the result of consideration of information provided from a variety of sources including the 1996 Principal Summer Seminar recommendations and a committee survey.

The School Governance Council composition included in the Proposed Policy for Establishment of School Governance Councils is consistent with the Parent Empowerment Policy. However, there was a minority opinion among committee members that parents should comprise a minimum of 51% on School Governance Councils.

Strategic Plan Compatibility Statement

10. 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, Board Policy or Rule Statement

11. 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 10.18)
Community Involvement in Decision Making (Policy 11.04)
Advisory Committees (Policy 2.07)
Recruitment and Hiring - Staff (Policy 7.21)

Fiscal Impact Statement

12. Adoption of this policy will require expenditure of FY97 school funds for continued payment to staff members who participate as members of current School Based Management Councils in 35 schools for the remainder of the 1996-97 school year. It will require the allocation of currently budgeted FY97 funds 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

13. 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 Leadership Academy, the Parent Service Center, and other Milwaukee Public Schools resource persons as needed.

14. The administration reported that a proposed policy has been developed and referred to the City Attorney for review.

Committee Recommendations
Your Committee recommends:

1. That the schools that currently have 51% parent representation (i.e., six reconstituted schools) be allowed to maintain such representation at the option of the School Governance Councils.

2. That appreciation be expressed to the members of the School Governance Ad Hoc Committee for their investment of time and commitment to this task.

* * * * *

(Item 4) Action on a Recommendation to Modify the Name of Thirty-first Street Elementary School and the Former St. Thomas Aquinas School to Westside Academy I and Westside Academy II

Administration's Analysis

1. Thirty-first Street School parents, staff, students and community members are recommending that Westside Academy I and Westside Academy II become the new names of Thirty-first Street School and the

former St. Thomas Aquinas School, respectively. These two sites are being administered as one school, by one administrator.

2. This singular name will reflect the innovative two-site/one-school educational program that is being developed for the 1997-98 school year.

3. Staff, parents and community members were surveyed on October 7, 1996, for recommendations for names for the two sites. The Family and Community Involvement Committee narrowed the resulting list of over 50 names to five. Parents, staff, students and community members then voted on the potential names.

4. The School Improvement Council (shared governance body) of Thirty-first Street School supports the name change of Thirty-first Street School and St. Thomas Aquinas School to Westside Academy I and II respectively.

Members of Lisbon Avenue Neighborhood Development (LAND) have been involved in the selection of a name and support the recommendation. Members of LAND also serve on the School Improvement Council.

5. It is felt that the name Westside Academy indicates pride in the neighborhood and a sense of commitment in revitalizing the surrounding community.

Strategic Plan Compatibility Statement

6. Thirty-first Street School and the former St. Thomas Aquinas School are one school, with one educational plan for both sites, with a focus on family and community involvement.

Statute, Board Policy or Rule Statement

7. **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

8. Letters used on the school's signs will cost $1,320.00, which will be taken from the local school budget.

Implementation and Assessment Plan

9. Upon Board approval, a requisition will be completed to have the letters changed on each building to reflect the new school names.

Committee Recommendation

Your Committee recommends that the names Thirty-first Street School and St. Thomas Aquinas School be changed to Westside Academy I and Westside Academy II, respectively.

* * * * *

(Item 5) Action on a Recommendation to Modify the Feeder Pattern for Fratney Street School

Administration's Analysis

1. The school governance body of Fratney School requests a change in the feeder pattern for Fratney School from the Milwaukee School of Languages to the Lincoln Center of the Arts commencing with the 1997-1998 school year.

2. Fratney School parents' interest in the Lincoln Center of the Arts followed middle school visits by parent representatives of the Fratney School governance body. Parent representatives of the school governance body found that language acquisition programs at both the Milwaukee School of Languages and the Lincoln School of the Arts are commendable; however, the Fratney School program more closely matches that of the Lincoln Center of the Arts in that the Lincoln Center of the Arts has a bilingual program and also enrolls students who need English as a Second Language classes.

3. Both English and Spanish-dominant Fratney School students are eligible to enroll in the bilingual program at the Lincoln School of the Arts; therefore, the change in feeder pattern would further increase the ethnic and cultural diversity of classes in the Lincoln Center of the Arts.

4. During the past two years, 10% to 12% of the exiting Fratney School students enrolled in the Milwaukee School of Languages. During the same period, 36% of the Fratney School students enrolled in the Lincoln Center of the Arts.

5. Parents of Fratney School students who wish to select the Milwaukee School of Languages as their children's middle school may apply for enrollment through the school selection process as it is a city-wide school.

6. The change in feeder pattern has been discussed with the school administrators of the three schools involved and central services personnel. Pending Board approval, the change will be supported by all persons charged with the responsibilities of implementation efforts.

Strategic Plan Compatibility Statement

7. The change of feeder pattern is a natural extension of the Fratney School curriculum. This modification supports Board goals related to academic achievement; i.e., K-12 teaching and learning goals, staff empowerment, parent support and involvement, and student empowerment and involvement.

Statute, Board Policy or Rule Statement

8. Middle school feeder patterns have been established by the Board to provide elementary students with a continuing academic program in the students' middle school years.

Fiscal Impact Statement

9. Fratney School and the Milwaukee School of Languages (the current feeder school for Fratney School) are both city-wide schools. The Lincoln Center of the Arts is a city-wide school as well; therefore, there would be no additional fiscal impact beyond normal transportation costs for transporting students in city-wide programs.

Implementation and Assessment Plan

10. Pending Board approval, parents of current grade 5 students at Fratney School will be notified that the Lincoln Center of the Arts will be the partner middle school (feeder school) for Fratney School students commencing with the 1997-1998 school year. Appropriate information about the feeder pattern for Fratney School will be published as part of the district's school selection materials.

Committee Recommendation

Your Committee recommends that the Board approve the change in the feeder pattern of Fratney School from the Milwaukee School of Languages to the Lincoln Center of the Arts.

* * * * *

(Item 6) Action on a Request to Approve Grade Level Changes from K-6 to K-5 for Thirty-fifth Street and Morgandale Schools

Administration's Analysis

1. Two elementary schools, Thirty-fifth Street School and Morgandale School, have requested that their grade 6 programs be moved to middle school commencing with the 1997-1998 school year. The reasons are as follows:

- Thirty-fifth Street School wishes to expand its kindergarten program to offer two all-day K5 sessions.

- Morgandale School currently has a kindergarten-through-grade-6 monolingual program and a kindergarten-through-grade-5 bilingual program. Morgandale wishes to balance its programs to enable all students attending the school to have equal opportunities for middle school choices. This means that the grade 6 monolingual class will be discontinued; an all-day K5 monolingual session and an all-day K5 bilingual session will be established.

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. The action will increase the opportunities for early childhood all-day education programs at Thirty-fifth Street School and Morgandale School.

Statute, Board Policy or Rule Statement

5. This action conforms to the Board-adopted MPS Facilities Master Plan, where 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 Thirty-fifth Street and Morgandale 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 Thirty-fifth Street and Morgandale School.

* * * * *

(Item 7) Action on a Recommendation to Establish Audubon Middle School as a Specialty School

Administration's Analysis

1. The staff at Audubon Middle School has developed a communications program designed to focus on higher-order thinking and reading, writing, listening and speaking through the use of various types of media and technologies. The types of media and technologies include print and broadcast media, telecommunications, hypermedia and performing and visual arts.

2. The specialty school proposal is a result of staff empowerment and community and parent collaboration. The program will offer comprehensive communications skills in all areas of the curriculum, thus better preparing students for post secondary opportunities.

3. The proposal offers a number of advantages to students, parents and the district. The advantages are to:

a. Offer an educational program which will improve and expand the abilities of middle school students in both the cognitive and affective domains through a variety of classes and activities which focus on the many ways of communicating with others.

b. Maintain the present Audubon attendance area and also offer parents from other areas of the city and suburbs the opportunity to select Audubon as the middle school for their children to attend.

c. Increase the enrollment of students who reside in the attendance area. Presently, many students who reside in the attendance area do not attend Audubon but elect to attend a specialty school in another area of the city. For the 1996-97 school year, 74% of the enrolled students (approximately 700) are transported to the school from other areas at a cost of $410 per student. Increasing enrollment from the attendance area would allow for expenditure of the funds for educational program improvement rather than for transportation.

d. Provide an educational program which will be attractive to parents and students who presently select to attend a non-MPS school.

e. Reduce the wait list which presently exists for specialty schools by adding an additional specialty school choice for parents and students.

f. Establish cluster relationships with nearby elementary and high schools.

3. Audubon is an improving school. The teachers are dedicated to increasing student achievement, and the curriculum offers students a sound educational foundation. The communications component will capitalize on the strengths and enhance them.

4. The Communications Specialty Program will be designed to make students more effective communicators, using a variety of techniques. Beyond gaining higher-order thinking skills and rigor, Audubon students will see the global possibilities through the Internet, distance learning, and the World Wide Web.

5. Examples of the communications emphasis at Audubon would include:

Print Media
- desktop publishing
- journalism
- editing
- advertising
- computer aided design

Broadcast Media
- video production
- script writing
- talk radio
- TV and radio broadcast

Hypermedia
- telecommunications
- computer graphics
- Internet experience
- First Class access
- two-way desktop video conferencing

Strategic Plan Compatibility Statement

6. The concept of school-based innovative reform is supported by the Board's strategic plan. The communications program at Audubon 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 Superintendent's goals for high standards, communications, innovation/ reform, and planning.

Statute, Board Policy or Rule Statement

7. This action is consistent with state statutes and Board policies.

Fiscal Impact Statement

8. Savings from transportation costs could be returned to the school.

9. The School Budget Committee would be asked to address the issue of equity in funding among middle schools in order to recommend any changes in the per pupil allocation for Audubon for FY98.

Implementation and Assessment Plan

10. The current student assignment limitations which are part of the school selection process would be removed from Audubon. Enrollment from within the attendance area will be strongly encouraged, and seats will also be available for students who choose to attend Audubon from other areas of the city.

11. Audubon would be held to the district accountability measures. Additional performance based assessments for students will be developed cooperatively by a committee consisting of Audubon staff, parents, and community representatives, including area colleges and Central services staff.

Committee Recommendation

Your Committee recommends that Audubon Middle School be designated as a Communications Specialty Middle School.

* * * * *

(Item 8) Action on a Recommendation Related to Resolution 9697R-043 by Director Small Regarding the Conversion of Sixty-eighth Street School to an Early Childhood Program

Background

1. At the meeting of the Innovation/School Reform Committee on October 8, 1996, the Committee held the following resolution in Committee and requested that certain information be brought to the Committee at its meeting on November 12, 1996.

WHEREAS, The newly created W2 legislation could negatively impact upon the welfare of great numbers of young Milwaukee Children; and

WHEREAS, More early childhood programs are necessary in order to respond to the critical shortage of these programs within MPS; and

WHEREAS, Utilizing present building space for this critical need is cost effective when compared to building new facilities to respond to the urgent need to create these programs city-wide within MPS; and

WHEREAS, 68th St. School was originally an elementary school and has the capacity to serve approximately 200 young children; and is an ideal early childhood site; and

WHEREAS, There are other options for the present alternative education program at the 68th St. site; now, therefore, be it

RESOLVED, That the administration find adequate and appropriate space to house the present alternative program at 68th St. School through either a partnership or other contractual agreement; and be it

FURTHER RESOLVED, That the 68th St. site be utilized as an early childhood program for the 1997-98 school year, and that the planning be a part of the Five Year Facilitates Master Plan.

2. The Administration was requested to provide estimates for the renovation of the 68th Street facility to accommodate an early childhood program for the 1998-99 school year. Assuming the program would be similar to that provided at Frances Starms Early Childhood Center, the following would represent "ball park" estimates to implement that program at 68th Street School:

a.	Construction	
	1. Additional Toilets (5 rooms @ $5,000)	$ 25,000
	2. Family Center	25,000
	3. Receiving Kitchen/Lunchroom	75,000
	4. ADA Modifications	350,000
	5. Miscellaneous Modifications (painting, outlets, chalkboard, tack boards, etc.)	100,000
	Subtotal	$ 575,000
b.	Architect/Engineer Fees	45,000
c.	Furniture and Equipment	300,000
d.	Site Development	
	1. Totlot	60,000
	2. Sealcoat/Restripe Playground	10,000
	Total: Facilities Estimate	$ 990,000

In addition to the facility-related costs, there will be other costs which will be incurred should the project move forward. These include:

a.	Moving	$ 10,000
b.	Site or Contract for current program	330,000
c.	Supplies (8 x 10,000/room +)	100,000
d.	Overtime (Building Operations set up)	10,000
e.	Staff Opening/Closing Costs	
	Closing: (1 day x 25 persons @ $200/day Avg.)	5,000
	Opening and Inservice:	
	Principal/Secretary (10 days @ $450)	4,500
	Teachers/Aides (10 days @ $200x26)	52,000
	Assistant Principal (10 days @ $365)	3,650
	Total: Other Costs Estimate	$ 515,150
	TOTAL OF FACILITIES AND OTHER COSTS	$ 1,505,150

3. The administration was also requested to provide census information related to the number of young children. The following information is provided:

Census Tract	Age 3	Age 4	Age 5	Total
#58*	37	49	45	131
#57	41	28	25	94
#59	68	79	97	244
#51	66	64	75	205
#53	33	24	33	90

**Census Tract #58 is where 68th Street School is located.*

4. The Administration was requested to provide some possible options for an early childhood program. The Administration recommends an Early Childhood Center for Developmentally Appropriate Practices, based on the successful Starms Early Childhood Center.

The Early Childhood Center for Developmentally Appropriate Practices will be an innovative early childhood site serving 300 children ages three, four, and five in ungraded, multi-age groups.

The program would use the High/Scope philosophy/program, which provides:

- a nurturing learning environment with active parental involvement; hands-on, developmentally appropriate learning practices whereby children develop critical thinking and problem-solving skills, independence, and high self-esteem for life-long learning;

- a family/team approach which facilitates the integration of a substantial exceptional education component and allows the teachers to teach in teams; and
- an ethnically diverse, city-wide population of students.

The Early Childhood Center for Developmentally Appropriate Practices would provide a quality preschool program including multicultural experiences in an anti-racial, anti-biased environment.

The core of the program would require the acquisition of specialized supplies and educational materials that support the High/Scope approach, such as manipulatives, collections of books that reflect racial and cultural diversity, science materials, computers, audiovisual materials, maps, globes, and reference materials, as well as professional reference materials.

The High Scope program is recommended based on the 27-year longitudinal data which shows that:

- attendance in the program resulted in higher scores on achievement tests and a significantly higher level of schooling completed (12th grade or higher);
- for every $1 spent on the preschool program, more than $14 is saved on later costs for special education or retention;
- for every $1 spent on the preschool program, more than $7 is saved on later costs related to welfare and crime.

Committee Recommendation

Your Committee recommends that the administration include up to $1,505,150 in the FY98 budget to open the proposed Early Childhood program and relocate the 68th Street program; and that the administration further identify costs that must be included within the FY97 budget to assure a timely opening of the Early childhood program and relocation of the 68th Street program.

* * * * *

(Item 9) Action on a Recommendation to Enter into a Contract with the YMCA for the Operation of a Youth Village

Administration's Analysis

1. The legislature has appropriated $232,000 annually for the creation and operation of a residential Youth Village program. The program is designed to provide an alternative education experience for pupils whose home or social environment impedes their educational progress and who are functioning below their grade level in basic academic skills, are behind in academic credits or have poor attendance or grades.

2. The students would receive occupational training, academic instruction and personal support services.

3. The program is designed to be operated by a non-profit corporation which would receive a state grant, provide a residential facility for the students and arrange for the educational program and support services.

4. Any school board is authorized to contract with the grant recipient for the participation of pupils enrolled in the school district.

5. The Metropolitan Milwaukee YMCA has received state grants for the creation and operation of a residential Youth Village program. The YMCA's long term goal is to create a campus capable of serving 200 students.

6. The YMCA has proposed to contract with MPS for the initial participation of six MPS 7th and 8th grade students in 1996-97. The six students would be housed in Brown Deer. The educational instruction will be provided by Urban Day School until the campus model is fully developed.

Strategic Plan Compatibility Statement

7. Approval of this proposal would be consistent with the strategic plan as it would provide another voluntary educational program in a setting designed to address a student's educational and social needs in a comprehensive manner.

Statute, MPS Policy, or Board Rule Implication Statement

8. As this would be the first Youth Village contract, approval of this proposal sets a precedent which may be expanded in the future.

Fiscal Impact Statement

9. The cost to MPS would be $5,500 per student per year itemized as follows:

	Cost
Urban Day Tuition	$3,200
Materials and Supplies	400
Field Trips	200
Work Skills Initiative	1,700
Total Per Student	$5,500
Total for Six Students	$33,000

Implementation and Assessment Plan Statement

10. An implementation and assessment plan would be developed in conjunction with establishing the parameters of the contract. The plan would address issues such as how students will be chosen, parental/guardian consent, administration of WSAS assessments, performance assessments, and other accountability measures, and other issues related to the program.

Committee Recommendations

Your Committee recommends:

1. That the Board authorize the administration to enter into a contract with the YMCA for the initial participation of six MPS 7th and 8th grade students in 1996-97, with the six students to be housed in Brown Deer and the educational instruction to be provided by Urban Day School until the campus model is fully developed.

2. That the Board authorize the expenditure of $33,000 for the students in the Youth Village Program

3. That the Board authorize the administration to engage in contract negotiations regarding implementation and assessment of the program.

* * * * *

(Item 10) Action on Resolutions 9697R-034 by Director Bills to Develop a Neighborhood Cluster Model Feeder System and Planning Body and 9697R-035 by Director Bills Regarding School Representatives Serving on a Cluster Council and Newly Constituted Parent Leadership Academy

Background

1. At its October 2, 1996, Agenda Planning meeting, the Board scheduled the following two resolutions for hearing before the Innovation and Reform Committee in November, 1996.

Resolution 9697R-034, by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K- 12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS. The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year, and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwriting expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools. encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That the Board direct the administration to bring a neighborhood (6040) cluster model feeder system and planning body to the Board for public hearing and action in September, 1996.

Resolution 9697R-035, by Director Bills

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwriting expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle

class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That each school elect a representative to serve on a cluster council and that each cluster council elect a representative to serve on a newly constituted Parent Leadership Academy.

Administration's Analysis

1. These resolutions propose establishing a structure and process to enable groups of schools to form Clusters as a means to provide increased services to the school community and to increase parental involvement in school decision-making and governance.

For this analysis, a "Cluster" is defined as a number of schools, including high school(s), middle school(s) and elementary feeder schools.

2. The goals of the Cluster model will be to:

1) Increase the representation of parents and enhance their capacity to participate in educational and structural decision-making in their child's school and Cluster.

2) Improve collaboration and cooperation among cluster schools and build capacity to deliver educational programs and services that parents and students desire.

3) Improve the continuity of instruction and provide for a more efficient use of human and financial resources.

4) Enhance the coordination and collaboration among schools and community and other governmental agencies in the providing of human services.

5) Establish a broad-based structure and process for developing parental leadership as well as disseminating information to parents within the cluster and district-wide.

6) Provide information to the Superintendent regarding identification and possible solutions to cluster issues.

3. Schools will have the option of joining a Cluster model. The Department of Leadership Services, working with the Parent Service Center, will provide leadership in governance and decision-making to parents as a major component of the Cluster structure.

4. The proposed Process/Timeline for establishing Clusters is as follows:

November 1996:	Board approves the Cluster concept.
December 1996:	Proposal presented to Principals, Parent Group Leaders and other parental organizations.
January 1997:	The Department of Leadership Services, with input from the Parent Service Center, will provide guidelines on implementing the Cluster concept.
February 1997:	Clusters are identified and meetings held to identify issues, needs, and possible costs.
March 1997:	Training related to various school and district issues and policies is provided to staff and parents as needed, under the direction of the Department of Leadership Services.

Strategic Plan Compatibility Statement

5. The process and timeline outlined in the administration's analysis support the Board's objective of Parent Support and Involvement and Community Support and Involvement.

Statute, Board Policy or Rule Statement

6. These procedures are consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

7. Fiscal support for this effort will be needed. It is recommended that $10,000 be available to each of fifteen clusters, for a total of $150,000. These funds would be transferred to appropriate accounts from the Contingent fund. The Clusters would identify their fiscal needs and determine how the funds would be spent.

Implementation and Assessment Plan

8. The activities of the Cluster schools can be reported to the Board on an annual basis. A sunset provision can also be enacted.

Committee Recommendations

Your Committee recommends that the resolutions be placed on file.

* * * * *

(Item 11) Action on Resolution 9697R-036 by Director Bills Regarding Neighborhood Cluster Schools Providing Before and After School Programs and/or Summer Programs

Background

At the meeting of the Innovation/School Reform Committee on August 13, 1996, the Board of School Directors requested an analysis of the following resolution by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform; unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Exiting day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and hand wringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle

class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That neighborhood clusters meet in October, 1996, to determine which school would provide before and after school programs and/or summer programs based upon a needs assessment.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?
   A. Determine what level(s) of schools are to be targeted for clusters to provide before/after school programs and summer programs, i.e., elementary, middle, K-8, high school, or combination.
   B. Determine what constitutes a cluster.
      - Schools that lie within a certain feeder pattern of elementary, middle, and high schools as determined by the district.
      - Schools that lie within the 17 neighborhood strategic planning areas developed by the Community Block Grant Administration, i.e., Mid-town Neighborhood Strategic Area #12, Metcalfe Park Neighborhood Strategic Area #8, United Community Neighborhood Strategic Area #4.
      - Schools that want to initiate own cluster, i.e., Sherman Park Neighborhood School-Community Integration Cluster which includes Hi-Mount, Steuben, Roosevelt, 53rd Street, Sherman, Townsend, and Washington High School.
      - Schools that want to be part of an independent cluster and organize own before/after school program, i.e., Thoreau.
   C. Determine the composition of the Planning Committee for each cluster, i.e., principals, teachers, school and neighborhood parents, engineering staff, educational assistants, safety aides, PTA's, PTSA's PTO's, community agencies.
   D. Have each Planning Committee develop a needs assessment instrument to survey its respective neighborhoods to determine what type of program is needed during the school year and the summer.

   E. Determine which school(s) or community facilities are most conducive to providing the type of program desired. Keep in mind the availability of dedicated space and storage areas for the program.

   F. Brainstorm "volunteer" and "paid" staffing resources available to conduct the program, i.e.,
      - High school students interested in volunteering for community service.
      - Students from New School for Community Service.
      - Senior adult volunteers.
      - Educational assistants who could work new staggered shifts from 7:30 AM - 2:30 PM or 10:30 AM - 6:00 PM to meet program needs.
      - Community residents.
      - School staff.
   G. Determine budget needed to make program operable.

   H. Determine sources of funding for program, i.e.,
      - Grants
      - Fees based on sliding fee scale determined by family income.
      - Acceptance of third party payments from GATES Program/County Program and direct payments to schools who have approved voucher numbers.
      - School Board designated monies.
      - W-2 monies available for child care.

- Designated funds from the state lottery, e.g., State of Georgia.

I. Negotiate new contract language with unions where needed, e.g.,

- Starting/ending hours for engineers based on needs of parents.
- Different shifts and maximum hours for educational assistants to cover before and after school programs where needed.
- Different shifts for safety aides to cover before and after school programs where needed.

J. Determine transportation issues related to type of program needed, i.e., how child gets to site chosen for program:
Scenario #1: Parent drops off or child walks to selected site in AM. Child gets bussed from before-school site to assigned school and bussed back from assigned school to after-school site. Parent picks child up or child walks home at predetermined time.
Scenario #2: Child gets bussed to assigned school and participates in before-school program. Child stays in after school program at assigned site and gets bussed to nearest corner to home or parent picks up at assigned school.
Scenario #3: Child gets bussed to selected before-school site in AM. Child gets bussed from before-school site to regular assigned school and bussed back to after-school site. Child gets bussed from after school site to nearest corner to home or parent picks up.
Scenario #4: Child gets bussed from home to regular assigned school and bussed back to selected after-school site. Child gets bussed from after-school site to nearest corner to home or parent picks up.

K. Determine safety/security issues related to program hours.

2. What are suggested timelines for implementation of resolution?

November	Resolution approved by Board.
December/January	Determine what constitutes a cluster. Develop and initiate cluster planning groups. Visit current extended day models.
February	Develop and implement needs assessment of cluster neighborhoods. Determine cluster program based on needs assessment and facilities to be utilized. Determine budget for program.
April	Review union contracts and develop Memorandums of Understanding if needed. Review transportation procedures related to program needs.
May	Seek collaborative funding and grants.
August	Implement Program
December	Evaluate program.

The Planning Committee from each cluster should visit each of the options currently available for before- and after-school and summer programs and evaluate programs regarding days, hours, staffing, activities, and cost based on number of participants. Visitations prior to developing a needs assessment are recommended so that specific questions can be addressed in the survey.

The programs are:

- Brown Street Extended Day Model
- Camp Thoreau Model
- Lancaster After School Recreation Program (ASRP) Model
- Manitoba Kids Club Model
- Congress Year-round School Model
- Summer Recreation Enrichment Camp (Summer Model)

Past surveys of need for child care are available for review:

- Survey of UW-Extension and MPS Recreation — November 1989
- School Age Child Care Recreation Survey — June 1990
- Four C's — Child Care Study
- Thoreau Neighborhood Survey — September 1993
- MPS — Before and After School Child Care Parent and Principal Survey — October, 1994

3. What are the implications if resolution is adopted?

A. Are significant policy questions involved?

- Current transportation policies need to be reviewed based on type of program desired in each cluster.
- Question of whether public schools can charge a "user fee" for before/after-school programs/child care needs to be addressed. Programs may need to be offered as "recreation/enrichment programs/camps, or kids clubs, not "child care" which has more stringent certification standards.
- If public schools can provide "child care", are teachers automatically certified or is further training needed?
- Are there other certification standards MPS would have to meet as a child care provider?

B. Is a city attorney's opinion required?

- To be determined at a later date based on policy changes and type of programs anticipated.

C. Is there significant staff time to implement?

- A minimum of one (1) full-time extended-day coordinator would be needed to work with clusters through entire process. Estimated cost: $53,000 plus fringe benefits.

D. Is an assessment plan needed?

- A needs assessment with extensive input from school parents and neighborhood residents is needed to determine the type of program desired during the school year and during the summer.

Committee Recommendation

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 12) Action on a Recommendation to Adopt a Resolution Endorsing Charter School Planning and Implementation Grants and Authorization for the Superintendent to Execute Applications to DPI for Planning and Implementation Grants

Administration's Analysis

1. The Department of Public Instruction has been awarded $825,000 in federal charter school program funds for the period October 1, 1996-September 30, 1997, to assist with the implementation of charter schools in Wisconsin and to provide funds for planning grants to school districts that wish to support the efforts of groups seeking to develop a charter school. School districts may submit applications on behalf of the school board or on behalf of community-based planning groups.

2. Approximately two-thirds of the funds ($525,000) will be awarded in implementation grants to existing charter schools. Applications submitted for these funds must be accompanied by a district school board letter of support.

3. Planning grants of up to $25,000 per school are available for development of a charter school proposal, including related training, materials and expenses. Receipt of any planning grant would require a letter of endorsement and support from MPS; and MPS would be the fiscal agent for the planning grant. MPS would will not be required to establish a charter school as a result of endorsing any entity for which a planning application is submitted.

4. The administration wishes to pursue planning grants to assist Downtown Montessori School and HR Academy with their planning for the 1997-98 school year. In addition, the because Highland Community School is in their first semester of implementation, the administration wishes to pursue an application for an implementation grant on behalf of Highland Community School.

5. All grant applications must be submitted by December 20, 1996. Given this short timeline, the administration would work with these schools as expeditiously as possible to meet the deadline.

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 assuring 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.

9. It should be recognized that staff time will be required to assist in the submission of the grant applications and to serve as fiscal agent. The amount of staff time that will be required cannot be determined at this time. The administration will keep track of the time expended by staff to support this initiative for future reference.

Implementation and Assessment Plan Statement

10. Upon approval of the recommended resolution 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. The applications, along with the adopted resolution will be submitted to the DPI no later than December 20, 1996.

11. Should DPI approve any applications, the administration will act as fiscal agent, as specified in the grant guidelines and application form.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolution:

WHEREAS, the Department of Public of Instruction (DPI) has been awarded $825,000 in federal charter school program funds for the period October 1, 1996-September 30, 1997, to provide funds for planning and implementation of charter schools; and

WHEREAS, DPI guidelines permit school districts to submit applications on behalf of the school board or on behalf of community-based planning groups; and

WHEREAS, Highland Community School received a charter school contract from MPS to commence its charter school in the fall of 1996-97 and is currently implementing said contract; and

WHEREAS, Downtown Montessori School and HR Academy have been endorsed by the Milwaukee School Board for charter school contracts for the 1997-98 school year; now therefore be it

RESOLVED, that the Milwaukee Board of School Directors does hereby endorse grant applications for these schools, community-based planning groups, and other schools, and authorizes this resolution to accompany said applications to serve as a letter of support; and be it

FURTHER RESOLVED, that the Superintendent and Board Clerk are authorized to sign grant applications for submission to the DPI no later than December 20, 1996.

* * * * *

(Item 13) Status Report on Reconstituted Schools and Schools Undergoing a Refocus of their Educational Programs

Your Committee reports having received the following status report from the Superintendent. More detailed information has been attached to the minutes of your Committee's meeting of November 12, 1996.

Administration's Report
At its meeting on May 29, 1996, the Board approved the Educational Plans for the six reconstituted schools. The six schools are:

Madison High School
North Division High School
South Division High School
Andrew Douglas Community Academy (formerly Parkman Middle School)
Malcolm X Academy
Henry L. Palmer Elementary School

In addition to these six schools, 19 schools are currently undergoing a review/refocus of their educational programs.

The following activities have occurred to support the schools:

- A Change Team was appointed by the Superintendent.
- Town hall meetings for community input regarding reconstituted schools were held.
- School leadership teams were appointed.
- Interim Governance Councils were established for each reconstituted school.
- School planning teams were identified.
- Information was provided to parents and students during the School Selection Process.
- A 1996-97 Educational Plan including system and school-based accountability measures was developed and implemented at each school.
- Ongoing support was provided by Central Services personnel to schools.
- The Department of Leadership Services continues to support the reform via leadership roundtables, site visits, and review of educational plans and accountability measures.

One-time start-up costs were provided during FY96 to the six reconstituted schools. An additional $419,000 including employee benefits as budgeted was distributed to the six reconstituted schools in the FY97 school budgets for staff development and other activities consistent with their Educational Plans.

Support will continue to be provided to reconstituted and refocused schools by the Superintendent and Deputy Superintendent, the Department of Leadership Services, and other Central Services staff. Implementation of each school's Educational Plan and their Accountability data will continue to be monitored.

A current update of each reconstituted and refocused school's progress to improve the educational program and student achievement is attached.

* * * * *

Separate consideration having been requested of Items 3, 10 and 11, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 3, relating to procedures for electing parent representation, having been set aside for separate consideration, Director Braun moved to adopt the report.

Director Sinicki moved to amend by adding the following language:

> That the Board authorize the Superintendent to negotiate an extension of SBM with the MTEA until the end of the current school year to allow current SBM schools to finish out the school year. SBM would then sunset at the end of the current school year.

The amendment prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—6.

Noes—Directors Johnson and Todd—2.

The question being on adoption of the report as amended, it was adopted, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—6.

Noes—Director Todd—1.

Voting "present"—Director Johnson—1.

Items 10 and 11 having been set aside for separate consideration, Director Braun moved to lay the items over to the December Board meeting.

The motion to postpone consideration prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Johnson, O'Neil, Sinicki, Small, 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) Action on Communication 9697C-010 from Jeanne Stewart Regarding the District's Transportation Policy

Communication

At its meeting on October 30, 1996, the Board referred communication 9697C-010 from Jeanne Stewart to the Accountability/Audit Committee.

The communication, a copy of which has been attached to the minutes of your Committee's meeting of November 13, 1996, requests the opportunity to address the Committee regarding difficulties the author has had in securing transportation for her son.

Your Committee reports having given hearing to Jeanne Stewart and other interested parties.

Committee Recommendation

Your Committee recommends that the Board direct the administration to conduct an analysis of transportation calls and to bring a report to the Committee in January, with recommendations for improving customer satisfaction.

* * * * *

(Item 2) Action on Communication 9697C-011 from Dennis Redovich Regarding Selected Research for Presentation to the Board

Communication

At its meeting on October 30, 1996, the Board referred communication 9697C-011 from Dennis Redovich to the Accountability/Audit Committee.

The communication, a copy of which has been attached to the minutes of your Committee's meeting of November 13, 1996, requests the opportunity to address the Committee regarding selected research for presentation to the Board.

Committee Report

Your Committee reports having given hearing to Dennis Redovich and other interested parties.

* * * * *

(Item 3) Review of the District's 1995-96 Report Card and Action on Recommendations to Modify District Standards for 1996-1997

Administration's Analysis

1. At the meeting of the Accountability/Audit Committee on October 9, 1996, the Administration presented a review of the accountability measures included in the MPS 1995-96 Report Card, as well as the accountability measures for evaluating school performance for the 1996-97 Accountability and Reporting System. The Office of Board Governance (OBG) prepared a list of questions pertaining to the 1996-97 Accountability and Reporting System and also provided an overview of the detailed scope and objectives for the School Financial and Performance Audits to be conducted by OBG.

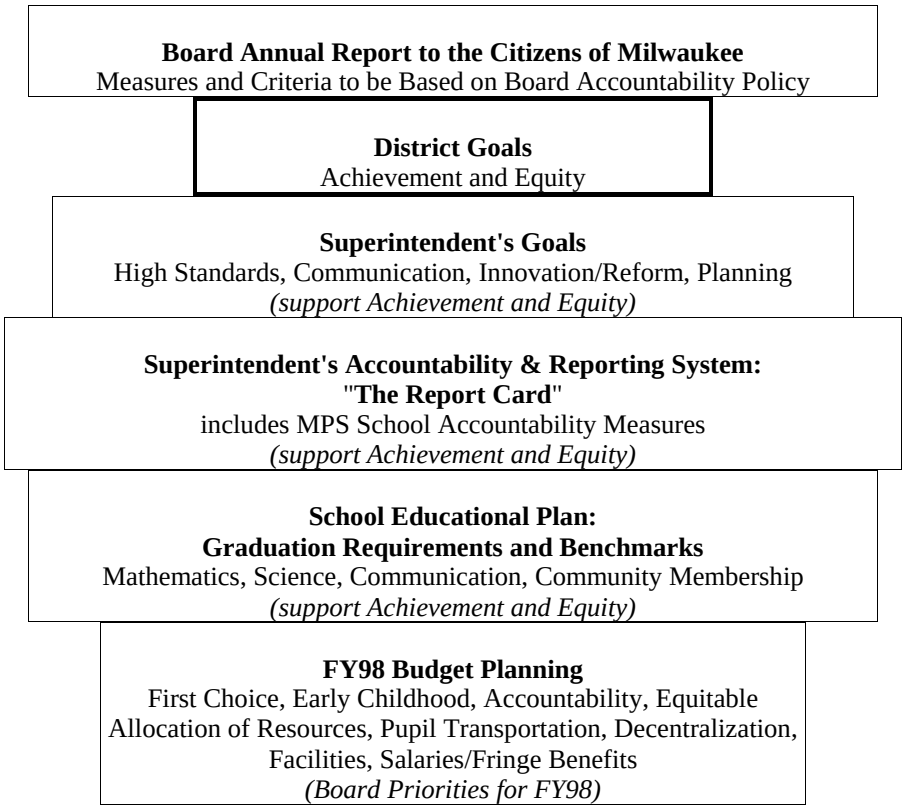
2. The item, REVIEW OF THE DISTRICT'S 1995-96 REPORT CARD AND POSSIBLE ACTION ON DISTRICT STANDARDS, was held in committee. The Administration and Office of Board Governance were asked to bring back to the Committee an alignment of the MPS Report Card, the school educational plan, and the Accountability and Reporting System that will be reflected in the audit scope and objectives for the School Financial and Performance Audits. The Administration was also asked to bring back to the Committee recommendations for raising district standards.

3. The comparison in the accompanying table is presented in order to show the alignment and the comparability of the measures used to evaluate school performance in 1995-96 and in 1996-97.

4. The Office of Board Governance is presenting the school performance measures to be reviewed by the Office of Board Governance in the conduct of School Financial and Performance Audits.

5. At the Accountability/Audit Meeting on October 9, 1996, the Administration was asked by the Board to respond to a number of questions related to the MPS Accountability Plan. The responses are attached.

6. The following table illustrates how the Board's Annual Report to the Citizens of Milwaukee is related to the District Goals of Achievement & Equity and the Board's Accountability Policy. The Superintendent's Accountability and Reporting System to the Board and Community, including the accountability measures detailed in the District's Accountability Plan, is related to the Superintendent's and the District's goals as well as to the Board's budget priorities.



Three Tiers of measures will characterize the 1996-97 Report Card

7. Tier 1 Measures:

The six system-wide accountability measures are called Tier 1 Measures. System-wide measures are all based upon a performance level set by the district.

Tier 2 Measures:

For 1996-97, all schools will have the opportunity to select five school-based measures (from an identified menu or they can create their own) referred to as Tier 2 Measures. Each of these school-based measures must have identified quantifiable indicators to assess progress. At least two of these school-based measures must focus on equity objectives for educational achievement. Tier 2 measures accomplish the task of closing the achievement gap by allowing schools to select a goal of increasing a specified assessment for a defined group of students. Examples would include: increasing the ITBS math scores of Hispanic females, or increasing the MPS math proficiency test scores of African-American males.

The Tier 3 Measure is a narrative describing the unique elements of each school and communicating achievement in a qualitative, anecdotal way.

8. For 1996-97, schools will be evaluated upon their performance in meeting Tier 1 (system-wide) and Tier 2 (school-based) accountability measures. Tier 3 will provide a useful context for evaluating progress in each school. The report to the public for 1996-97 will highlight key trends in performance across grade levels and subjects.

Raising or Changing the District Standards

9. The Administration was asked to bring back to the Committee recommendations for raising district standards. The following standards have already been raised in the revised MPS Accountability Plan, which was approved by the Board on June 26, 1996.

Increases Made in Standards from 1995-96 to 1996-97:

- Writing Sample, Grade 5 - Score "4.0" raised to "6.0"
- GPA for middle school students with 90% Attendance - raised from 2.50 to 2.75
- Writing Sample, Grade 7 - Score "4.0" raised to "6.0"
- Writing Proficiency Exam, High School - added standard of 95% of seniors to demonstrate proficiency

Given the considerable work, wide input, and consensus on accountability measures to be used for 1996-97, and the collection of data for these measures that is now in progress, the Administration recommends that any further changes be presented to the Board in Fall, 1997, as part of the report on the Accountability Plan. The report will reflect the analysis of this year's accountability results by the Division of Research/Assessment and the Accountability Task Force. The administration recommends that these changes be made in conjunction with the revision of the *Education for the 21st Century* document where they would become part of the Board's new five-year goals.

Computing School Performance

10. For each system-wide measure, schools will receive either 0-2-4-6-8 or 10 points, based upon their specific performance level with the system-wide goal.

For each school-based measure, schools will be evaluated upon their percentage improvement from 1995-96 to 1996-97 (or from fall to spring), receiving either 0-2-4-6-8 or 10 points. Schools are charged with collecting the relevant indicator data to assess the degree of improvement.

Schools will not be classified into performance categories in 1996-97

11. For the last four years, schools have been classified in categories of *High Achieving*, *Improving* or *In Need of Improvement*, based upon the number of accountability measures showing improvement over the previous year. Given the changes in the 1996-97 accountability measures and the need to establish a base-line year, schools will not be classified into performance categories until 1997-98. The performance categories in 1997-98 will be: *Schools of Excellence, Schools of Achievement, Schools in Progress*.

Comparability of Accountability Measures in 1995-96 and 1996-97 Report Cards

12. In 1995-96, schools were evaluated by 6 accountability measures at the elementary level, 7 measures at the middle school level, 10 measures at the high school level and 12 measures at K-8 schools.

In 1996-97, schools at each grade level will be evaluated by 6 system-wide measures and 5 school-based measures, the latter chosen by each school. K-8 schools will be evaluated using one set of five school-based measures selected by the school, and the six system-wide elementary measures assigned to specific grades as follows: Grades K-6 -- elementary measures; grades 7+8 -- middle school measures.

Difference between Report Card and Accountability Measures

13. The MPS Report Card includes the accountability measures but also includes additional information about the district.

Many of the accountability measures used to evaluate schools in the 1995-96 Report Card will continue as system-wide measures in 1996-97. Some measures will not be used next year in the new Accountability and Reporting System, and some new measures have been added. In determining the measures to include in the Accountability Plan, the Accountability Task Force looked at which measures are most reliable and are focused on the four Board-approved graduation requirements.

Where system-wide measures are not being used as accountability measures in 1996-97, data will continue to be collected, analyzed and used by the district to improve the delivery of educational programs. Data will be reported in the Report Card. For example, the Report Card will include data on attendance, dropout data, and subtests of the WSAS that are not specific Tier 1 accountability measures. In addition, some of these measures have been chosen by schools for their Tier 2, school-based accountability measures.

The Administration is currently refining the data collection process, clarifying the definitions and descriptions of data collection, and developing a timeline for availability of data results.

School Financial and Performance Audits

14. At the Accountability/Audit Committee meeting on October 9, 1996, the Office of Board Governance provided the detailed scope and objectives of School Financial and Performance audits to be conducted this year.

These audits will address two primary areas: The first area will concentrate on the financial/compliance aspects of the school. The second area will address student performance measures and process outcomes, referred to in documents such as *Education For the 21st Century*, the *MPS Report Card*, the school's *Effectiveness/ or Educational Plans* and the *MPS Accountability Plan.*

Alignment of Report Card, Accountability Plan, and Audit Objectives

15. The accompanying table, "Alignment of the MPS Report Card/Accountability Plan Measures and the School Financial and Performance Audit Objectives," identifies the accountability measures and standards used and reported in the Report Card for 1995-96 and aligns these measures and standards with the measures and standards for 1996-97. The changes to the standards and measures were approved by the Board with the June 26, 1996, Board adoption of the revised Accountability Plan. The table also identifies which standards and measures were increased, decreased, or revised with the adoption of the revised Accountability Plan and reports on which measures will be included in the 1996-97 Report Card. The final two columns of the table report on the comparability of the measures and identifies those measures which will be reviewed as part of the school financial and performance audits.

Please note that, as the table indicates, the actual report Card will include more information than the accountability measures, such as additional information on demographics, statistics related to attendance , and testing data (e.g. WSAS subtests) not included in the system-wide accountability measures.

Alignment of MPS Report Card/Accountability Measures and School Financial and Performance Audits

Elementary Schools

			1995-96				1996-97					Com	Results
Grade level	Std.	Measure	District Standard	FY96 Perf.	Acctblty Measure	Report Card	Std	District Standard	Acctblty Measure	Report Card	Revised	para ble?	Subject to audit
Elem.	**1)**	Attendance	**K-5** increase to at least 95%	92%	Y	Y	**1)**	**Gr.1-5** increase to at least 95%	Y	Y	Y (changed)	N	X
3	**2)**	Wis. Reading Comp.	85% scoring above standard	77%	Y	Y	**2)**	85% scoring above standard	Y	Y	N	Y	X
4		WSAS-Reading	New test-std not determined	NA	[2]	[2]	**3)**	Standard to be determined [3]	Y	Y	Y-new	N	X
4		WSAS-Math	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4		WSAS-Language	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4		WSAS-Science	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4		WSAS-Social Studies	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4		WSAS-Writing-imag.	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4		WSAS-Writing-expr.	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4		WSAS-Writing-pers.	New test-std not determined	NA	[2]	[2]		Standard to be determined [3]	N	Y	new	N	X
4	**3)**	Writing-local sample	80% scoring 4 or better (max.8)	77%	Y	Y		65% scoring 6 or better (max.8)	N	Y	Y	N	X
5	**4)**	ITBS Math	50% scoring above nat. avg.	43%	Y	Y	**4)**	50% scoring above nat. avg.	Y	Y	N	Y	X
5	**5)**	Writing-local sample	80% scoring 4 or better (max.8)	"4"-95% "6"-32%	Y	Y	**5)**	65% scoring 6 or better (max.8)	Y	Y	Y (changed)	Y	X
5		Science-MPS assessment	New test-std not determined	NA	NA	NA	**6)**	65% scoring 6 or better (max.8)	Y	Y	new	N	X
	6)	Achievement gap	Reduce half of the gaps	54%	Y	Y		Reduce gaps	[1]	Y	Y	N	X

[1] Change to a Tier 2 (school-based) measures. At least two school-based measures must focus on equity for student achievement by closing the achievement gap for defined groups of students. School must set goals to be measured against.

[2] The 4th grade WSAS was administered on a voluntary basis in FY96. Statewide participation is required starting in FY97.

[3] DPI source indicated that although proficiency scores would be used, national percentile would also continue to be reported in FY97. As such, MPS could continue using comparable percentile

NA Not applicable

Middle Schools

			1995-96				1996-97					Com	Results
Grade level	Std.	Measure	District Standard	FY96 Perf.	Acctblty Measure	Report Card	Std	District Standard	Acctblty Measure	Report Card	Revised	para ble?	Subject to audit
6-8	1)	Attendance	Increase to at least 92%	86%	Y	Y	1)	Increase to at least 92%	Y	Y	N	Y	X
6-8	2)	GPA-90% attendance	Increase to 2.50 or more	2.70	Y	Y	2)	Increase to 2.75 or more	Y	Y	Y-increased	Y	X
6-8	3)	Habitual truancy	Reduce by 10%	26%	Y	Y		Reduce by	N	Y	Y-eliminated[2]	?	X
6-8	4)	Promotion	99% promoted	98%	Y	Y		Standard to be determined	N	Y	Y-eliminated[2]	?	X
7	5)	Writing-local sample	65% scoring 4 or better (max.8)	"4"-92% "6"-27%	Y	Y	3)	65% scoring 6 or better (max.8)	Y	Y	Y-increased	Y	X
7		Science-MPS assessment	New test-std not determined	NA	NA	NA	4)	65% scoring 6 or better (max.8)	Y	Y	new	N	X
8	6)	WSAS-Reading	50% exceed 50th Nat. %ile	28%ile	Y	Y	5)	Standard to be determined [3]	Y	Y	Y	N	X
8	6)	WSAS-Math	50% exceed 50th Nat. %ile	32%ile	Y	Y	6)	Standard to be determined [3]	Y	Y	Y	N	X
8	6)	WSAS-Language	50% exceed 50th Nat. %ile	29%ile	Y	Y		Standard to be determined [3]	N	Y	Y-eliminated[2]	N	X
8	6)	WSAS-Science	50% exceed 50th Nat. %ile	36%ile	Y	Y		Standard to be determined [3]	N	Y	Y-eliminated[2]	N	X
8	6)	WSAS-Social Studies	50% exceed 50th Nat. %ile	35%ile	Y	Y		Standard to be determined [3]	N	Y	Y-eliminated[2]	N	X
8	6)	WSAS-Writing-imag.	50% exceed 50th Nat. %ile	30%ile	Y	Y		Standard to be determined [3]	N	Y	Y-eliminated[2]	N	X
8	6)	WSAS-Writing-expr.	50% exceed 50th Nat. %ile	36%ile	Y	Y		Standard to be determined [3]	N	Y	Y-eliminated[2]	N	X
8	6)	WSAS-Writing-pers.	50% exceed 50th Nat. %ile	NR	Y	Y		Standard to be determined [3]	N	Y	Y-eliminated[2]	N	X
	7)	Achievement gap	Reduce half of the gaps	32%	Y	Y		Reduce gaps	[1]	Y	Y	N	X

[1] Change to a Tier 2 (school-based) measures. At least two school-based measures must focus on equity for student achievement by closing the achievement gap for defined groups of students. School must set goals to be measured against.

[2] Eliminated as a district-wide accountability measure. Results will be reported in MPS Report Card.

[3] DPI source indicated that although proficiency scores would be used, national percentile would also continue to be reported in FY97. As such, MPS could continue using comparable percentile data for FY97

NA Not applicable.

NR Not reported.

High Schools

			1995-96				1996-97					Com	Results
Grade level	Std.	Measure	District Standard	FY96 Perf.	Acctblty Measure	Report Card	Std	District Standard	Acctblty Measure	Report Card	Revised	para ble?	Subject to audit
9-12	**1)**	Attendance	Increase to at least 90%	76%	Y	Y		Increase to at least 90%	N	Y	Y[2]	Y	X
9-12	**2)**	GPA-all students	Increase to at least 2.0	1.65	Y	Y		Increase to at least 2.0	N	Y	Y[2]	Y	X
9-12	**3)**	GPA-90% attendance	Increase to at least 2.75	2.62	Y	Y	**1)**	Increase to at least 2.75	Y	Y	N	Y	X
9-12	**4)**	Habitual truancy	Reduce by 10%	63%	Y	Y		Reduce by 10%	N	Y	Y[2]	Y	X
9-12	**5)**	Dropoutrate-longitudinal	No more than 25%	36%	Y	Y		No more than 25%	N	Y	Y[2]	Y	X
9	**6)**	Algebra	75% passing first time	55%	Y	Y	**2)**	75% meet the requirement [1]	Y	Y	Y	[1]	X
10	**7)**	WSAS-Reading	50% exceed 50th Nat. %ile	43%	Y	Y	**3)**	Standard to be determined [3]	Y	Y	Y[2]	N	X
10	**7)**	WSAS-Math	50% exceed 50th Nat. %ile	37%	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X
10	**7)**	WSAS-Language	50% exceed 50th Nat. %ile	32%	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X
10	**7)**	WSAS-Science	50% exceed 50th Nat. %ile	33%	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X
10	**7)**	WSAS-Social Studies	50% exceed 50th Nat. %ile	37%	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X
10	**7)**	WSAS-Writing-imag.	50% exceed 50th Nat. %ile	41%	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X
10	**7)**	WSAS-Writing-expr.	50% exceed 50th Nat. %ile	42%	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X
10	**7)**	WSAS-Writing-pers.	50% exceed 50th Nat. %ile	NR	Y	Y		Standard to be determined [3]	N	Y	Y[2]	N	X

[1] The Algebra requirement is to span two semesters of Algebra. Some incoming students have already met this requirement in middle school. Others may repeat the first semester but not attempt the second semester. The meaning of the statistics has varied from school to school. The new statistic will track students to determine whether they have completed the Algebra requirement by the end of their first year in high school.

[2] Eliminated as a district-wide accountability measure. Results will be reported in MPS Report Card.

[3] DPI source indicated that although proficiency scores would be used, national percentile would also continue to be reported in FY97. As such, MPS could continue using comparable percentile data for FY97.

NA Not applicable.

NR Not reported.

High Schools

			1995-96				1996-97					Com	Results
Grade level	Std.	Measure	District Standard	FY96 Perf.	Acctblty Measure	Report Card	Std	District Standard	Acctblty Measure	Report Card	Revised	para ble?	Subject to audit
11	8)	Writing-MPS Proficiency	70% taking test will pass	48%	Y	Y	4)	60% of all Juniors will pass	Y	Y	Y (changed)	N	X
11	8)	Math-MPS Proficiency	70% taking test will pass	46%	Y	Y	5)	60% of all Juniors will pass	Y	Y	Y (changed)	N	X
12		Writing-MPS Proficiency	% passing	NA	N	N	4)	95% of all Seniors will pass	Y	Y	(3)	N	X
12		Math-MPS Proficiency	% passing	NA	N	N	5)	95% of all Seniors will pass	Y	Y	(3)	N	X
	9)	Adv. course enrollment	increase by 20%	77%	Y	Y		increase by 20%	N	TBD	Y(2)	N	X
		Science-MPS assessment	New test-std not determined	NA	NA	NA	6)	65% scoring 6 or better (max.8)	Y	Y	new	N	X
	10)	Achievement gap	Reduce half of the gaps	65%	Y	Y		Reduce gaps	(1)	Y	(1)	N	X

(1) Change to a Tier 2 (school-based) measures. At least two school-based measures must focus on equity for student achievement by closing the achievement gap for defined groups of students. School must set goals to be measured against.

(2) Eliminated as a district-wide accountability measure. Results will be reported in MPS Report Card.

(3) Separate 12th grade standards are new for FY97.

NA Not applicable.

Your Committee reports having scheduled discussion of the district's overall accountability plan for January, 1997.

Committee Recommendation

Your Committee recommends that, for the 1996-1997 school year, the accountability standards be amended as follows:

1. One hundred percent of all the students be required on the measures;

2. All items related to reducing the achievement gap become Tier 1 measures, at all levels; and

3. Percentiles be reported out along with proficiencies as long as DPI has the base data.

* * * * *

(Item 4) Action on a Recommendation to Adopt a Board Accountability Policy and Timeline

Background

At its meeting on October 30, 1996, the Board adopted the following resolution (9697R-049, Bills) and directed the Office of Board Governance to work with the administration to develop a policy statement, implementation plan, and timeline that would be brought back to the November 1996 Accountability/Audit Committee meeting:

WHEREAS, High standards are central to the district's reform efforts; and

WHEREAS, The Board has tried to focus on relevant policies that reflect the district's high standards; and

WHEREAS, Board Governance Policy 2.02 states that the Board will operate in all ways mindful of its trustee obligation to the people of the City of Milwaukee; and

WHEREAS, The administration has developed an accountability plan and school effectiveness plans; now, therefore, be it

RESOLVED, That the Board develop a policy to hold itself accountable to the taxpayers; and be it

FURTHER RESOLVED, That this accountability policy include timely FAM budget reports, MPS financial and performance audits of schools and audit standards, a revised Report Card; school accountability plans, school selection data, and school facilities standards; and be it

FURTHER RESOLVED, That the Board develop an accountability plan and timeline to implement the policy.

Proposed Policy

Accountability

The Board will hold itself accountable to the citizens of Milwaukee for its governance of the district. In order to achieve this, the Board shall monitor the district's performance on a timely basis and provide an annual report to the citizens of Milwaukee.

In monitoring the performance of the district, the Board shall utilize: the finance analysis model reports, financial and performance audits of schools and audit standards, annual report card,

district

accountability plans and the school educational plans, school selection data and school facilities standards.

In its annual report to the citizens of Milwaukee, the Board shall report on the district goals, using measures and criteria related to these goals, such as: reading, writing and mathematics at each level, attendance, dropout rate, graduation rate, grade point average, number of advanced courses offered by high schools, closing the racial and gender gaps, fiscal data and outcomes for students exiting MPS.

The annual report to the citizens of Milwaukee shall be issued no later than September 30.

Proposed Timeline

Timeline for Reports to Monitor Performance

	FAM Reports	**School Audits**	**School Account. Plans**	**School Selection Data**	**School Facilities Standards**
May	X	X			X
June		X			X
July					
August	X		X		
September			X		
October		X			
November	X	X			
December		X			
January		X			
February	X	X			
March		X		X	
April		X		X	

Committee Recommendation

Your Committee recommends that the policy and timeline be adopted.

* * * * *

(Item 5) Report on the Finance Analysis Model Format

Committee Report

Your Committee reports having received the following information from the Superintendent regarding the Finance Analysis Model:

At its meeting on October 30, 1996, the Board referred a report on the district's year-end position in the Finance Analysis Model format to the Accountability/Audit Committee for further review. Board members were furnished with an executive summary of the report, and the full report is available in the Board meeting room.

The District's preliminary FY96 year-end position in the Finance Analysis Model (FAM) format has been completed and is now available to Board members. This package of information found in the Boardroom includes various district-wide summary reports as well as detailed individual school reports.

Coopers & Lybrand has completed Beta testing of their system, which has been renamed to ***In$ite — The Financial Analysis Model For Education.*** Coopers & Lybrand's national unveiling of the firm's "shrink wrapped" version of FAM occurred at the U.S. Chamber of Commerce in Washington, DC, this month. Milwaukee Public Schools was featured as the nation's largest implementor of the FAM system. The District was represented by Mr. Humberto O. Molina, Jr., who also represented the District at the Pennsylvania Education Policy Network — Issues Seminar sponsored by the Education Commission of the States. While focused on state issues, MPS was a member of a select group of national participants; again, featuring the District as a major implementor of FAM.

* * * * *

Separate consideration having been requested of Item 3, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 3, relating to the district's report card and district standards, having been set aside for separate consideration, Director Todd moved that the administration bring back to the Board, by May, 1997, any recommendations for changing accountability standards for 1997-98, and that, as the plan approved in June provides, the Accountability/Audit Committee receive a progress report at the January meeting, and that the administration poll Board members to receive their suggestions and/or concerns and that these suggestions and concerns be forwarded to the Accountability Task Force to be used as it carries out its activities prior to bringing forth its recommendations for Board consideration in Spring, 1997.

The motion prevailed, the vote being as follows:

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

Noes—none.

Temporarily absent—Director Todd—1.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gardner 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 Timetable for Updating the Education for the Twenty-First Century Document

Administration's Report:

At the October 28, 1996, meeting of the Strategic Planning and Budget Committee, an informational report regarding the review of the Education for the 21st Century document was presented.

At the meeting, the superintendent indicated that a report on the budget priorities covering FY 96 - FY 98 would be presented at the November 20, 1996, Strategic Planning and Budget Committee meeting to provide an update on the implementation of the Board's goals as well as to serve as an interim update of the Education for the 21st Century document. The report on the budget priorities is included in this evening's agenda materials.

The Committee directed the administration to develop a timetable for the revision of the Education for the 21st Century document following adoption of the FY 98 budget in preparation for the development of the FY 99 budget. The timetable is as follows:

October 28, 1996	The Board directed the administration to revise the Education for the 21st Century document.
January, 1997	Update document to reflect new initiatives begun since 1994, progress with educational reform efforts, and the new accountability standards in the revised MPS Accountability Plan.
February-March 1997	Obtain input from various constituencies on the revised draft, i.e., — school principals and assistant principals — teacher representatives — Accountability Task Force — Superintendent's Cabinet — Village Partnership group — central services employees — business, governmental, and community sectors.
April, 1997	Revise the document based on input received as well as to reflect the priorities included in the Board-adopted FY 98 budget.
May, 1997	Submit the revised document to the Board's Innovation and School Reform Committee for review and hearing.
May or June, 1997	Board action on the revised document. Following adoption, distribute revised document to schools prior to the end of the school year, if possible.
July-August, 1997	The Board uses the revised document in their strategic planning process during the summer.
September, 1997	Based on accountability data from the 1996-97 school year, additional recommendations to change accountability measures in the MPS Accountability Plan may be submitted to the Board's Accountability and Audit Committee.
October, 1997	Revise the document to incorporate any changes to the MPS Accountability Plan and accountability measures. Distribute the revised document to schools.

Committee Recommendation

Your Committee recommends that the timetable be approved.

* * * * *

(Item 2) Action on Recommendations with Respect to Bonding Authority for FY98 Capital Projects

Administration's Analysis

1. At its agenda setting planning meeting on November 6, 1996, the Committee Chair of the Strategic Planning and Budget Committee requested that the five-year capital plan be discussed at the

November 20, 1996, committee meeting and action taken at their December 11, 1996, meeting. This would give the Administration adequate time to coordinate planning with the City.

2. On September 4, 1996, the Board approved a five-year capital plan to be presented to the Mayor for consideration in the City's 1997 budget. The plan is attached.

3. The intent of this plan was to provide the city with our short-term priority capital needs and ensure funding in 1997.

4. Subsequently, staff from Milwaukee Public Schools and the Mayor's Budget Office met to discuss City funding for the first year of the plan. These meetings resulted in revised funding for 1997. Both the Mayor and Superintendent agreed to the changes for calendar year 1997. The revised plan is also attached.

5. City Council action on their budget is scheduled for November 8, 1996. Milwaukee Public Schools staff and City Budget staff will begin a series of coordinating and planning meetings to develop the necessary information and time lines for the 1998 budgets of the City and Milwaukee Public Schools.

6. The five-year plan approved by the Board on September 4, 1996, contains several multi-year projects. Funds within the five-year plan can be adjusted on an annual basis to meet the cash flow needs of priority projects. Funding to begin planning these projects is provided in 1997 allocations. Based upon this planning and required Board approval of bidding plans and site acquisition, the Administration will work with the City to ensure funding in 1998 and beyond, if necessary.

Committee recommendations

Your Committee recommends:

1. That the Board review and give approval to move forward on the proposed capital projects for 1998.

2. That the Administration continue to work with the City Budget Office in a coordinated effort to ensure funding for these capital projects.

* * * * *

(Item 3) Action on a Request to Purchase a Site for the Wisconsin Conservatory for Lifelong Learning

Committee Recommendation

Your Committee recommends that the Board authorize the Superintendent to request that the City of Milwaukee Real Estate Agent negotiate and, upon satisfactory conditions of purchase, make an offer to purchase to the Northwestern Mutual Life Corporation for the former Coca-Cola Warehouse on 27th and Silver Spring Drive to be a permanent site for the Wisconsin Conservatory of Lifelong Learning; and that this offer be contingent upon the following:

1. That the Polacheck Company not represent MPS in negotiating the purchase price, contingencies, or other considerations regarding this purchase;
2. That the City secure satisfactory reports regarding the site from the Wisconsin Department of Natural Resources and other agencies that may be involved;
3. That the purchase secure the approval of the City of Milwaukee Common Council Committee of Zoning and Appeals and of the Common Council; and
4. That the final offer be brought back to the full Board for approval at the earliest possible meeting, with opportunity for public hearing.

* * * * *

Separate consideration having been requested of Item 3, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 3, relating to the purchase of a site for the Wisconsin Conservatory of Lifelong Learning, having been set aside for separate consideration, Director Sinicki moved that the Board retire to executive session, under the provisions of Wis., Stats. 19.85 (1) (e), to consider the purchase of public lands.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:11 PM.

The Board reconvened in open session at 7:32 PM.

Director Johnson moved to refer Item 3 back to the Strategic Planning and Budget Committee.

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

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

Noes—None.

Temporarily absent—Director Todd—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented eleven 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 October 28 at 10:00 A.M.; October 30 at 9:30 A.M.; November 7 at 2:00 P.M.; November 11 at 9:00 A.M. and 2:00 P.M.; November 14 at 9:30 A.M. and 2:00 P.M.; November 18 at 9:00 A.M., 11:00 A.M., and 2:00 P.M.; and November 19 at 11:00 A.M

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

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

Noes—None.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Proposed Legislation Regarding Accountability of Non-Religious Private “Choice” Schools

Administration's Analysis

1. At the meeting of the Board of School Directors held September 25, 1996, the Administration was directed to seek agreement with the Department of Public Instruction on proposed legislation to improve fiscal and academic accountability on non-religious "Choice" schools, and strengthen the role of DPI in monitoring schools participating in the "Choice" program.

2. The Administration was also directed to submit the agreement reached with DPI to the MPS Board prior to adoption as part of the MPS Legislative Package.

3. The 1997 DPI budget request addresses the issue of accountability of the "Choice" program by including the following provisions:

- Require participating private schools to have a formal governance structure.
- Allow the state superintendent to conduct on-site membership or financial audits.
- Require "Choice" students to participate in statewide assessments.
- Change tuition payment dates to coincide with equalization aid payments.

4. The Superintendent supports the DPI provisions and recommends their addition to the MPS Legislative Package.

Strategic Plan Compatibility Statement

5. While this specific proposal is not directly related to the Strategic Plan, its adoption would support MPS efforts to achieve maximum value for MPS funds.

Statute, MPS Policy, or Board Rule Implication Statement

6. This proposal calls for a statutory revision in an area not addressed by MPS Board policy or Board rule.

Fiscal Impact Statement

7. Imposition of more stringent accountability measures in the Choice schools should result in more accurate monitoring of them by DPI. Any overpayments which may otherwise have occurred may be prevented in the future. As a result, the reduction of MPS aid may be reduced.

Implementation and Assessment Plan Statement

8. The accountability measures could be implemented immediately upon enactment of the legislation.

Superintendent’s recommendation

That the Board approve the addition of the following DPI budget provisions regarding accountability of "Choice" schools to the MPS Legislative Package:

- Require participating private schools to have a formal governance structure.
- Allow the state superintendent to conduct on-site membership or financial audits.
- Require "Choice" students to participate in statewide assessments.
- Change tuition payment dates to coincide with equalization aid payments.

* * * * *

Director Braun moved to refer the matter to the Legislation, Rules and Policies Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Todd and President Fisher—5.

Noes—Directors Johnson, Sinicki and Small—3.

(Item 2) 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

Fritsche Middle School

Craf-Tron Electric Inc.
Low bidder, Base Bid of $65,450 plus $7,900 for Mandatory Alternate Bid 2 and $6,330
for Mandatory Alternate Bid 3 to provide additional electrical outlets for a total contract
of $79,680

ELECTRICAL/CABLING WORK

Riverside High School

Craf-Tron Electric Inc.
Low bidder, Base Bid of $57,900 plus $2,100 for Mandatory Alternate Bid 1 to provide all painting work as indicated for a total contract of..... $60,000

VARIABLE FREQUENCY DRIVE/MOTOR REPLACEMENT

Robinson Middle School

Mared Mechanical
Contractors Corporation
Low bidder, Base Bid of $62,700

ARCHITECTURAL DESIGN SERVICES

Roosevelt Middle School of the Arts

Engberg Anderson, Inc.
To provide design services at 5.3% of the construction cost, estimated at $7,000,000
for a total estimated contract of..... $349,800

Rufus King High School

Plunkett Raysich Architects
To provide design services at 5% of the construction cost, estimated at $9,000,000 for a total
estimated contract of $450,000

Authorization to Make Purchases

B-5195 Exit Devices (F & M)

Recommend award to low bidder, La Force, Inc. at a total of $98,997.00 less 2% 10 days.

B-5189 7 Panel Van Vehicles (F & M)

Recommend award to Bob Fish Pontiac, Cadillac, GMC, Inc. on their main bid totaling $128,583.00. Their alternate low bid did not meet the minimum weight required in our specification.

B-5190 2 Stake Bed Truck Vehicles (F & M)

Recommend award to second-lowest bidder Badger Truck Center Inc., totaling $60,966.00. Low bid does not meet technical specifications.

B-5191 1 Dump Truck Vehicle (F & M)

Recommend award to low bidder Badger Truck Center, Inc., totaling $54,285.00.

RFP-214 Document Imaging System

Recommend award totaling $238,730 to Ameridata Consulting to purchase an Electronic Imaging System that will allow for the electronic management, storage and retrieval of student behavioral records currently stored in central files in the Administration Building. Request for Proposals were submitted, and Ameridata was selected based on price, capability and experience.

SS-278 Computers For Title I Sites

Recommend authorization to purchase computer hardware and software totaling $628,960 for 15 sites. Funding is from Title 1.

NON-PUBLIC COMPUTER-ASSISTED INSTRUCTION	
Urban Day I	$31,518
Bruce Guadalupe	79,542
Mt. Olive Lutheran	39,165
Sub-Total	$150,255

PARENT EMPOWERMENT CENTERS	
Andrew Douglass	$79,367
Forest Home Ave.	79,367
J. W. Riley	79,367
Palmer	86,393
Sub-Total	$324,495

NON-CAI TITLE I	
Aurora Weir	19,280
Council for Spanish Speaking	19,280
Learning Enterprise	19,280
NOVA High School	19,280

NOVA Middle School	19,280
Shalom High School	19,280
Silver Spring	19,280
Saint Francis	19,280
Sub-Total	$154,240
GRAND TOTAL	**$628,960**

SS-279 53 Pentium Computers (Sholes)

Recommend authorization to purchase 53 Pentium computers, 13 printers, software and networking items totaling $131,278.00 for 7th grade classrooms and to upgrade office technology. An additional $20,000 may be allocated in the future to connect the school to the Internet.

SS-280 30 Macintosh Computers (Riverside)

Recommend authorization to purchase 30 Apple Macintosh computers, 1 printer and related software totaling $52,256.00.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of October 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$676,051,941	$0	$676,051,941	$53,713,296	$620,338,645	8.2%
Categorically Aided	64,763,909	9,074,516	72,838,425	8,079,027	65,759,398	10.9%
School Nutrition	24,389,679	0	24,389,679	3,916,296	20,473,383	16.1%
Construction	14,200,000	0	14,200,000	184,248	14,015,752	1.3%
Extension	6,770,753	0	6,770,753	132,657	6,638,096	2.0%

B. Statement of Expenses as of October 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$676,051,941	$20,092,985	$696,144,926	$166,406,606	$529,738,320	23.9%
Categorically Aided	64,763,909	11,484,712	76,248,621	15,454,009	60,794,612	20.3%
School Nutrition	24,389,679	40,704	24,430,383	5,475,747	18,954,636	22.4%
Construction	14,200,000	8,172,680	22,372,680	17,563,369	4,809,311	78.5%
Extension	6,770,753	63,996	6,834,749	1,988,457	4,846,292	29.1%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through October 31, 1996, and payrolls through October 18, 1996.

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 an no action is required.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Browning	Tricom, Inc. of Milw.	$2600	College Scholarship Fund
Burdick	Eastman Kodak Co.	$23,000	Grant Award - Video Imaging and Technology
Burdick	Burdick Music Parents	$600	Band Room
Clarke Street	The Elfin Society	$816	Asphalt Removal
Clarke Street	Ernst & Young Foundation	$500	School Use
Clarke Street	Gertessca Touring	$1,274	Choir Use
Congress	TV 6	$4,438	Weather Science Education
Curtin	Catherine Schwartz	$25	Library
Curtin	PTA	$1,785	Field Trips, Materials Purchased
Forest Home	Findley Adhesives, Inc.	$1,000	Grade 3 math and Gr. 3 field trips
Garfield	Margaret Mellinger	$500	Use in K5 Classrooms
Garfield	Jeffrey Neidorfler	$50	Computer
Garfield	Harley Davidson	$246	Incentives
Goodrich	PTA	$1,022	Mailboxes for School-To-Work
Hamilton	Ms. Lopez	$200	Exercise Bike for Phy. Ed. Program
Hamilton	Mrs. Kearney	$200	Exercise Bike for Phy. Ed. Program
Hamilton	Marlene Geisheker	$500	Home Fitness Center
Hamilton	Michele Cheyne	$300	Aerodyne Stepper
Hamilton	Debbie Carus	$500	Tread Mill
Hamilton	Sandra Schwandt	$250	Aerodyne Exercise Bike
Hamilton	Mary Piche-Cuellar	$100	Exercise Bike
Hamilton	Robert Ehrmann, Jr.	$184	Exercise Stepper, Exercise Bike
Kosciuszko		$1,000	Apple II GS w/Color Monitor, Two Drives, Software
Lady Pitts	Walter & Mary Robb	$600	Photographic Enlarger
LaFollette	PTO	$1,901	Student Supplies
LaFollette	PTO	$1,902	Student Supplies
Lincoln Center	RK Dual Dryer	$900	Process Photography
Manitoba	John & Mary Haas	$700	Prone Stander
Maryland Ave.	PTA	$1,436	Performance Risers
MHSA	Rexnord	$1,000	Travel Expenses
Mil. French Immersion	Andy Apple	$500	Apple IIGS - Student/Teacher Use
Milwaukee Trade and Technical	Ford Assett	$21,024	1995 Ford F-150 - Student Training - Auto Repair
Milwaukee Trade and Technical	Allen-Bradley	$1,800	Hewlett Packard Draftmaster II Plotter
Milwaukee Trade and Technical	Pace Architects	$2,000	MUTOH Professional Plotter
Milwaukee Trade and Technical	Ken Cook Publishers	$1,200	Paper - 20,000 Sheets for the Print Program
Morse	Dist-Tron, Inc.	$1500	Oscilloscope - Classroom Instruction
Muir	R. Schlossmann	$200	Washer, Dryer - C.D. Department
Muir	Al Berlin	$200	Refrigerator, Upright Freezer
North Division	Mil. Area Health Ed. Center	$2,000	Medical Specialty Program
Project STAY	Skyline Development	$200	Senior Institute - Game Room
South Division	Victoria Hamra Revocable Trust	$500	CD Autistic Class Use For Field Trips, etc.
Tippecanoe	PTO	$850	Ten Portable Stereos w/CD Players
Urban Waldorf	Christopher Mann	$850	English Eurythmy Theater

WCLL	Norma Cleary	$100	Scholarship Fund
WCLL	Sallie Brown	$200	Scholarship Fund
WCLL	Sallie Brown	$200	Scholarship Fund
WCLL	Norma Cleary	$100	Scholarship Fund
Wheatley	Cosbe Group	$1,685	RIF Books

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 listed above.

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

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 10) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; and Approval of Prevailing Wage Rates

Approval of Classified Personnel Transactions

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.

Superintendent's recommendations

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

Director Johnson moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Karen Boeing Roosevelt	Clerk Typist I $14,480.00/yr.	11-11-96
Tracy Cordoba Forest Home	School Secretary I $19,293.11/yr.	12-03-96
Mary Ellen DeVito Greenfield	Clerk Typist I $14,480.00/yr.	10-28-96
John Dobizl Fac. & Main.	Auxiliary Electrician $22.19/hr.($44,380.00/yr.)	10-28-96
Kathleen Hoffman Div. of Comm. Rec.	Clerk Typist I $17,464.20/yr.	10-21-96
Barry Medill Fac. & Main.	Carpenter $20.17/hr.($40,340.00/yr.)	11-04-96
Heather Reinoos Fairview	Handicapped Children's Assistant $11,274.31/yr.	10-14-96
Robert Schneider Fac. & Main.	Carpenter $20.17/hr.($40,340.00/yr.)	11-18-96
Jeannette Wilder Clarke	School Secretary I $19,859.11/yr.	10-28-96
	PROMOTIONS	
Jeffrey Balzer Fac. & Main.	Carpenter Crewleader $20.67/hr.($41,340.00/yr.)	10-28-96
Lois Becker Dover	School Secretary I $16,562.89/yr.	10-25-96
Felissia Jackson Sarah Scott	School Secretary I $16,562.89/yr.	10-25-96
Beth Kralj Gaenslen	Food Service Manager III $16,430.88/yr.	09-24-96

Patricia Peschl 37th	Food Service Manager I $14,598.34/yr.	10-28-96
Mark Reszczynski Hopkins	School Engineer II $35,546.94/yr.	11-04-96
Victor Rivera Garden Homes	School Engineer II $34,277.62/yr.	11-04-96
Vicky Ruege Wheatley	School Engineer II $35,546.94/yr.	11-04-96
Melanie Sendejo Hayes	Food Service Manager I $14,170.50/yr.	10-28-96
Richard Swope 38th	School Engineer II $33,008.30/yr.	11-04-96

RETURNS FROM LEAVE

Susan Beresford Lincoln Avenue	School Secretary I $21,043.11/yr.	08-21-96
Dawn Emanuele Whitman	Handicapped Children's Assistant $14,393.97/yr.	10-02-96
Awilda Figueroa Pulaski	School Secretary I $21,043.11/yr.	08-21-96
Yvonne Hardy Hawthorne	School Secretary I $19,949.56/yr.	08-21-96
Patricia Herrick Div. of Purchasing	School Secretary I $25,340.12/yr.	10-28-96
Eileen Hersh Kluge	School Secretary I $21,043.11/yr.	10-22-96

REINSTATEMENTS

Kelley Knueppel Brown Street Academy	School Secretary I $17,240.22/yr.	09-30-96

CHANGES IN STATUS

Astrid Browning Golda Meir	Clerk Typist I $14,480.00/yr.	11-04-96
Violet Carter Div. of Comm. Rec.	School Secretary I $25,340.12/yr.	11-21-96
Joanne DeBarge Parkview	School Secretary I $21,043.11/yr.	12-02-96
Lillie Eichelberger Rufus King	School Secretary I $25,340.12/yr.	11-01-96

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)	Christina L. Gregerson Grade 6	B	25,919	1	08-28-96
(r)	Jennifer J. Kujath Grade 3	B	24,684	0	08-29-96
(r)	Ethel L. McIntyre C. D.	B	25,919	1	08-28-96
(r)(a)	Linda L. Mucha Grade 4	B	30,855	4	08-28-96
(r)	Nydia Rios E. D./Bilingual	B	24,684	0	08-28-96
(r)	Karin L. Schuldt Elementary	B	24,684	0	08-28-96
(r)	Calliope S. Thomas Kindergarten	B	15,427.50 (.5 Contract)	5	08-28-96
(r)	Laurie A. Wohlgemuth Grade 4	B	27,152	2	08-28-96
	Effective between September 5, 1996, and September 17, 1996, inclusive:				
(r)	Scott G. Raymond Head Start	B	27,152	2	09-11-96
	Effective between September 18, 1996, and September 30, 1996, inclusive:				
(r)	Marlys M. Cole Grade 3	B	33,324	7	09-19-96
(r)	Kirk R. Newton Mathematics	B	25,919	1	09-30-96
(r)	Ellen M. Schmidt English/Social Studies	BB	25,919	0	09-26-96
(nr)	Catherine E. Shinkle Mathematics	B	24,684	0	09-30-96
(r)	Maria-Christina Thiele Library Media/Bilingual	B	24,684	0	09-30-96

Effective between October 1, 1996, and October 11, 1996, inclusive:

(nr)	John A. Leggett Music	B	28,387	3	10-01-96

Effective between October 14, 1996, and October 24, 1996, inclusive:

(r)	Sally L. Anschuetz Science/Physics	B	24,684	0	10-21-96
(r)	Tracy Baltutis Upper Elem./English	B	25,919	1	10-14-96
(nr)	Ervin L. Forgy Biology/Chemistry	B	33,324	7	10-14-96
(r)	Holly L. Jefferson L. D.	B	24,684	0	10-14-96
(nr)	Robin M. Lasecki Upper Elem./Science	B	24,684	0	10-14-96
(r)	Marie S. McClain C. D.	B	24,684	0	10-21-96
(r)	Amy L. Theisen Mathematics	B	24,684	0	10-14-96
(r)	Tracy A. Walczak Head Start	B	24,684	0	10-22-96

Effective between October 25, 1996, and November 6, 1996, inclusive:

(r)	Jimmy L. Duncan Upper Elem./S. S./Reading	B	25,919	1	11-04-96
(r)	Tamera L. Ellis Upper Elem./Science	B	24,684	0	11-05-96
(nr)	Kelly L. Ferrell L. D.	C	29,288	1	10-30-96
(r)	Laura M. Guzman Mathematics	B	24,684	0	10-28-96
(nr)	Michael P. Miota Mathematics	B	24,684	0	10-28-96
(r)	Kathryn E. Reed Spanish	C	37,655	7	11-04-96

Effective between October 25, 1996, and November 6, 1996, inclusive:

(r)	Lucille M. Straszewski L. D.	B	24,684	0	10-28-96

Effective between November 7, 1996, and November 19, 1996, inclusive:

(nr)	Keith A. Barton Physical Education	C	29,288	1	11-18-96

Effective between November 20, 1996, and December 3, 1996, inclusive:

(r)	Susan J. Elias Elem./Montessori	BB	25,919	0	11-25-96

(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 24, 1997:		
Kathleen Duffy	Kosciuszko	August 28, 1996
Illness Leave, to June 13, 1997:		
Christina Onela	Wisconsin Ave.	November 20, 1996
Angela Owens Taylor	Steuben	February 10, 1997
Maternity Leave, to June 13, 1997:		
Cheri Baron	Gaenslen	November 20, 1996
Cynthia Briselden	Kosciuszko	November 2, 1996
Kathleen Murphy	Roosevelt	November 20, 1996
Tracy Paulson	Longfellow	November 20, 1996
Personal Leave, to January, 1998:		
Laurie Rapp	Grand	January 2, 1997
Extension of Illness Leave, to January 24, 1997:		
Francine Hayslett	Leave	August 28, 1996

CURTAILMENT OF LEAVE:

Kristen Gurtner -- Curtailed a sabbatical leave that was granted from August 28, 1996, through June 13, 1997. Will be returning for the second semester.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Jennifer L. Benn	Teacher	10-25-96
Frances Boyd-Thomas	Teacher	10-18-96
Karen L. Cook	Teacher	01-24-97
Janet E. Gamoke	Teacher	12-20-96
Malissa L. Gray	Teacher	10-23-96
James Hackbarth	Social Worker	12-20-96
Susan M. Hahn	Rec. Supvsr.	02-24-97
Francine Hayslett	Teacher	12-01-96
Elizabeth J. Maynard	Teacher	10-23-96
Anthony J. Mismash	Teacher	10-10-96
Lori A. Neubauer	Teacher	08-28-96
Sue G. Norris	Social Worker	10-16-96
Bruce C. Peterson	Social Worker	01-24-97
Susan M. Peterson	Teacher	01-23-97
Gwendolyn Prasolov	Teacher	11-01-96
Dawn R. Schober	Teacher	01-24-97
Amanda Solomon	Teacher	10-21-96
Ross A. Torsrud	Teacher	12-13-96
Stephen J. Wolf	Teacher	10-21-96

(Item 4) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

That the Board appoint or promote the following individuals to the classifications indicated, effective upon assignment:

2(r)	Deborah Thompson	Principal Thirty-eighth Street School	Schedule III, Range 13D $64,182
2(r)	Virginia Stamper	Interdistrict Transfer Coordinator (Chapter 220) Division of Parent and Student Services	Schedule III, Range 10A $50,189
5(nr)	James Gorton	Unemployment/Workers Compensation Analyst Division of Insurance and Risk Management	Schedule III, Range 7A $51,000
5(nr)	Sandra Procopio	Administrative Dietitian (Field Supervisor) Division of School Nutrition Services	Schedule III, Range 5C $41,500

2 - African American
5 - White
r - Resident
nr - Non-Resident

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

COMMUNICATIONS AND PETITIONS

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

Communication 9697C-013 from Director Bills Announcing her Intention not to Run for a Fourth Term on the Board

To My Colleagues on the Board:

This is to advise you of my intention not to run for a fourth term on the School Board.

I have never viewed the board as a career, but one way a citizen can provide a public service.

I have had the honor to represent the citizens of four districts and work with five superintendents and six boards over the last twelve years. Together, we have accomplished a lot.

As I have said to a number of my constituents, being on the board has allowed me to meet so many beautiful children, caring parents and dedicated educators. I am enriched for the experience.

Mary Bills
November 14, 1996

Received and ordered placed on file.

Communication 9697C-014 from Thomas Phillipson Regarding a Public Hearing on the Exceptional Education Reform

Referred to the Innovation/School Reform Committee.

Communication 9697C-015 from Thomas Phillipson Regarding a Public Hearing on the Impact of Decentralization on the Keeping of Attendance Records

Referred to the Accountability/Audit Committee.

Communication 9697C-016 from Thomas Phillipson Regarding a Public Hearing on Parent and Public Satisfaction with Initiatives Concerning School Choice within MPS

Referred to the Innovation/School Reform Committee.

RESOLUTIONS

Resolution 9697R-060

By Director Gardner:

WHEREAS, On April 25, 1996, the Board amended the FY97 budget to include a requirement that all active, unrepresented MPS employees whose salary exceeds $50,000 a year, and all active Board members, be required to pay 15% of the costs of health insurance premiums provided by MPS; and

WHEREAS, It was not the Board's intention to penalize long-term dedicated employees upon their retirement; and

WHEREAS, The primary intention of the 15% co-payment was to increase co-payments for MPS employees currently active, without consideration of the impact upon retirement expectations or benefits; and

WHEREAS, Some current MPS employees will, without amendment to the policy of April 25, 1996, be required to pay 15% of insurance benefits for the length of their retirement; now, therefore, be it

RESOLVED, That Administrative Policy 6.20 (previous coding, 7.18) be amended to provide that the aforementioned 15% health insurance premium contribution shall apply only to active MPS unrepresented employees whose salary exceeds $50,000 per year; and all active Board members, effective with the first paycheck in January, 1997, and be it

FURTHER RESOLVED, That the district's 5% health insurance premium sharing level first set in July, 1992, shall continue to apply to unrepresented employees whose salary exceeds $50,000 per year, including the Superintendent, all cabinet-level positions, the Director of the Office of Board Governance, who retire from the district, and Board members who retire from the Board.

Referred to the Strategic Planning and Budget Committee.

The Board adjourned at 8:23 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 9, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 4:13 PM.

Present—Directors Bills (4:35 PM), Braun, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Absent and excused—Directors Gardner and Johnson—2.

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

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

December 2, 1996

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that a joint meeting of the Board of School Directors and the Quality Education Commission will be held from 4:00 to 6:00 PM on Monday, December 9, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing educational issues of mutual concern, including, but not limited to: the Board's goals and priorities, the QEC mission, organization and activities, report of QEC meetings with individual Board members, and the MPS accountability plan.

Agenda

Welcome and Introductions	Joseph B. Fisher, Board President
Overview of Board's Goals and Priorities	Warren Braun, Board Vice President
Overview of QEC Mission, Organization and Activities	David De Bruin, Chair, QEC
Report on Meetings with Board Members	Gerard Randall, Chair, QEC Liaison Committee
Presentation and Discussion of the MPS Accountability Plan	Leon Todd, Chair, Accountability/Audit Committee of the Board
Next Steps	Group

Following discussion of the agenda items listed above, it was informally decided that a special Board committee would continue to meet with the Quality Education Commission.

The Board adjourned at 6:05 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 11, 1996

Special meeting of the Board of School Directors called to order by President Fisher at 6:10 PM.

Present—Directors Bills, Gardner, Sinicki, Small, Todd and President Fisher—6.

Absent and excused—Directors Braun, Johnson and O'Neil—3.

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

December 4, 1996

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 11, 1996, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing 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.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session to continue the performance evaluation of the Superintendent under the provisions of Wisconsin Statutes 19.85 (1) (c).

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Sinicki, Small, Todd and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:12 PM.

The Board adjourned from executive session at 6:45 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 18, 1996

Regular meeting of the Board of School Directors called to order by President Fisher at 7:05 PM.

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

Absent—None.

SPECIAL ORDER OF BUSINESS
CELEBRATION OF THE DISTRICT'S SESQUICENTENNIAL
1846-1996

Following comments by Rufus King, the first Board President and Superintendent (portrayed by Braden Moran, a student at Rufus King High School), and a musical performance by students of the Milwaukee German Immersion School, the Board Clerk presented proclamations from Mayor John O. Norquist, County Executive F. Thomas Amend, and Governor Tommy Thompson honoring the district's sesquicentennial.

The Board adopted the following resolutions by unanimous consent:

RESOLUTION
IN HONOR OF BOARD MEMBERS
ON THE OCCASION OF THE
ONE HUNDRED FIFTIETH ANNIVERSARY OF THE MILWAUKEE PUBLIC SCHOOLS
1846-1996

WHEREAS, The first public school in Milwaukee was established in 1836; and

WHEREAS, The Milwaukee Public School District was organized with a Board of School Commissioners when the City incorporated in 1846 and is celebrating its sesquicentennial in the year 1996; and

WHEREAS, In this sesquicentennial year the Milwaukee Public Schools is honoring its former and current board members, superintendents and secretary-business managers/board clerks for the important roles they have played in the grand one hundred fifty year history of the school district; and

WHEREAS, From Rufus King, the first board president, to the present time, board members have served the children of the Milwaukee Public Schools with dedication; and

WHEREAS, Board members are being honored in this sesquicentennial year for their contributions in helping the Milwaukee Public Schools become one of the finest large urban public school districts in the nation; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools extend a sincere and heartfelt appreciation to the board members of the Milwaukee Public Schools for their outstanding service and dedication to

the Milwaukee Public Schools, and for the historical importance their efforts have made in the one hundred fifty year history of the school district; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board and a copy presented to each board member as a sign of the district's appreciation.

RESOLUTION
IN HONOR OF SUPERINTENDENTS
ON THE OCCASION OF THE
ONE HUNDRED FIFTIETH ANNIVERSARY OF THE MILWAUKEE PUBLIC SCHOOLS
1846-1996

WHEREAS, The first public school in Milwaukee was established in 1836; and

WHEREAS, The Milwaukee Public School District was organized with a Board of School Commissioners when the City incorporated in 1846 and is celebrating its sesquicentennial in the year 1996; and

WHEREAS, In this sesquicentennial year the Milwaukee Public Schools is honoring its former and current board members, superintendents and secretary-business managers/board clerks for the important roles they have played in the grand one hundred fifty year history of the school district; and

WHEREAS, Superintendents have served the children of the Milwaukee Public Schools with dedication, the first being Rufus King; and

WHEREAS, Superintendents are being honored in this sesquicentennial year for their contributions in helping the Milwaukee Public Schools become one of the finest large urban public school districts in the nation; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools extend a sincere and heartfelt appreciation to the superintendents of the Milwaukee Public Schools for their outstanding service and dedication to the Milwaukee Public Schools, and for the historical importance their efforts have made in the one hundred fifty year history of the school district; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board and a copy presented to each superintendent as a sign of the district's appreciation.

RESOLUTION
IN HONOR OF SECRETARY-BUSINESS MANAGERS/BOARD CLERKS
ON THE OCCASION OF THE
ONE HUNDRED FIFTIETH ANNIVERSARY OF THE MILWAUKEE PUBLIC SCHOOLS
1846-1996

WHEREAS, The first public school in Milwaukee was established in 1836; and

WHEREAS, The Milwaukee Public School District was organized with a Board of School Commissioners when the City incorporated in 1846 and is celebrating its sesquicentennial in the year 1996; and

WHEREAS, In this sesquicentennial year the Milwaukee Public Schools is honoring its former and current board members, superintendents and secretary-business managers/board clerks for the important roles they have played in the grand one hundred fifty year history of the school district; and

WHEREAS, Secretary-business managers/board clerks have served the children of the Milwaukee Public Schools with dedication; and

WHEREAS, Secretary-business managers/board clerks are being honored in this sesquicentennial year for their contributions in helping the Milwaukee Public Schools become one of the finest large urban public school districts in the nation; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools extend a sincere and heartfelt appreciation to the secretary-business managers/board clerks of the Milwaukee Public Schools for their outstanding

service and dedication to the Milwaukee Public Schools, and for the historical importance their efforts have made in the one hundred fifty year history of the school district; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board and a copy presented to each secretary-business manager/board clerk as a sign of the district's appreciation.

The President, the Superintendent and the Board Clerk presented copies of the resolutions to current and former Board members, Superintendents and Secretary-Business Managers/Board Clerks in attendance.

The commemorative program concluded with musical performances by students of Elm Creative Arts School and Clark Street School.

APPROVAL OF MINUTES

On the motion of Director Braun, the minutes of the regular and special Board meetings of October 6, 13 and 25, 1996, were approved as printed.

SUPERINTENDENT'S COMMUNICATION

December 18, 1996

TO THE BOARD OF SCHOOL DIRECTORS:

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

MTEA (Substitute Teachers) -
Two-year contract (July 1, 1995, through June 30, 1997)

Local 1616 (Technical Employees) -
Three-year contract (July 1, 1994, through June 30, 1997)

It is the recommendation of the superintendent that the Board approve and adopt the above contracts with the amendments as indicated on the attached summary documents and that changes in salaries and benefits as reflected in the attached documents be extended to exempt classified personnel excluded from membership in Local 1616.

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

Attachment

SETTLEMENT HIGHLIGHTS

CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS
AND THE MILWAUKEE TEACHERS' EDUCATION ASSOCIATION
(SUBSTITUTE TEACHERS)

JULY 1, 1995, THROUGH JUNE 30, 1997

1. Two (2)-year contract (July 1, 1995, through June 30, 1997)

2. Salaries: July 1, 1995 General increase of 3.2%

July 1, 1996 General increase of 3.2%

3. Pension contribution pickup (July, 1996, +.3%; January, 1997, drops to +.2%)

4. Change from Aetna to Blue Cross/Blue Shield as the third party administrator for the indemnity health plan

5. Modification of Board-paid health insurance provision for retirees to include a requirement of five (5) years of service as a substitute teacher

CONTRACT BETWEEN THE MILWAUKEE BOARD OF SCHOOL DIRECTORS AND AFSCME, LOCAL 1616

JULY 1, 1994 THROUGH JUNE 30, 1997

1. Three year agreement: July 1, 1994 to June 30, 1997

2. Change from Aetna to Blue Cross/Blue Shield as the third party administrator for the indemnity plan

3. Addition of Smileage as a dental provider for the bargaining unit

4. Deletion of some permissive language

6. Restoration of language interpretation lost in a previous arbitration.

7. Salaries: Effective 7/1/94 - 3%

Effective 7/1/95 - 3%

Effective 7/1/96 - 3%

Note: The foregoing increases apply across the board except for the classifications of entry level seasonal laborers and mail handlers. The parties have agreed to arbitrate the salary proposals for these groups.

Director Small moved to approve the contracts.

Separation of the question was requested. There being no objection, the request was granted.

The question being on approval of the substitute teachers contract, it was approved, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, and President Fisher—5.

Noes—Director Bills and Gardner—2.

Abstaining from voting—Directors Johnson and Todd—2.

The question being on approval of the Local 1616 contract, it was approved, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small, and President Fisher—6.

Noes—Director Bills—1.

Abstaining from voting—Directors Johnson and Todd—2.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Braun 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 Resolutions 9697R-054 by Director Todd to Prohibit the Teaching of Afrocentrism as the Primary Basis of Any School's Curriculum; 9697R-055 by Director Todd to Prohibit the Teaching of Cults and the Practice of Cultism in the Milwaukee Public Schools; and 9697R-056 by Director Todd Regarding High Standards for Civil, Social and Cultural Literacy Skills

Resolutions

At its meeting on October 30, 1996, the Board referred the following resolutions to the Innovation/School Reform Committee:

Resolution 9697R-054, by Director Todd

WHEREAS, Afrocentrism is a racist, ultra-conservative, nationalist pseudo-science; and

WHEREAS, Afrocentrism mythologizes and falsifies the past and provides inaccurate information about the treatment of blacks in the ancient Mediterranean world; and

WHEREAS, Intelligence and creativity are not characteristics that are inherited from one's remote ancestors; and

WHEREAS, The projection of Afrocentrism as a complete philosophy of life that can solve the problems African-Americans face in a manner that will support and sustain them through the world of work and indefinite future is exaggerated and a myth; and

WHEREAS, Afrocentric education is an ill conceived reform initiative which leads to the miseducation of children of color; and

WHEREAS, The spread of the Afrocentric reform initiative as a learning tool for children of color has led to a dramatic increase in the MPS achievement gap between black children and middle class children; and

WHEREAS, The experience of modern society needs to be pluralistic, not Afrocentric nor Eurocentric; and

WHEREAS, Afrocentrism as the basis of a curriculum is in conflict with the first K-12 teaching and learning goal, which states: "Students will project anti-racist, anti-biased attitudes through their participation in a multilingual, multiethnic, culturally diverse curriculum;" and

WHEREAS, the K-12 multicultural curriculum as presently written does not prohibit the teaching of Afrocentrism or any centric doctrine that advocates racial isolation; now, therefore, be it

RESOLVED, That the teaching of Afrocentrism or any racially centric doctrine be prohibited as the primary basis of any school's curriculum.

Resolution 9697R-055, by Director Todd

WHEREAS, Parents of MPS students complain that Afrocentric teachings are infused with offensive rituals of African religious cults like Ausar Auset, Yourba, Rastifan and even Voodoo; and

WHEREAS, Cults rely on religious indoctrination rather than good educational practices to convey information; and

WHEREAS, Cults involve the teaching of religious beliefs and religious practices, which have no place in a system of public education; now, therefore, be it

RESOLVED, That the Board prohibit the teaching of cults and the practice of cultism in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the Office of Board Governance, in cooperation with the City Attorney, be directed to develop appropriate definitions and policy language to enforce this prohibition.

Resolution 9697R-056, by Director Todd

WHEREAS, Positive attitude, character, work ethic, vocabulary and civility are essential soft skills for the emerging service and information economy; and

WHEREAS, The Afrocentric curriculum instills counter productive soft skills and values that are inconsistent with the School-To-Work initiative; and

WHEREAS, Teamwork and group membership skills necessary for the service and information society are dramatically opposed to the racial isolation, race hatred and racial superiority doctrines inherent in Afrocentrism; and

WHEREAS, Afrocentrism distorts and hinders the assimilation of Western family values, known Western history and work ethics of the American workplace; and

WHEREAS Cultural literacy is an important essential foundation for SAT, ACT, and the world of work; and

WHEREAS, The professed self esteem goals of Afrocentrism could better be served by reducing classroom mobility to provide a stable, safe, secure, maturing and caring learning environment in accordance with Maslow hierarchy of needs; now, therefore, be it

RESOLVED, That any and all school based curriculums follow the goals of producing effective students, comfortable not only with academic standards, but also with high standards for civil, social and cultural literacy skills; and be it

FURTHER RESOLVED, That all social and cultural literacy skills and standards be coordinated with School-To-Work objectives.

Committee Recommendation

Your Committee recommends that the resolutions be placed on file.

* * * * *

(Item 2) Action on Resolution 9697R-059 by Director Todd to Stabilize the School Lives of MPS Children

Resolution

At its meeting on October 30, 1996, the Board referred the following resolution to the Innovation/School Reform Committee:

WHEREAS, Stability has been recognized as an essential family value for the positive growth of children and even adults; and

WHEREAS, Maslow has recognized that stability in the lives of children must be in place, must be an ongoing functional part of the life of a child and categorically must precede any attempts at or expectations of achievement, recognition and/or self-esteem; and

WHEREAS, Stability in the lives of school children within MPS has been demonstrated to have a positive effect on achievement, recognition and self-esteem; and

WHEREAS, Neighborhood schools exacerbate high classroom mobility and consequently low student academic achievement, low student self-esteem, and low student-adult reinforcement for recognition; and

WHEREAS, Magnet/specialty schools have provided school children with the largest level of school and classroom stability, and have proven to show the greatest productive outcomes of achievement, recognition and self-esteem; and

WHEREAS, Stability in the classroom life of the child has proven to be the essential core ingredient to the success of the magnet/specialty schools; and

WHEREAS, The traditional social institutions, like nuclear families or even stable adult family members of any family constellation type, stable neighborhoods, and perceived safe and secure neighborhood schools, have become dysfunctional and nonexistent in the lives of many MPS children, particularly children of color; and

WHEREAS, Stabilizing the lives of children in even one of the three institutions (schools) which can provide and foster stability has proven to have a profound effect on achievement, recognition and self esteem of the child; and

WHEREAS, The urban nomadic lifestyle of many of MPS children is destructive to the stability needed for academic success and counter-productive to achievement, recognition and self esteem; and

WHEREAS, The three de facto school systems within MPS (magnet/specialty system, court-ordered diversity system, and failing neighborhoods school system) delineate the dramatic effects of stability and non stability or mobility on learning and academic achievement; and

WHEREAS, The public/market demand for magnet/specialty schools is demonstrated by the continuing backlog for specialty schools and MPS continues to frustrate parental interest and student stability by refusing to create more magnet schools; now, therefore, be it

RESOLVED that, MPS create a comprehensive system-wide plan for implementing more magnet/specialty schools, starting with those schools which have a backlog of students; and be it

FURTHER RESOLVED that, MPS count the potential backlog for a particular school as the total number of students/parents which have applied for the school over the last four years; and be it

FURTHER RESOLVED that, MPS develop other models of stability than the specialty schools for the positive nurturing and caring for academic success, positive recognition, and positive self esteem.

Committee Recommendation

Your Committee recommends that the resolution be referred to the Strategic Planning and Budget Committee.

* * * * *

(Item 3) Informational Report on the Implementation Plan for an American Sign Language School

Your Committee reports having received the following report from the Superintendent.

Administration's Report

On August 28, 1996, the Board approved moving forward with development of an American Sign Language (ASL) Immersion School.

The Board directed the administration to bring to the Board in December a plan for implementation of such a school either as a school-within-a-school or in an existing school building.

The Department of Leadership Services, in collaboration with the Division of Special Services, solicited indications of interest from existing schools and provided information to those principals. In addition, the physical plants of these schools were reviewed for compatability with the innovative school proposal submitted on the ASL Immersion School.

Principals, teachers and parents from interested schools of sufficient size were given further information, and indications of their support for becoming such a school were requested.

Five schools initially indicated an interest in becoming the American Sign Language Immersion School. At this point, discussions are continuing with two schools. Because of the complexities associated with acceptance of the new educational program within a school and its future success, the administration will not be ready to identify the school site until January.

The administration will continue to communicate with the parents and staffs of the two potential school sites in determining the best possible site for the program.

The administration is continuing to move forward with the development of the program. The implementation plan timeline follows:

October	-	Continue discussions with school staffs and parents regarding site selection. Complete the voting process for school staffs and parents.
December		Begin working on detailed implementation plan, including budget development.
January		Submit recommendations to the Board regarding the school site selection and provide additional information regarding the implementation plan.
Feb.-May, 1997		Continue working on the implementation plan, including the development of the curriculum, staffing issues, space needs, equipment and material needs, etc.
		Begin to work with affected unions to develop a process for staff selection, requirements, or other issues.
		School selection period for new school.
June		Relocate existing programs from other sites to the new site.
		Conduct staff development for school staff of new program.
August		Program begins in new site.

* * * * *

(Item 4) Informational Report on the Establishment of Charter Schools and New MPS Programs

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

Administration's Report

The Board authorized the administration on July 31, 1996, to enter into negotiations with two potential charter schools for implementation in the 1997-98 school year (FY98). The schools are:

- **Downtown Montessori School**
  A Montessori program for 60 children ages three to five, located at 100 E. Pleasant Street, with before- and after-school available to parents.

- **The Educational Possentum – HR Academy**
  A charter school with a focus on the arts, located at 3500 W. Mother Daniels Way for 60 middle school students.

The administration received eight charter school proposals in response to the request for proposals in September 1996. The proposed schools are:

- **Aurora Weier Bilingual High School of Commerce**
  A high school at the Aurora Weier Center for 100 at-risk students with limited English proficiency.

- **Learning Enterprise High School**
  Conversion of Learning Enterprise High School of Wisconsin, Inc. into a charter school for 250 students.

- **The Learning Nest - Seeds of Health**
  A school offering a half-day Montessori-type program for 100 children ages four to five, to be located at 1445 South 32nd Street.

- **MMABSE, II Arete School of Excellence**
  An all-day, year-round program with an Afrocentric approach for children in K4 to Grade 3 to be located at 3814 W. North Avenue.

- **Next Door Enrichment Center**
  An early childhood program for 130 children in K4 through grade 5 located at the Next Door Foundation, 2545 North 29th Street.

- **Transcenter - Three Campuses**:

  NOVA
  A charter school on the northwest side of the city, serving 100 high school students, with a school-to-work transition focus.

  Shalom High School
  A high school for 100 at-risk students, located at 1749 North 16th Street.

  El Puente Center for Sciences & Humanities
  A high school for approximately 100 students at least 16 years of age who need three years to complete their high school program.

The administration is including funding for Downtown Montessori (60 pupils) and the Educational Possentum at HR Academy (60 pupils) in the FY98 budget proposal. The administration has established a timetable for negotiations with Downtown Montessori and HR Academy that will result in opening the charter schools in Fall 1997.

The administration is reviewing the remaining charter school proposals for possible recommendations to the Board for funding in FY99.

The administration is also reviewing plans for the American Sign Language Immersion School and will include funds for initial start-up in the FY98 budget proposal.

The administration is working with several high schools to establish evening hours as an alternative for high school students who do not function within the regular school-day structure and are at risk of dropping out. The administration is also looking into the possibility of distance learning, using computers and the internet to offer courses to students. The establishment of evening high schools and distance learning will increase opportunities for students and decrease the number of students dropping out of school.

* * * * *

(Item 5) Informational Report on New Educational Programs to Meet Special Needs of Students

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

Background

Several programs are being developed to address the needs of some of our students, particularly high school age students. Programs are being developed in four areas as follows:

- *Alternative education program for students in correctional institutions* — Individualized educational programs will be provided to school-age children who are residents at the Milwaukee County Jail. The program will serve approximately 60 students ages 12-20 in a half-day program.

- *Adjudicated youth transitional center* — Students released from a correctional facility will participate in an intake assessment via MPS' Division of Student Services and the State of Wisconsin's Division of Youth Services. Students will exit the transitional site after demonstrating to the staff specific readiness skills as they relate to social competencies and an orientation of school district expectations. Students will receive traditional school assignments at appropriate intervals when readiness is demonstrated and documented. The program will serve approximately 45 youth.

- *"Adult" high school program* — A program is being developed for students who are 18, 19, or 20 years old and are without enough credits to graduate by their 21st birthdays. We are looking at extending our hours of operation at an MPS site to provide the program. Flexibility to meet a variety of student needs is a main consideration.

- *Evening school program* — The program is aimed at addressing the needs of at-risk students who lack the appropriate educational backgrounds to find success in the traditional high school setting. The program would be attached to one of our high schools and would operate Monday - Thursday from 5:00 to 8:15 p.m. The program would be operated as a dynamic support for young adults interested in improving their education and behavior for a meaningful and successful future.

Details of the programs, including curriculum, facilities, and cost, are being developed. Recommendations will be submitted to the Board in January with the intention that the programs could begin in the second semester of this school-year.

* * * * *

Separate consideration having been requested of Items 1 and 4, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to resolutions on afrocentrism, having been set aside for separate consideration, Director Johnson moved to table the item indefinitely.

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

Ayes—Bills, Braun, Gardner and Johnson—4.

Noes—Directors O'Neil, Sinicki, Small, Todd and President Fisher—5.

Director Sinicki moved that the Board direct the Administration and the Office of Board Governance to identify both legal and curricular issues, proposing the curriculum standards for ethnic and culturally focused education as part of the Milwaukee Public Schools' High Standards Reform Initiative, and preparing a cost estimate and timeline for conducting an external curriculum audit of all cultural immersion programs or schools, with such an audit to be completed and brought back to Committee no later than May 1997. This information should be given to the Innovation/School Reform Committee in January.

The motion was adopted, the vote being as follows:

Ayes—Directors Braun, O'Neil, Sinicki, Small, Todd and President Fisher—6.

Noes—Directors Bills, Gardner and Johnson—3.

Director Bills requested permission to change her vote from "no" to "aye". There being no objection, the request was granted, the vote then being:

Ayes—Directors Bills, Braun, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Noes—Directors Gardner and Johnson—2.

Item 4, relating to an information report on charter schools, having been set aside for separate consideration, Director Braun requested that a further report be given at the next Innovation/School Reform Committee meeting.

There being no objection, the request was granted.

Vice President Braun in the chair.

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 Proposed Legislation Regarding Accountability of Non-Religious, Private "Choice" Schools

Administration's Analysis

1. At the meeting of the Board of School Directors held September 25, 1996, the Administration was directed to seek agreement with the Department of Public Instruction on proposed legislation to improve

fiscal and academic accountability on non-religious "Choice" schools, and strengthen the role of DPI in monitoring schools participating in the "Choice" program.

2. The Administration was also directed to submit the agreement reached with DPI to the MPS Board prior to adoption as part of the MPS Legislative Package. The agreement was submitted to the Board on November 25, 1996, and was referred to the Legislation, Rules and Policies Committee.

3. The 1997 DPI budget request addresses the issue of accountability of the "Choice" program by including the following provisions:

- •Require participating private schools to have a formal governance structure.
- •Allow the state superintendent to conduct on-site membership or financial audits.
- •Require "Choice" students to participate in statewide assessments.
- •Change tuition payment dates to coincide with equalization aid payments.

4. The Superintendent supports the DPI provisions and recommends their addition to the MPS Legislative Package.

Strategic Plan Compatibility Statement

5. While this specific proposal is not directly related to the Strategic Plan, its adoption would support MPS efforts to achieve maximum value for MPS funds.

Statute, MPS Policy, or Board Rule Implication Statement

6. This proposal calls for a statutory revision in an area not addressed by MPS Board policy or Board rule.

Fiscal Impact Statement

7. Imposition of more stringent accountability measures in the Choice schools should result in more accurate monitoring of them by DPI. Any overpayments which may otherwise have occurred may be prevented in the future. As a result, the reduction of MPS aid may be reduced.

Implementation and Assessment Plan Statement

8. The accountability measures could be implemented immediately upon enactment of the legislation.

Committee Recommendation

Your Committee recommends that the Board approve the addition of the following DPI budget provisions regarding accountability of "Choice" schools to the MPS Legislative Package:

- •Require participating “Choice” schools to have a legal person or entity accountable for school operations and finances.
- •Allow the state superintendent to conduct on-site enrollment, attendance or financial audits.
- •Require "Choice" students to participate in WSAS statewide assessments.

* * * * *

(Item 2) Action on Resolution 9697R-057 by Director Todd to Rescind its Policy to Charge a 15% Health Insurance Premium for Board Members and Non-represented Employees Making over $50,000 per Year and Facilitation of Livable Health Insurance for Employees of MPS Contractors

Resolution

At its meeting on October 30, 1996, the Board referred the following resolution, which was introduced by Director Todd, to the Strategic Planning and Budget Committee.

WHEREAS, The Milwaukee Journal reported that the breakup between Aurora Health Care, a hospital and clinic services provider, and PrimeCare, a for-profit insurance carrier, was primarily due to the need of PrimeCare's parent company to raise dividends for Wall Street;

WHEREAS, For-profit privatization of the health care industry is driving the cost of health care upward;

WHEREAS, Experts say that similar disputes will likely arise throughout the country as the fight escalates between for-profit insurers which are under pressure to satisfy Wall Street;

WHEREAS, The dividend payment of for-profit carriers must come from either exacting an additional co-pay from employee groups, discounts from doctor and/or hospital services, and/or from a more efficient operations of the for-profit carrier;

WHEREAS, Saving which could provide for more dividends from a more efficient for-profit operations is not under current discussions or consideration;

WHEREAS, A higher co-pay for the purpose of laundering employee monies to Wall Street fat cats is demoralizing to MPS employees and MPS employee groups;

WHEREAS, What's good for companies traded on Wall Street isn't what's necessarily best for people living on Main Street;

WHEREAS, The district's commitment to premium sharing was first set in July 1992 when Board members and 23 employees in cabinet-level positions were first required to pay 5% premium sharing, which is still in effect today and has generated $6,600 annual savings; and

WHEREAS, According to the Wisconsin Association of School Boards, the average premium sharing level was 5% for 16 public school districts in Wisconsin that responded to a survey for the 1995-1996 school year; and

WHEREAS, At a meeting held on April 25, 1996, the Board amended the fiscal 1997 budget to include a requirement for a 15% health insurance premium contribution, commencing with the first paycheck in January 1997, for all active MPS employees who are not represented by a union and whose salary exceeds $50,000 per year and for all Board members; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors rescind its policy to charge the aforementioned 15% premium contribution effective immediately; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors explore available options to facilitate Livable Health Insurance for the employees of contractors retained by the Board in concert with the opinion dated March 28, 1996, from the Office of the City Attorney.

Committee Recommendation

Your Committee recommends that the resolution be adopted.

* * * * *

(Item 3) Action on Resolution 9697R-058 by Director Todd to Raise the Salaries of Future Board Members

Resolution

At its meeting on October 30, 1996, the Board referred the following resolution, which was introduced by Director Todd, to the Strategic Planning and Budget Committee.

WHEREAS, Salary compensation for the MPS Board of School Directors has not been adjusted since April 1987; and

WHEREAS, The Milwaukee consumer price index over that time period has risen by over 38 percent; and

WHEREAS, The crisis in student achievement, truancy and dropout rate requires an increasing workload for Board members, which can be expected to continue to increase; and

WHEREAS, The public in general, voters and parents have high expectations for and demand a responsive and innovative Board; now, therefore, be it

RESOLVED, That the Board compensation be adjusted by 38 percent, a dollar figure of $2,736 commencing with newly elected directors in April 1997; and be it

FURTHER RESOLVED, That the Board Governance Office investigate the eligibility of and compensation for the Board for membership in the State Pension Fund.

Committee Recommendation

Your Committee recommends that the resolution be adopted, amended as follows, with a report back to the Committee in one month:

RESOLVED, ~~That the Board compensation be adjusted by 30.7 percent, a dollar figure of $2,736 commencing with newly elected directors in April 1997; and be it~~

RESOLVED, That the Board direct the Office of Board Governance to conduct a comparison study of urban boards and current Board compensation and trends in increases in compensation in the following areas: inflation adjustment, merit increases, and salary compensation for health insurance copayments; and be it

FURTHER RESOLVED, That the Board Governance Office investigate the eligibility of and compensation for the Board for membership in the State Pension Fund.

* * * * *

Separate consideration was requested of all items.

With respect to Item 1, relating to proposed legislation regarding the accountability of non-religious, private “choice” schools, Director Sinicki moved to adopt the Committee’s recommendation.

Director Johnson moved to substitute a motion to send the matter to the City Attorney to determine if the language meets with legal requirements, with the opinion to be submitted to the Board in January, 1997.

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

Ayes—Directors Bills, Fisher, Gardner, Johnson, O’Neil, Sinicki, Small, Todd and President pro Tem Braun—9.

Noes—None.

The question being on referral of the matter to the City Attorney, it was referred, the vote being the same as that preceding:

Ayes—9; Noes—0.

With respect to Item 2, relating to a resolution rescinding a 15% health insurance premium and exploration of options for livable health insurance for MPS contractors, Director Todd moved to adopt the Committee's recommendation.

Separation of the question was requested. There being no objection, the request was granted.

The question being on adoption of the portion of the resolution rescinding the 15% health insurance premium payment, it was adopted, the vote being as follows:

Ayes—Directors Fisher, Johnson, O'Neil, Small and Todd—5.

Noes—Directors Bills, Gardner, Sinicki and President pro Tem Braun—4.

The question being on adoption of the portion of the resolution dealing with the exploration of livable health insurance for MPS contractors, it was adopted, the vote being as follows:

Ayes—Directors Fisher, Gardner, Johnson, O'Neil, Todd and President pro Tem Braun—6.

Noes—Directors Bills, Sinicki and Small—3.

With respect to Item 3, relating to a resolution regarding Board member salaries, Director Todd moved to adopt the Committee's recommendation.

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

Ayes—Directors O'Neil and Todd—2.

Noes—Directors Bills, Fisher, Gardner, Sinicki, Small and President pro Tem Braun—6.

Temporarily absent—Director Johnson—1.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gardner 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 with Respect to the FY98 Budget Development

Your Committee reports having received information from the Superintendent on the following matters relating to the development of the FY98 budget:

- Revenue, Operating Costs, Enrollment Projections
- Long-Term Budget Plan (Enrollment, Program Needs, Salary Projections, Capital Plan, School Choice Revenue Impact, etc.)
- Review of District Technology Plan
- Review of Superintendent's Initiatives for FY98

•Finalization of Board Initiatives/Cost Estimates
•Establishment of Target Budget for FY98

Committee Recommendation

Your Committee recommends that the Superintendent develop a balanced budget based on FY98 revenues of $749.1 million, an increase of 2.3% over the FY97 budget.

* * * * *

(Item 2) Action on Resolution 9697R-060 by Director Gardner Regarding Clarification of the Application of the 15% Health Insurance Premium Contribution to Active Employees and Retirees

Resolution

At its meeting on November 25, 1996, the Board referred the following resolution, which was introduced by Director Gardner, to the Strategic Planning and Budget Committee. Since the resolution was introduced, the Office of Board Governance has made minor changes in the wording of the resolves to further clarify the intent of the author.

WHEREAS, On April 25, 1996, the Board amended the FY97 budget to include a requirement that all active, unrepresented MPS employees whose salary exceeds $50,000 a year, and all active Board members, be required to pay 15% of the costs of health insurance premiums provided by MPS; and

WHEREAS, It was not the Board's intention to penalize long-term dedicated employees upon their retirement; and

WHEREAS, The primary intention of the 15% co-payment was to increase co-payments for MPS employees currently active, without consideration of the impact upon retirement expectations or benefits; and

WHEREAS, Some current MPS employees will, without amendment to the policy of April 25, 1996, be required to pay 15% of insurance benefits for the length of their retirement; now, therefore, be it

RESOLVED, That Administrative Policy 6.20 (previous coding, 7.18) be amended to provide that the aforementioned 15% health insurance premium contribution shall apply to active MPS unrepresented employees whose salary exceeds $50,000 per year, the Superintendent, all cabinet level positions, the Director of Board Governance, and all active Board members, effective with the first paycheck in January 1997, and be it

FURTHER RESOLVED, That the district’s 5% health insurance premium sharing level first set in July, 1992, shall continue to apply only to the Superintendent, all cabinet level positions, and the Director of Board Governance who retire from the district, and to Board members who retire from the Board.

Office of Board Governance Analysis

The Office of Board Governance reported that, if the resolution is adopted, the following modifications to administrative policy 6.20 (previous coding, 7.18) should also be adopted:

4. All active non-represented staff with an annual salary of $50,000 and above, the Superintendent, all cabinet level positions, the Director of Board Governance, and all active Board members shall be required to pay a 15% co-payment for all health insurance programs, effective with the first payroll period of January 1997.

5. The district’s 5% health insurance premium-sharing level established in 1992 shall apply only to the Superintendent, all cabinet level positions, and the Director of Board Governance who retire from the district, and to Board members who retire from the Board.

Committee Recommendation

Your Committee forwards this matter to the Board out of Committee without recommendation.

* * * * *

Separate consideration was requested of both items.

With respect to Item 1, relating to the FY98 budget development, Director Small moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—9.

Noes—None.

With respect to Item 2, relating to a resolution to clarify the application of a 15% health insurance premium payment, Director Gardner moved to lay the matter on the table.

The motion prevailed, the vote being as follows:

Ayes—Directors Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and Todd—7.

Noes—Director Bills and President pro Tem Braun—2.

REPORTS OF SPECIAL COMMITTEES

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

Director Small moved to accept the report of the Independent Hearing Panel of November 19, 1996, at 9:00 AM.

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

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—9.

Noes—None.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommendations for the Sale of Site #74

Administration's Analysis

1. At its meeting of December 3, 1963 (Proc. pp. 240-241), the Board authorized the purchase of a parcel in the vicinity of North 107th Street and West Mill Road for school purposes and directed the City

Real Estate Agent to solicit offers from the property owners. This site, known as Site #74, was to be used for a junior or senior high school site. The parcel was acquired in two actions of the Board on October 6, 1964 (Proc. pp. 158-159), and October 1, 1968 (Proc. pp. 141-142). The parcel contains 24.72 acres.

As a result of the defeat of the referendum on February 6, 1993, the Superintendent recommended to the Board that the sale of surplus properties be pursued to provide additional revenue which could be used

for facility purposes. The Board and the City of Milwaukee subsequently entered into an Intergovernmental Cooperation Agreement to market these surplus sites. The agreement was executed on August 31, 1994. An unidentified portion of Site #74 was included in this list, with the understanding that 15-18 acres were to remain for use as a future school site.

2. In September 1994, the Administration received a communication from Mr. George D. Simos on behalf of his client, Mr. August Urbanek, offering to purchase a portion of the site, totaling 5.83 acres, which would be used as part of a new housing development to be located to the north and west of Site #74. At that time, Mr. Urbanek was informed that his offer was not acceptable, and his communication was referred to the City Real Estate Agent to negotiate for a sale price more reflective of fair market value.

3. On June 29, 1995, the Administration received another offer from Mr. Simos to purchase the property. This new offer was based upon his discussions with the City Real Estate Agent, and he offered a price of $8,000 per acre, or a total of $46,640 for the parcel. At that time, the City Real Estate Agent indicated that the proposed offering price was reflective of the value of the property and recommended approval.

4. The Administration brought the offer to purchase to the Board for its consideration at the September 20, 1995, meeting. The Board took no action relative to the offer and referred the item to the Administration, requesting receipt of additional information relating to the site and surrounding area.

On October 25, 1995, the Administration brought back to the Board the offer and additional information requested. It was recommended that the offer be approved. After deliberation, the Board directed the Administration to list the property on the Multiple Listing Service (MLS) and create a Request For Proposal for the sale of the property.

5. Subsequently, the Administration obtained independent appraisals of the property from Appraisal Services, Inc. and The Appraisal Resource Group, Inc. The purpose for obtaining these appraisals was to:

a. Establish a value for the property in order to determine a listing price for the MLS.

b. Evaluate the offer which had already been received to determine if it was reasonable and fair.

Both of the appraisals indicated that the fair market value of the 5.83 portion of the property was less than the offer which was received. The report from Appraisal Services, Inc. indicated the value of the property at $15,500 while The Appraisal Resource Group report indicated a value of $40,000. Both appraisers used similar methodology in their calculations; however, each used different assumptions with regard to the individual variables. Both used recent sales information in their calculations.

6. Based upon the results of the appraisals, the Administration brought the offer back to the Board at its May 29, 1996, meeting to determine what action the Board wished to take relative to this matter. After considerable deliberation, the Board directed the Administration to advertise the property for a period of 90 days at a price of $22,000 per acre.

7. In accordance with Board action, the Administration directed the Department of City Development to advertise the property for sale including listing in the Multiple Listing Service (MLS). An advertising schedule was created to provide for a weekly ad in the Milwaukee Journal/Sentinel and continuous listing in the MLS beginning on July 29, 1996. The ads appeared thirteen (13) times during the period through October 20, 1996. Additional advertising in the Milwaukee Courier and the Spanish Journal was also conducted for six weeks. The total cost for the advertising was $860.

There were a total of six (6) inquiries received relative to this parcel. These inquiries were from the following individuals and real estate companies:

Jim O'Malley	Sherlock Homes Realty
John Michael Rosploch	Steve Styza, Harmony Realty
Sebastian Riccobono, Dynamic Realty	Jeff Wussow

The only offer received was from Mr. Urbanek, who reiterated that his previous offer was still valid and that he desired to move forward with this matter. A copy of his communication is attached.

Strategic Plan Compatibility Statement

8. The proposal is consistent with the Board goal of Fiscal Responsibility to aid informed decisions about allocation of resources for district programs, functions, and operations.

Statute, Board Policy or Rule Statement

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

The Board may wish to retire to executive session as permitted under Wisconsin Statutes Section 19.85 (1)(e) to discuss matters related to the sale of this property.

Fiscal Impact Statement

10. If the Board accepts the offer from Mr. Urbanek, the sale of this property will result in $46,640 of unanticipated revenue, which will be placed into the Construction Fund and utilized to accomplish additional facility needs. There is no effect on the tax levy for the district.

Implementation and Assessment Plan

11. Should the Board decide to pursue disposing of the site to Mr. Urbanek, the City Real Estate Agent will prepare the appropriate documents and resolutions for review by the City Attorney and for approval by the Common Council. At the time of closing, the funds received will be placed in the Construction Fund.

Superintendent's recommendation

That the Board determine what action it wishes to take relative to this matter.

Director Gardner moved to approve the sale of Site #74 at $8,000 per acre, for a total of $46,640, to Mr. August Urbanek.

Director Johnson moved to amend by including the closing and due diligence costs incurred by MPS in the sale price.

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

Ayes—Directors Johnson and Todd—2.

Noes—Directors Bills, Fisher, Gardner, O'Neil, Sinicki, Small and President pro Tem Braun—7.

The question being on the motion to approve the sale, it failed of adoption, the vote being as follows:

Ayes—Director Gardner, O'Neil, Sinicki and President pro Tem Braun—4.

Noes—Directors Bills, Fisher, Johnson, Small and Todd—5.

* * * * *

(Item 2) Action to Amend the Intergovernmental Cooperation Agreement with the City of Milwaukee for Lighting Retrofit Project

Administration's Analysis

1. At its meeting of June 28, 1995 (Proc. pp. 134-135), the Board authorized the Administration to enter into an Intergovernmental Cooperation Agreement with the City of Milwaukee to implement a joint

project with the Wisconsin Electric Power Company (WEPCO) to retrofit lighting fixtures in the schools. The total cost of the project was estimated at $8,665,155, with an amount not to exceed $6,000,000 to be borrowed by the City of Milwaukee.

2. As a result of a change in the scope of work for the project, involving the conversion of fewer fixtures than originally contemplated, and receipt of favorable bids on the total project, residual bonding authority totaling $2.235 million is now available for other purposes. It is proposed that these funds now be utilized to complete other energy conservation projects. The Division of Facilities and Maintenance Services (DFMS) has identified both current projects in the FY97 budget and other previously identified projects, totaling $2.235 million. Amendment of the current intergovernmental cooperation agreement is now required, as it was negotiated strictly for the lighting retrofit project.

Strategic Plan Compatibility Statement

3. The recommendation under this proposal is consistent with the Board goal of Fiscal Responsibility to facilitate informed decisions about allocation of resources for district programs, functions and operations.

Statute, Board Policy or Rule Statement

4. Board authorization is required by Section 66.30 Wisconsin Statutes to enter into or amend an Intergovernmental Cooperation Agreement. In addition, action by the Board is required to request action by the Common Council.

Fiscal Impact Statement

5. Amending the current agreement will have no fiscal impact on the budget. The debt service on the bonds will be retired utilizing energy savings realized by completing the projects. No fund transfer is required, since all of the energy projects and the lighting retrofit project are in the Construction Fund.

Utilizing the bonding authority for the energy conservation projects will permit $900,000 in district funds and grant money to be transferred to the electrical service upgrade project to complete additional outlets for implementing the Technology Information Plan. A total of $2.4 million will then be expended for the electrical service upgrade project in FY97.

Implementation and Assessment Plan

6. The new energy conservation projects will be completed by December 1997. DFMS will develop the contract documents and solicit bids from contractors. Upon receipt of bids and award of contracts, the City of Milwaukee will borrow the funds as needed to proceed with the project.

Superintendent's recommendation

That the Board grant authorization to amend the Intergovernmental Cooperation Agreement for the lighting retrofit project to permit the completion of $2.235 million in other energy conservation projects.

* * * * *

Director Small moved to approve the Superintendent's recommendation to amend the Intergovernmental Cooperation Agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Todd and President pro Tem Braun—8.

Noes—None.

Temporarily absent—Director Small—1.

(Item 3) Action on a Recommendation to Enter into Financing Arrangements 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 the 1996-97 school year, the Board authorized the administration to obtain and use a $2.7 million credit line to finance equipment and software purchases. Master lease/purchase agreements were obtained with Citicorp Bank, NA., and Apple Education Finance. The agreements were for three years at a 6.4% interest rate. Fourteen schools participated. The median lease per site amount was $122,900, with an annual payment of $43,533. Twenty-three other sites received equipment totaling $898,622 under a lease/purchase contract through central Title I funds. Procedures are in place to ensure payments are made on time.

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.

4. The administration is requesting authorization to obtain and use a $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 service.

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 source is always indicated.

Superintendent's recommendation

That the Board authorize the administration to obtain up to $5 million in lease/purchase agreements for the purchase of technology in the schools.

* * * * *

The Board approved the recommendation of the administration on the following vote:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—9.

Noes—None.

(Item 4) Award of Contract for Banking Services

Administration's Analysis

1. On September 25, 1996, the Board authorized the Superintendent to negotiate and enter into a three-year banking services contract with Firstar. That negotiated contact is before the Board today. In addition, separate but related contracts on collateralization and bailment are before the Board. The reason the collateralization and bailment contracts are not incorporated into the banking services contract is that time constraints made it necessary to work on the collateralization and bailment contracts separately. The banking services, collateralization, and bailment contracts with Firstar are in fact one contract.

2. Firstar proposed the lowest annual service fees. However, there were other factors the evaluation committee took into consideration when selecting Firstar: Firstar had a Community Reinvestment Act rating of Outstanding; Firstar was a financially strong company; and, because the City and 129 MPS schools also are customers of Firstar, there is an opportunity to realize efficiencies that could not occur with the other respondents. For example, with Firstar, the transfer of funds between the City and MPS can be accomplished through an ACH transfer, rather than a wire transfer, which can save money for both MPS and the City.

3. In August 1996, MPS released a banking services RFP for the Payroll and Accounts Payable accounts. The banking services RFP was distributed to 15 banks, all of which are organized and doing business under Wisconsin laws, and each of which has a branch office located in Milwaukee. Four banks responded to the RFP: Associated Bank, Bank One, Firstar, and Norwest. Firstar was selected as the vendor of choice by the RFP Evaluation Committee.

4. The four evaluation criteria and the associated weighting factors used by the Evaluation Committee were as follows: price (40%); meets RFP requirements (30%); financial strength (20%); intangibles (e.g. experience, responsiveness, CRA rating) (10%).

5. The rates of interest respondent banks proposed to pay MPS on deposits remaining in the Master Account each day varied from the full fed funds rate to .06% below fed funds rate. Given MPS's average daily balance of $5,000,000, the .06% difference in rates equates to $30,000 annually. It should be noted that Associated Bank, the bank proposing to pay the full fed funds rate, later indicated its proposal was in error, but that it would honor what it had proposed. However, the additional $30,000 in annual earnings still could not overcome Associated Bank's high annual service fees.

6. The rate of interest which banks are able to pay the District on its invested daily balances is comparable among all banks. That is, if MPS elected to invest funds overnight in U.S. government securities, all banks could offer a comparable rate of interest because their rates are tied directly to yields on the underlying government securities. This would be true also for other investments such as CD's and commercial paper.

7. Attached is a comparison of the pricing proposals submitted by the responding banks.

8. For the Firstar contract, the District expects to invest the funds in the Master Account on a daily basis. Firstar will retain sufficient funds in its Master Account each day to cover checks clearing the Payroll and Accounts Payable checking accounts.

9. The total dollar value of the banking services contract is expected to exceed $50,000 and, therefore, must be approved by the Board.

Strategic Plan Compatibility Statement

10. This item is consistent with the Board goal of FISCAL RESPONSIBILITY. Implementation of the banking services contract will allow the District's fees for banking services to be lower than they would be otherwise.

Statute, Board Policy or Rule Statement

11. The recommended investment policy complies with Wisconsin Statute 34.0 governing Public Deposits and with the Board's policy regarding the RFP process.

Fiscal Impact Statement

12. The total expenditure for this contract is estimated at $75,000 annually. This contract will minimize the District's banking service fees for the Accounts Payable and Payroll checking accounts and will result in a lower cost as compared to the current contract.

Implementation and Assessment Plan

13. The banking services contract will be implemented by the end of calendar year 1996.

Superintendent's recommendation

That the Board approve the banking services contract, including the attendant collateralization and bailment contracts, between Milwaukee Public Schools and Firstar and authorize the Superintendent to execute said contracts.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—None.

Abstaining from voting—Diector Johnson—1.

Temporarily absent—Director Fisher—1.

* * * * *

(Item 5) Annual Approval of Salary Schedules

Statute, Board Policy or Rule Statement

1. Wisconsin Statutes 119.40 provides 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 1996-1997 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 agreement expired June 30, 1994: Schedule C (Material Handlers and Truck Drivers), Schedule D (Construction Inspectors, Designers, and Draftsmen), Schedule F (Miscellaneous Facilities and Maintenance Services Classifications), Schedule H (Data Processing and Related Personnel), Schedule I (Instructional Resource Personnel) and Schedule 9 (Playground Laborers). These employees

are covered by local 1616, District Council #48, AFSCME, and, as of this writing, an agreement has been reached, pending ratification and Board approval.

4. The following agreement expired June 30, 1995: Schedule 4, (Substitute Teachers). As of this writing, an agreement has been reached, pending ratification and Board approval.

Superintendent's recommendations

1. That the following salary schedules be reaffirmed (previously approved by the Board):

A. <u>Salary Schedules for Certificated, Administrative, and Supportive Personnel</u>

a. Schedule 1 - Teachers and Community Recreation Specialists

b. Schedule 2 - School Social Workers

c. Schedule 3 - Administrative Personnel in Schools and Central Office

d. Schedule 4 - Supportive Personnel - Certificated and Classified - Substitute Teachers, (agreement reached, pending ratification and Board approval), and School Accountants/Bookkeepers

e. Schedule 5 - School Psychologists

B. <u>Salary Schedules for Classified Personnel</u>

a. Classified Schedule A - Clerical, Office, and Technical

b. Classified Schedule B - Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel

c. Classified Schedule C - Material Handlers and Truck Drivers (agreement reached, pending ratification and Board approval)

d. Classified Schedule D - Construction Inspectors, Designers, and Draftsmen (agreement reached, pending ratification and Board approval)

e. Classified Schedule E - Plant Operations Personnel, Operating Engineers, Building Service Helpers, Service and Maintenance Custodians and Laborers

f. Classified Schedule F - Miscellaneous Facilities and Maintenance Services Classifications (agreement reached, pending ratification and Board approval)

g. Classified Schedule H - Data Processing and Related Personnel (agreement reached, pending ratification and Board approval)

h. Classified Schedule I - Instructional Resource Personnel (agreement reached, pending ratification and Board approval)

i. Recreation Schedule 9 - Playground Laborers (agreement reached, pending ratification and Board approval)

C. <u>Rate Schedule for Per Diem, Per Instructional Hour, Per Session Personnel</u>

a. Recreation Schedule 7 - Per Session Employees

b. Recreation Schedule 8 - Municipal Recreation Athletic Officials

c. Schedule M - Instrumental Music Teachers and Helpers

d. Schedule O - Interscholastic Athletics

2. That the following customary salary resolution be adopted to comply with Section 2.32, Rules of the Board of School Directors, and Section 119.40, Wisconsin Statutes:

RESOLVED, That all salary schedules and related provisions amended by Board Action this evening be, and they hereby are, adopted for 1996-97 as amended; that all salary schedules excepting those for prevailing wage rates, in effect for 1995-96, and which have not been amended be, and they hereby are, readopted for 1996-97, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1996-97 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1995-96 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1996-97.

* * * * *

Director Sinicki moved to adopt the Superintendent's recommendations.

Director Bills moved to amend by adding a provision for full disclosure and associated costs for the next schedule sent to the Board for approval.

The amendment was adopted, the vote being as follows:

Ayes—Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—9.

Noes—None.

Director Johnson moved to amend by adding a provision that the following information be given as soon as possible to the Board: 1) What were the original schedules before these were adopted? 2) What was agreed on with the bargaining units? 3) What is the total cost of the new schedules, individually?

The amendment was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

The question being on adoption of the motion as amended, it was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

(Item 6) Action on Monthly Finance and Facilities Matters: Acceptance of the Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers and Acceptance of Donations

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of November 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$679,559,467	$0	$679,559,467	$60,945,734	$618,613,733	9.0%
Categorically Aided	64,763,909	14,530,003	79,293,912	14,716,893	64,577,019	18.6%
School Nutrition	24,541,141	0	24,541,141	6,659,262	17,881,879	27.1%
Construction	21,500,000	0	21,500,000	5,184,424	16,315,576	24.1%
Extension	6,770,753	0	6,770,753	132,771	6,637,982	2.0%

B. Statement of Expenses as of November 30, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$679,559,467	$17,012,244	$696,571,711	$242,297,110	$454,274,601	34.8%
Categorically Aided	64,763,909	16,940,199	81,704,108	23,662,069	58,042,039	29.0%
School Nutrition	24,541,141	40,704	24,581,845	10,109,011	14,472,834	41.1%
Construction	21,500,000	10,889,634	32,389,634	19,570,762	12,818,872	60.4%
Extension	6,770,753	63,996	6,834,749	2,566,341	4,268,408	37.5%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through November 30, 1996, and payrolls through November 29, 1996.

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 an no action is required.

Acceptance of Donations

The following donations have been received:

GIFTS AND DONATIONS			
SCHOOL	**DONOR**	**VALUE**	**GIFT OR PURPOSE**
Browning	Tricom, Inc. of Milw.	$2600	College Scholarship Fund
Browning	Mary Henricks	$100	College Scholarship Fund
Browning	Funds Raised By School	$1,194	College Scholarship Fund
Burdick	Eastman Kodak Co.	$23,000	Grant Award - Video Imaging and Technology
Burdick	Burdick Music Parents	$600	Band Room
Burdick	Compcare/BCBS	$500	Project with Willowcrest Care Ctr.
Clarke Street	The Elfin Society	$816	Asphalt Removal
Clarke Street	Ernst & Young Foundation	$500	School Use
Clarke Street	Gertessca Touring	$1,274	Choir Use
Congress	TV 6	$4,438	Weather Science Education
Curtin	Catherine Schwartz	$25	Library
Curtin	PTA	$1,785	Field Trips, Materials Purchased
Curtin	Westphal Photography	$369	General School Fund

Forest Home	Findley Adhesives, Inc.	$1,000	Grade 3 math and Gr. 3 field trips
Fratney	North Shore Bank	$700	School Programs
Fratney	Funds Raised By School	$1,000	School Programs
Garfield	Margaret Mellinger	$500	Use in K5 Classrooms
Garfield	Jeffrey Neidorfler	$50	Computer
Garfield	Anderson Consulting	$250	Field Trips
Garfield	Harley Davidson	$246	Incentives
Goodrich	PTA	$1,022	Mailboxes for School-To-Work
Hamilton	Ms. Lopez	$200	Exercise Bike for Phy. Ed. Program
Hamilton	Mrs. Kearney	$200	Exercise Bike for Phy. Ed. Program
Hamilton	Marlene Geisheker	$500	Home Fitness Center
Hamilton	Michele Cheyne	$300	Aerodyne Stepper
Hamilton	Debbie Carus	$500	Tread Mill
Hamilton	Sandra Schwandt	$250	Aerodyne Exercise Bike
Hamilton	Mary Piche-Cuellar	$100	Exercise Bike
Hamilton	Robert Ehrmann, Jr.	$184	Exercise Stepper, Exercise Bike
Kilbourn	Fund Raiser	$1,200	Library Books
Kosciuszko		$1,000	Apple II GS w/Color Monitor, Two Drives, Software
Kosciuszko	Warner Cable	$2,500	Compudyne Pentiva Computer
Lady Pitts	Walter & Mary Robb	$600	Photographic Enlarger
LaFollette	PTO	$1,901	Student Supplies
LaFollette	PTO	$1,902	Student Supplies
Lincoln Center	RK Dual Dryer	$900	Process Photography
MacDowell	PTA	$4,900	Classroom Supplies, RIF, Resource Library, Library Books
Manitoba	John & Mary Haas	$700	Prone Stander
Marshall	Deluxe Data Systems	$750	Five Computers - Word Processing
Maryland Ave.	PTA	$1,436	Performance Risers
MHSA	Rexnord	$1,000	Travel Expenses
Mil. French Immersion	Andy Apple	$500	Apple IIGS - Student/Teacher Use
Milwaukee Trade and Technical	Ford Assett	$21,024	1995 Ford F-150 - Student Training - Auto Repair
Milwaukee Trade and Technical	Allen-Bradley	$1,800	Hewlett Packard Draftmaster II Plotter
Milwaukee Trade and Technical	Pace Architects	$2,000	MUTOH Professional Plotter
Milwaukee Trade and Technical	Ken Cook Publishers	$1,200	Paper - 20,000 Sheets for the Print Program
Milwaukee Trade and Technical	Dr. Robert Breyer	$2,500	1986 Pontiac - Auto Shop Repair Instruction
Morse	Dist-Tron, Inc.	$1500	Oscilloscope - Classroom Instruction
Muir	R. Schlossmann	$200	Washer, Dryer - C.D. Department
Muir	Al Berlin	$200	Refrigerator, Upright Freezer
North Division	Mil. Area Health Ed. Center	$2,000	Medical Specialty Program
Palmer	Brewer Hill Community	$203	Palmer T-shirts and Pants
Project STAY	Skyline Development	$200	Senior Institute - Game Room
Silver Spring	W.H. Brady Co.	$5000	School-To-Work
South Division	Victoria Hamra Revocable Trust	$500	CD Autistic Class Use For Field Trips, etc.
Thirty-eighth St.	Milwaukee Foundation	$4000	Library, Project Ideas

Thirty-eighth St.	F.O.T.E.S.	$2500	Gift to School
Tippecanoe	PTO	$850	Ten Portable Stereos w/CD Players
Tippecanoe	Warner Cable	$300	Color Television
Tippecanoe	Warner Cable	$300	Color Television
Urban Waldorf	Christopher Mann	$850	English Eurythmy Theater
Walker	United Seniors of Wis.	$200	Attendance Lottery
Walker	Milwaukee Admirals	$64	8 Admiral Coupons - Attendance
Walker	Layton State Bank	$48	Admiral Tickets - Attendance Prizes
Walker	Mautz Paint Co.	$150	Paint, Brushes - Stage Backdrop
WCLL	Norma Cleary	$100	Scholarship Fund
WCLL	Sallie Brown	$200	Scholarship Fund
WCLL	Sallie Brown	$200	Scholarship Fund
WCLL	Norma Cleary	$100	Scholarship Fund
Wheatley	Cosbe Group	$1,685	RIF Books
Whittier	P.T.O.	$1,200	Classroom Materials, Field Trips

Superintendent's recommendations

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

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

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small, Todd and President pro Tem Braun—9.

Noes—None.

* * * * *

(Item 7) Action on Monthly Personnel Matters: Approval of Classified Personnel Transactions; Approval of Teacher Appointments; Approval of Leaves of Absence; Report on Resignations; Reappointment of Probationary Personnel 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.

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 the month of November is attached. No action is required.

Superintendent's recommendations

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

Director Fisher moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (c) to consider Items 7 and 8.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—8.

Noes—Director Todd—1.

The Board retired to execuitve session at 10:35 PM.

The Board reconvened in open session at 11:13 PM.

With regard to Item 7, Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, Sinicki, Small, Todd and President pro Tem Braun—8.

Noes—None.

Temporarily absent—Director O'Neil—1.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Russell Barbian	Handicapped Children's Assistant	11-11-96

Riverside	$12,301.67/yr	
Amy Beatty	Clerk Typist I	12-09-96
Urban Waldorf	$14,480.00/yr.	

Annette Oliver Whittier	Clerk Typist I $14,480.00/yr.	12-02-96
Arnola Sims Morse	School Secretary I $19,253.33/yr.	12-02-96
Jennifer Tyacke Lloyd	Clerk Typist I $14,480.00/yr.	11-25-96

PROMOTIONS

Karla Vokes South	Food Service Manager VI $24,085.10/yr.	11-01-96

CHANGES IN STATUS

Susan Jones Div. Spec. Serv.	Handicapped Children's Assistant $12,301.67/yr.	11-11-96

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
	Effective between September 5, 1996, and September 17, 1996, inclusive:				
(r)(a)	Preston C. Bell Tech. Ed.	B	25,919	1	09-09-96
	Effective between October 1, 1996, and October 11, 1996, inclusive:				
(nr)	Khampheua Bouakongxaya Grade 3	B	25,919	1	10-01-96
	Effective between October 25, 1996, and November 6, 1996, inclusive:				
(nr)	Judy A. Bartol Upper Elementary	B	24,684	0	10-30-96
(nr)	Wesley J. Mooney, Jr. Upper Elementary	B	24,684	0	10-30-96
(r)	LaShawn E. Roscoe E. D.	B	24,684	0	11-01-96
	Effective between November 7, 1996, and November 19, 1996, inclusive:				
(r)	Cynthia A. Cusic Upper Elementary	B	24,684	0	11-13-96
(r)	Jeannece M. Ivy Mathematics/Computers	B	24,684	0	11-08-96

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(r)	Wintford H. Thornton Upper Elementary	B	24,684	0	11-11-96
	Effective between November 20, 1996, and December 3, 1996, inclusive:				
(nr)(a)	Waymon V. Stewart Biology/Physical Science	B	27,152	1.6	11-25-96
	Effective between December 17, 1996, and January 8, 1997, inclusive:				
(nr)	Daniel J. Hartnett Orthopedically Impaired	B	24,684	0	01-02-97
	Effective between January 23, 1997, and February 4, 1997, inclusive:				
(nr)	Margurite Y. McCurdy Phy. Science/Biology	BB	28,510	2	01-27-97
	School Social Workers - Schedule 02				
	Effective between December 17, 1996, and January 8, 1997, inclusive:				
(r)	La'Sonja R. Luckett		35,077	0	01-02-97

(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 24, 1997:	Present Assignment	Effective From
JoAnn Krause	Kluge	November 8, 1996
David Restivo	Wheatley	November 20, 1996
Illness Leave, to June 13, 1997:		
Lindy Britton	Dr. King	October 31, 1996
Aaron Hannemann Riverside	November 19, 1996	
Maternity Leave, to June 13, 1997:		
Teresa Heier	Robinson	November 26, 1996
Personal Leave, to January, 1998:		
Glenn Diedrich	Walker	January 2, 1997

Sabbatical Leave, to June 13, 1997:

Shirley West	Barton	January 27, 1997

Extension of Legislative Leave, to June 13, 1997:

Valorie Olson	Leave	January 27, 1997

Extension of Maternity Leave, to January, 1998

Victoria Sanchez	Leave	January 27, 1997

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
James F. Alby	Teacher	12-20-96
Corrine L. Beresford	Teacher	11-27-96
Joan Bucher	Teacher	02-28-97
Patricia A. Buechel	Teacher	12-01-96
Patricia A. Corrao	Teacher	06-13-97
Mathew R. Cuomo	Teacher	11-13-96
Francis J. Dagesse	Teacher	11-05-96
Ronald R. Dahlke	Teacher	01-27-97
Melvyn W. Dobbs	Teacher	06-14-96
Ernestine E. Edwards	Teacher	12-31-96
Jodi R. Gronborg	Teacher	07-18-96
Dawn M. Haren	Teacher	11-22-96
Michelle K. Hokenson	Teacher	11-22-96
Rennie C. Laing	Teacher	11-08-96
Peter H. Loyda	Teacher	11-11-96
Frances A. Romano	Teacher	11-15-96
Michael D. Sapp	Teacher	08-19-96
Charles D. Siemers	Teacher	12-02-96
Richard E. Steele	Teacher	01-24-97
Mattie J. Tucker	Teacher	12-19-96
Jill D. Wallace	Teacher	11-15-96
Susan E. Watson	Teacher	01-24-97

REAPPOINTMENT OF PROBATIONARY PERSONNEL

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Aigamaua, Karen S.
Allen, Candyce A.
Allen, Charles E.
Allen, Dorinda M.
Anderson, James P.
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.
Behnke, Mary Anne
Beitz, Corrine M.
Belkin, Gloria J.
Bell, Preston C.
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.
Breier, Susan J.
Brown, Karol E.
Brown, Kelvin B.
Brown, Thelma M.
Bruno, Thomas S.
Buhr, Jo Ann C.
Burgher, Michelle L.
Byrd, Lisa C.
Byrne, Cynthia L.
Byrne, Erin K.
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.
Conway, Julie A.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
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, Sharonda M.
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.
Kindness, Jean M.
Klein, Julie A.
Klein, Paula J.
Kleiser, Michelle J.
Knight, Alice M.
Kohl, Andrew M.
Kohnke, Daphne T.
Kowalski, Nicolette M.
Kozlosky, Sherie J.
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.
Leggett, John A.
Lelinski, Ann M.
Lenoach, Alica M.
Liebl, Diane L.
Liebl, Joanna S.
Loeffler, Colleen
Logan, Barbara M.
Leverence, Timothy M.
Long, David F.
Lopez, Luis A.
Lucio, Antonio
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, 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.
Newbold, Celia M.
Newnam, Kathleen F.
Newson, Hosea R.
Newton, Kirk R.
Newton, Lisa A.
Nichols, Nichole F.
Nichols, Randy B.
Nicholson, Christopher D.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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.
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.
Placek, Melissa A.
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.
Rieger, Lisa M.
Rios, Nydia
Ritzert, Timothy E.
Rivas, Gessner Y.
Robinson, Alison A.
Rupert, Everett E.
Sabbar, Redouane
Sabel, Marcie L.
Sadowski, Lara S.
Sande, Elizabeth W.
Sander, Amy A.
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, Ellen M.
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.
Spiegel, Mary S.
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.
Turcat, Eric
Turner, Maurice E.
Vajda, Jennifer L.
Vance, Penny A.
Van Den Busch, Carey M.
Van Dorn, Stephan M.
Van Dusen, Maria C.
Vang, Chia
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.
Winbush, Dianne
Wingers-Smith, Laura A.
Wohlgemuth, Laurie A.
Word, Alesha N.
Zellmer, Elizabeth D.
Zimmer, Jr., Donald M.
Zimmermann, David S.

TEACHERS AND TEACHER LIBRARIANS
(Completing Two 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.
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.
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.
Nawrot, Julia M.
Newman, Wilford L.
Newport, Heather J.
Ogunbowale, Gregory Y.
Ortiz, Migdalia N.
Pankau, Jennie R.
Pietruszka, Rebecca L.
Potter, Lance, E.
Riemer, Julie M.
Roberts, Heidi J.
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 Three 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.
Biersack, Elisabeth M.
Biersack, Tracy E.
Bisio, Christina M.
Blomgren, Gary A.
Bourrage, Rodney D.
Broadwater, Jean M.
Brown, Monique D.
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.
Catena, Mary M.
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
Culp, Marina C.
D'Alessio-Lenczner, Lisa M.
David, Georgina K.
Davis, Denise
Davis-Perry, La Shawnda R.
Dawson, Debra L.
Dawson, Fred T.
Dawson, James A.
De Groot, Elizabeth M.
De La Cruz- Gutierrez, Raquel
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.
Godwin, Monica L.
Goetz, Susan M.
Green, III, Charles W.
Green, Karen J.
Gregory, Kathryn A.
Griffin-Rice, Tammy D.
Grochowski, Susan L.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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.
Johnson, Wendy C.
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.
McGregor, Brenda I.
McNally, Julie M.
McQuin, Steven T.
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.
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.
Prather, Tiffany M.

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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.
Rimbey, Kristine A.
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.
Velez, Donna M.
Verban, Nicholas M.
Villarreal, Joseph P.
Vite, Andrea L.
Volke, Cynthia J.
Vollmers, Teresa M.
Wachs, Rochelle E.
Waldheim, Mary C.
Walker, Heidi J.
Wallace, Tracy R.
Ward-Jagodzinski, Ann M.
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 Four Semesters)

Barton, Matthew F.
Becker, Rebecca L.
Benkowski, Jeffrey J.
Bozarth, Rebecca A.
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.
York, Deanna M.
Young-Benson, Louise A.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Acevedo, Maria A.
Adams-Zeise, Michelle M.
Angeles, Beatriz
Aviles, Ruth
Balistreri, Michelle L.
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.
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 Five Semesters)

Engle, Robert P.
English, James T.
Engquist, Laurie A.
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.
Hayward, Karen W.
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.
Le Veque, 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
Ocampo-Lewis, Lourdes
O'Laughlin, Kathleen A.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

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.
Watry, Jennifer L.
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.

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Anderson, Angela Y.
Anderson, Christine A.
Baracani, Brad J.
Barberena, Gretchen C.
Bennett, Donald L.
Bishop, Karla D.
Bostrom, Laura M.
Burgermeister, Thomas J.
Cecil-Pigo, Erin F.
Chadwick, Lynnette M.
Collins, Milton L.
Copper, Glen S.
Cullen, Ava Y.
Derkovic-Hamizadeh, Maya
Di Domizio, Ernest L.
Docktor, Andrew G.
Doss, Tami J.
Drigot, Daniel R.
Easter, Sheri L.
Everson, Yolanda Y.
Foster, Carol A.
Frank, Julie A.
Fraundorf, Jr., Michael W.
Frey, Lisa M.
Galvan, Adriana S.
George, Hughes B.
Grant, Vicki J.
Hein, Rachel L.
Heindel, Ami T.
Herrera-Mier, Clara I.
Heyne, Kathleen E.
Hopkins, Elizabeth
Jarvis, Paul V.
Karll, Jean Z.
Kramer, John M.
Lacy, Kathleen M.
Landingham, Suzann E.
Landre, Thomas D.
Lehn, Rebecca C.
Leonard-Mercier, Kathleen A.
Lind, Tammy A.
Lubke, Dawn M.
Mac, Patricia J.
Mackowski, Catherine A.
Marshall, Patricia L.
Milosz, Wendy J.
Mueller, Celene A.
Muth, Jaimie A.
Nedrow, Kristi U.
Neumann, Kim M.
Nixon, Irma Y.
Pawlicki, Meg L.
Pesch, Elizabeth J.
Phillippo, Kelly L.
Rabideau, Todd M.
Radaj, Maureen O.
Rapp, Laurie M.
Robinson, Christine
Roventini, James R.
Sanders, Fred D.
Shebesta, Jacqueline A.
Smith, Haydee L.
Snyder, Daniel R.
Trochlell, Kathleen A.
Tucker, Misae
Vlaj, Mark P.
Walker, Kenneth
Weatherspoon, Lori Y.
White, Damon V.
Whiteside, Cornelius L.
Wilson, Jr., James A.
Yanacheck, Rosalie M.
Yang, Maly M.
Zeman, Jane E.
Zuknik, Cynthia

PRINCIPALS

Completing 1 Semester
Phillip J. Dosmann
Sara Marquez
Karen J. Theama

Completing 2 Semesters
Willie J. Fuller

Completing 3 Semesters
Nancy H. Conner
Arleen C. Dansby
Everlena Hyche
Minnie Pulliam-Novy
Margaret A. Rogers
Robert W. Wenner

Completing 4 Semesters
Susan M. Apps
Olivia S. Cervera
Marguerite J. Guy
Debra J. Jupka
Clara B. Moore
Andrew L. Patterson
Robert G. Plath

Completing 5 Semesters
Edward G. Kovochich
Kenneth C. Wald
Mary Ann Zapala

Completing 6 Semesters
Bridget Araujo
Alystine Calloway
Pamela A. Frey
Jaclyn D. Laber

ASSISTANT PRINCIPALS

Completing 1 Semester
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

Completing 2 Semesters
Patricia L. Joseph
Jeri Jayne W. Stillman

Completing 3 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
Cheryl D. Hunter
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
Harold D. Schmidt
Mark E. Tenorio
John A. Sanchez

Completing 4 Semesters
Jane K. Bogart
Juan Cardona
Cheryl A. Hamberlin
Mary H. Maresh
Yvette D. Martel
Sharon A. Munson
Krisann Pergande
Anita K. Sparks

Completing 5 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
Robert R. Meyer
Jerry W. Mitchell
Dean C. Nemoir
Gail R. Sanders
Marybeth Sandvig

Completing 6 Semesters
Anne M. Beamon
Cassandra A. Brown
Carol Von Kaenel
Judith A. Westergard

SUPPORT STAFF

Completing 1 Semester
Douglas A. Kloss
Michelle J. Lenski
Timothy J. McElhatton

Completing 2 Semesters
Thomas C. McIntosh

Completing 3 Semesters
(None)

Completing 4 Semesters
Kathleen M. Dermody
Nancy A. Domoracki
Darlene D. Liston

Completing 5 Semesters
Marianne T. Sobkowiak

Completing 6 Semesters
Denise R. Bowens
Sandra A. Dickerson
Aenone M. Rosario

(Item 8) Action on Recommended Administrative Appointments and Promotions

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)	Adell Fair	Principal Muir Middle School	Schedule III, Range 14D $67,850
5(r)	Ramelann Kalagian	Principal Steuben Middle School	Schedule III, Range 14D $67,394
2(r)	Alvin Baldwin	Assistant Principal Vincent High School	Schedule III, Range 12C $47,498
2(r)	Gardenia Farris	Assistant Principal Grand Avenue Middle School	Schedule III, Range 11D $60,483
5(r)	Melvin Hynek	Director, Division of School Technology Support	Schedule III, Range 12A $79,241
5(r)	William Molbeck	Recreation Supervisor - City-wide Sports and Athletics	Schedule III, Range 7A $53,848
2(nr)	Cecelia Edmond	Recreation Supervisor City-wide Programs and Services	Schedule III, Range 7A $53,350
2(r)	Beverly Coleman	Assistant Secretary to the Superintendent	Schedule III, Range 1A $28,944
2(nr)	Daynel L. Hooker*	Policy Analyst Office of Board Governance	Schedule III, Range 12A $55,335

2 - African American
5 - White
r - Resident
nr - Non-Resident
* - Exempt appointment contingent upon criminal background check

Separation of the appointment to the position of Policy Analyst was requested. There being no objection, the request was granted.

Director Small moved to approve the balance of the recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, Sinicki, Small, Todd and President pro Tem Braun—8.

Noes—None.

Temporarily absent—Director O'Neil—1.

The question being on approval of the appointment of the Policy Analyst, it was approved, the vote being as follows:

Ayes—Directors Bills, Fisher, Johnson, Sinicki, Small, Todd and President pro Tem Braun—7.

Noes—Director Gardner—1.

Temporarily absent—Director O'Neil—1.

UNFINISHED BUSINESS

At its meeting on November 25, 1996, the Board held over the following two items from the Report of the Innovation/School Reform Committee for consideration on December 18, 1996.

(Item A) Action on Resolutions 9697R-034 by Director Bills to Develop a Neighborhood Cluster Model Feeder System and Planning Body and 9697R-035 by Director Bills Regarding School Representatives Serving on a Cluster Council and Newly Constituted Parent Leadership Academy

Background

1. At its October 2, 1996, Agenda Planning meeting, the Board scheduled the following two resolutions for hearing before the Innovation and Reform Committee in November, 1996.

Resolution 9697R-034, by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K- 12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year, and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwriting expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools. encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That the Board direct the administration to bring a neighborhood (6040) cluster model feeder system and planning body to the Board for public hearing and action in September, 1996.

Resolution 9697R-035, by Director Bills

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwriting expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That each school elect a representative to serve on a cluster council and that each cluster council elect a representative to serve on a newly constituted Parent Leadership Academy.

Administration's Analysis

1. These resolutions propose establishing a structure and process to enable groups of schools to form Clusters as a means to provide increased services to the school community and to increase parental involvement in school decision-making and governance.

For this analysis, a "Cluster" is defined as a number of schools, including high school(s), middle school(s) and elementary feeder schools.

2. The goals of the Cluster model will be to:

1) Increase the representation of parents and enhance their capacity to participate in educational and structural decision-making in their child's school and Cluster.

2) Improve collaboration and cooperation among cluster schools and build capacity to deliver educational programs and services that parents and students desire.

3) Improve the continuity of instruction and provide for a more efficient use of human and financial resources.

4) Enhance the coordination and collaboration among schools and community and other governmental agencies in the providing of human services.

5) Establish a broad-based structure and process for developing parental leadership as well as disseminating information to parents within the cluster and district-wide.

6) Provide information to the Superintendent regarding identification and possible solutions to cluster issues.

3. Schools will have the option of joining a Cluster model. The Department of Leadership Services, working with the Parent Service Center, will provide leadership in governance and decision-making to parents as a major component of the Cluster structure.

4. The proposed Process/Timeline for establishing Clusters is as follows:

November 1996:	Board approves the Cluster concept.
December 1996:	Proposal presented to Principals, Parent Group Leaders and other parental organizations.
January 1997:	The Department of Leadership Services, with input from the Parent Service Center, will provide guidelines on implementing the Cluster concept.
February 1997:	Clusters are identified and meetings held to identify issues, needs, and possible costs.
March 1997:	Training related to various school and district issues and policies is provided to staff and parents as needed, under the direction of the Department of Leadership Services.

Strategic Plan Compatibility Statement

5. The process and timeline outlined in the administration's analysis support the Board's objective of Parent Support and Involvement and Community Support and Involvement.

Statute, Board Policy or Rule Statement

6. These procedures are consistent with state statutes and MPS policies and rules.

Fiscal Impact Statement

7. Fiscal support for this effort will be needed. It is recommended that $10,000 be available to each of fifteen clusters, for a total of $150,000. These funds would be transferred to appropriate accounts from the Contingent fund. The Clusters would identify their fiscal needs and determine how the funds would be spent.

Implementation and Assessment Plan

8. The activities of the Cluster schools can be reported to the Board on an annual basis. A sunset provision can also be enacted.

Committee Recommendations

Your Committee recommends that the resolutions be placed on file.

* * * * *

Director Johnson moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Director Fisher, Gardner, O'Neil, Todd and President pro Tem Braun—5.

Noes—Directors Bills, Johnson, Sinicki and Small—4.

(Item B) Action on Resolution 9697R-036 by Director Bills Regarding Neighborhood Cluster Schools Providing Before and After School Programs and/or Summer Programs

Background

At the meeting of the Innovation/School Reform Committee on August 13, 1996, the Board of School Directors requested an analysis of the following resolution by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform; unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can expand by only 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and hand wringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That neighborhood clusters meet in October, 1996, to determine which school would provide before and after school programs and/or summer programs based upon a needs assessment.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

A. Determine what level(s) of schools are to be targeted for clusters to provide before/after school programs and summer programs, i.e., elementary, middle, K-8, high school, or combination.

B. Determine what constitutes a cluster.
- Schools that lie within a certain feeder pattern of elementary, middle, and high schools as determined by the district.
- Schools that lie within the 17 neighborhood strategic planning areas developed by the Community Block Grant Administration, i.e., Mid-town Neighborhood Strategic Area #12, Metcalfe Park Neighborhood Strategic Area #8, United Community Neighborhood Strategic Area #4.
- Schools that want to initiate own cluster, i.e., Sherman Park Neighborhood School-Community Integration Cluster which includes Hi-Mount, Steuben, Roosevelt, 53rd Street, Sherman, Townsend, and Washington High School.
- Schools that want to be part of an independent cluster and organize own before/after school program, i.e., Thoreau.

C. Determine the composition of the Planning Committee for each cluster, i.e., principals, teachers, school and neighborhood parents, engineering staff, educational assistants, safety aides, PTA's, PTSA's PTO's, community agencies.

D. Have each Planning Committee develop a needs assessment instrument to survey its respective neighborhoods to determine what type of program is needed during the school year and the summer.

E. Determine which school(s) or community facilities are most conducive to providing the type of program desired. Keep in mind the availability of dedicated space and storage areas for the program.

F. Brainstorm "volunteer" and "paid" staffing resources available to conduct the program, i.e.,
- High school students interested in volunteering for community service.
- Students from New School for Community Service.
- Senior adult volunteers.
- Educational assistants who could work new staggered shifts from 7:30 AM - 2:30 PM or 10:30 AM - 6:00 PM to meet program needs.
- Community residents.
- School staff.

G. Determine budget needed to make program operable.

H. Determine sources of funding for program, i.e.,
- Grants
- Fees based on sliding fee scale determined by family income.

- Acceptance of third party payments from GATES Program/County Program and direct payments to schools who have approved voucher numbers.
- School Board designated monies.

- W-2 monies available for child care.
- Designated funds from the state lottery, e.g., State of Georgia.

I. Negotiate new contract language with unions where needed, e.g.,
- Starting/ending hours for engineers based on needs of parents.
- Different shifts and maximum hours for educational assistants to cover before and after school programs where needed.
- Different shifts for safety aides to cover before and after school programs where needed.

J. Determine transportation issues related to type of program needed, i.e., how child gets to site chosen for program:

Scenario #1: Parent drops off or child walks to selected site in AM. Child gets bussed from before-school site to assigned school and bussed back from assigned school to after-school site. Parent picks child up or child walks home at predetermined time.

Scenario #2: Child gets bussed to assigned school and participates in before-school program. Child stays in after school program at assigned site and gets bussed to nearest corner to home or parent picks up at assigned school.

Scenario #3: Child gets bussed to selected before-school site in AM. Child gets bussed from before-school site to regular assigned school and bussed back to after-school site. Child gets bussed from after school site to nearest corner to home or parent picks up.

Scenario #4: Child gets bussed from home to regular assigned school and bussed back to selected after-school site. Child gets bussed from after-school site to nearest corner to home or parent picks up.

K. Determine safety/security issues related to program hours.

2. What are suggested timelines for implementation of resolution?

November	Resolution approved by Board.
December/January	Determine what constitutes a cluster.
	Develop and initiate cluster planning groups.
	Visit current extended day models.
February	Develop and implement needs assessment of cluster neighborhoods.
	Determine cluster program based on needs assessment and facilities to be utilized.
	Determine budget for program.
April	Review union contracts and develop Memorandums of Understanding if needed.
	Review transportation procedures related to program needs.
May	Seek collaborative funding and grants.
August	Implement Program
December	Evaluate program.

The Planning Committee from each cluster should visit each of the options currently available for before- and after-school and summer programs and evaluate programs regarding days, hours, staffing, activities, and cost based on number of participants. Visitations prior to developing a needs assessment are recommended so that specific questions can be addressed in the survey.

The programs are:

- Brown Street Extended Day Model
- Camp Thoreau Model
- Lancaster After School Recreation Program (ASRP) Model
- Manitoba Kids Club Model
- Congress Year-round School Model
- Summer Recreation Enrichment Camp (Summer Model)

Past surveys of need for child care are available for review:

- Survey of UW-Extension and MPS Recreation — November 1989
- School Age Child Care Recreation Survey — June 1990

- Four C's — Child Care Study
- Thoreau Neighborhood Survey — September 1993
- MPS — Before and After School Child Care Parent and Principal Survey — October, 1994

3. What are the implications if resolution is adopted?

A. Are significant policy questions involved?
- Current transportation policies need to be reviewed based on type of program desired in each cluster.
- Question of whether public schools can charge a "user fee" for before/after-school programs/child care needs to be addressed. Programs may need to be offered as "recreation/enrichment programs/camps, or kids clubs, not "child care" which has more stringent certification standards.
- If public schools can provide "child care", are teachers automatically certified or is further training needed?
- Are there other certification standards MPS would have to meet as a child care provider?

B. Is a city attorney's opinion required?
- To be determined at a later date based on policy changes and type of programs anticipated.

C. Is there significant staff time to implement?
- A minimum of one (1) full-time extended-day coordinator would be needed to work with clusters through entire process. Estimated cost: $53,000 plus fringe benefits.

D. Is an assessment plan needed?
- A needs assessment with extensive input from school parents and neighborhood residents is needed to determine the type of program desired during the school year and during the summer.

Committee Recommendations

Your Committee recommends that the resolution be placed on file.

Director Gardner moved that, consistent with the Board's first and second budget initiatives for the 1997-98 budget, to increase parent choice within MPS and to expand early childhood education for Milwaukee children, the administration report to the Board, no later than February 28, 1997, how Milwaukee parents will be afforded maximum feasible before school and after school child care and recreational and educational programs, with special concern for families and communities that will be especially affected by in the implementation of Wisconsin Works.

The motion was adopted, the vote being as follows:

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

Noes—Director Johnson—1.

RESOLUTIONS

Resolution 9697R-061

By Directors Fisher, O'Neil, and Todd:

WHEREAS, The past 20 years of decentralization in the Edmonton Public Schools was largely an end in itself — and did not improve student achievement and did not save money; and

WHEREAS, MPS system-wide reform initiatives — such as School-to-Work, High Standards, K-12 Teaching and Learning Goals, and decentralization — are focused on improving student achievement; and

WHEREAS, Under the leadership of the Milwaukee Board of School Directors and the Superintendent, decentralization in MPS has been undertaken in ways intended to safeguard the interests of all children, including those with special needs, and to maintain the economy-of-scale savings that a large urban system commands; and

WHEREAS, The buy-back component of decentralization presents the prospects of privatizing and contracting out the jobs of the dedicated employees who are implementing decentralization and other reform initiatives in MPS; and

WHEREAS, A number of concerns related to implementing decentralization – such as training, equity, and evaluation of impact on student achievement — need to be resolved; and

WHEREAS, The staffs at Hi-Mount, Fritsche, Grand Avenue, and other schools already possess the expertise to implement decentralization at a highly sophisticated level; therefore be it,

RESOLVED, That the Milwaukee Public Schools move forward with decentralization which is carefully monitored and evaluated to ensure that the focus remains on student achievement and that other system-wide reform initiatives continue throughout the district; and be it

FURTHER RESOLVED, That the Board of School Directors and the Superintendent continue to provide leadership for all MPS decentralization efforts to ensure that the interests of all children are safeguarded at all times and that system-wide economy-of-scale savings are maintained, whenever appropriate; and be it

FURTHER RESOLVED, That the decentralization process in MPS be continued without buy-backs or any other element that could result in privatization and contracting out of MPS jobs; and be it

FURTHER RESOLVED, That the training, equity, evaluation, and other decentralization implementation concerns be addressed in the FY98 budget; and be it

FURTHER RESOLVED, That those schools which are prepared and committed to implementing a more advanced level of decentralization be supported in their efforts and that these pilot schools be carefully studied as potential models.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-062

By Director Bills and Director Sinicki:

WHEREAS, The FY98 budget has a projected $6-8 million shortfall; and

WHEREAS, The Board's budget priority #5 is to identify ways to reduce pupil transportation costs; and

WHEREAS, The FY97 budget anticipates a $51,550,435 transportation cost; and

WHEREAS, The MPS transportation budget has regularly been over budget; and

WHEREAS, Recasting the Technology plan is anticipated to cost between $17 million and $33 million in FY98; and

WHEREAS, Many urban districts are returning to neighborhood schools because of demographic changes similar to those of Milwaukee; and

WHEREAS, The public in survey after survey feel we spend too much on transportation; and

WHEREAS, Parents are requesting increased transportation services for safety, childcare and choice; and

WHEREAS, Mobility could be reduced if children had both childcare and education opportunities in their neighborhoods; and

WHEREAS, The Committee of 100 brought together hundreds of parents and community members to plan for equitable and safe desegregation in 1976; therefore be it

RESOLVED, That the administration make recommendations to the Board by the February 1997 committee meetings on the creation and composition of 15 neighborhood clusters based on high school feeder patterns to begin planning for neighborhood schools and learning centers which blend education and childcare for children 0-12; and be it

FURTHER RESOLVED, That the Board hire a consultant to review our student assignment, transportation patterns and childcare needs, including the ramifications of the 55%-45% attendance area preference policy and the implications of providing students with their first choice, and to make recommendations to the Board and cluster planners on how mobility and transportation costs could be reduced by providing transportation for integration or for overcrowding, for implementation no later than August 1998; and be it

FURTHER RESOLVED, That the MPS administration and clusters work with the Mayor, the Common Council and the Police Department to ensure that all our streets and neighborhoods will be safe for children.

Referred to the Innovation/School Reform Committee.

The Board adjourned at 11:57 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 8, 1997

Agenda planning meeting of the Board of School Directors called to order by President Fisher at 6:21 PM.

Present—Directors Bills, Braun, Gardner, O'Neil, Sinicki, Small, Todd (6:30 PM) and President Fisher—8.

Absent and excused—Director Johnson—1.

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

January 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, January 8, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of January, February and March Calendars
2. Scheduling of Special Board Meetings
3. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, January 14, 1997
4. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, January 15, 1997
5. Review of Draft Agenda—Strategic Planning and Budget Committee, 6:30 PM, Wednesday, February 5, 1997
6. Review of Items Pending Before the Legislation, Rules and Policies Committee
7. Review of Items Pending Before the Board—Agenda Planning Meeting
8. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Wednesday, January 29, 1997

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

NANCY R. NOESKE
DIRECTOR

The Board reviewed the calendars and the Committee and Board meeting agendas for February.

Director Sinicki moved that communications 9697C-017 from Bruce Thompson and 9697C-009 from Robert Miranda be held for consideration until the April committee meetings.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Braun, Gardner, O'Neil, Small, Todd and President Fisher—6.

By unanimous consent, the Board directed the Office of Board Governance to prepare for the February 26, 1997, Board meeting a recommendation to change the Annual Organizational Meeting of the Board from April 28, 1997, to May 1, 1997.

The Board adjourned at 7:25 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 8, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:12 PM.

Present—Directors Bills, Braun, Gardner, Johnson (7:30 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent—None.

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

January 8, 1997
11:30 AM

Emergency Meeting Notice

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Joseph Fisher, a special meeting of Board of School Directors will be held on Wednesday, January 8, 1997, immediately upon adjournment of the Agenda Planning Meeting of the Board, scheduled to begin at 6:00 PM, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly taking action with respect to a request to the Superintendent 1) to designate a facility as a grade 6-12 school for students who disrupt the learning environments of the schools they presently attend, beginning with the second semester of this year, and 2) to develop a definition of unacceptable behavior which will result in immediate assignment of a student to this new school.

This notice is being issued under the provisions of Wisconsin Statutes, Section 19.84 (3), which provides that public notice of every meeting of a governmental body shall be given at least 24 hours prior to the commencement of such meeting, unless for good cause, such notice is impossible or impractical, in which case shorter notice may be given, but in no case may the notice be provided less than 2 hours in advance of the meeting.

NANCY R. NOESKE
Director

Director Braun moved that the Board instruct the Superintendent to prepare and present to the Board via the Innovation/School Reform Committee, a plan for the creation of an alternative school for adjudicated 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 1997-98 budget; and that a City Attorney's opinion be sought concerning the liabilities attached to, and the feasibility of, such a school.

Director Bills moved to substitute the following motion:

That the Board 10 direct the Superintendent to establish a school for students, grades 6-12 who disrupt the learning environment of the schools which they currently attend, beginning with the second semester of this school year; and 2) direct the Superintendent to

establish admission criteria for this school which meet with the approval of the City Attorney, and to bring these criteria along with a proposed school site to the Board later this month for public hearing and Board action.

The motion to substitute failed of adoption, the vote being as follows:

Ayes—Directors Bills, Sinicki, Small and Todd—4.

Noes—Directors Braun, Gardner, Johnson and O'Neil—4.

Voting "present"—President Fisher—1.

Director Sinicki left at 8:10 PM.

The question being on Director Braun's motion, Director Bills moved to amend as follows:

That the Board instruct the Superintendent to prepare and present to the Board ~~via the Innovation/School Reform Committee~~, a plan for the creation of a~~n alternative~~ school for ~~adjudicated~~ 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 the second semester and for inclusion in the 1997-98 budget~~.~~; and that a City Attorney's opinion be sought concerning the liabilities attached to, and the feasibility of, such a school.

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

Ayes—Directors Bills, Small and President Fisher—3.

Noes—Directors Braun, Gardner, Johnson, O'Neil and Todd—5.

By unanimous consent, Director Braun's motion was amended as follows:

That the Board instruct the Superintendent to prepare and present to the Board via the Innovation/School Reform Committee, a plan for the creation of a~~n alternative~~ school for ~~adjudicated~~ 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 1997-98 budget; and that a City Attorney's opinion be sought concerning the liabilities attached to, and the feasibility of, such a school.

The motion as amended was adopted, the vote being as follows:

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

Noes—None.

The Board adjourned at 8:19 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 4:50 PM.

Present—Directors Bills (5:00 PM), Braun, Gardner, Johnson, O'Neil, Sinicki, Small, and President Fisher—8.

Absent and excused—Director Todd—1.

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

January 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 4:30 PM on Monday, January 13, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and possibly acting on the award of a contract to a legal firm for labor negotiations services.

Pursuant to Wisconsin Statutes 19.85 (1) (e), which provides that a governmental body may convene in executive session "whenever competitive or bargaining reasons require a closed session," the Board may retire to executive session to: 1) discuss possible labor negotiations strategies relating to its various bargaining units, and 2) interview representatives of legal firms regarding possible labor negotiations strategies, and to review, assess and negotiate the proposals of various legal firms which may be engaged to provide negotiations services for the Board. The Board may reconvene in open session to select a contractor to provide labor negotiations services for the Board.

NANCY R. NOESKE
Director

Director Sinicki moved that the Board retire to executive session 1) discuss possible labor negotiations strategies relating to its various bargaining units, and 2) interview representatives of legal firms regarding possible labor negotiations strategies, and to review, assess and negotiate the proposals of various legal firms which may be engaged to provide negotiations services for the Board.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 4:53 PM.

The Board reconvened in open session at 10:22 PM.

Director Gardner moved that the Board authorize the President to enter negotiations with Whyte, Hirschboeck for labor negotiations counsel and if possible, to bring a contract to the Board for approval on January 29, 1997.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

The Board adjourned at 10:22 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 10:24 PM.

Present—Directors Bills, Braun, Gardner, Johnson (10:27 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent—None.

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

January 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 immediately upon adjournment of the Special Board Meeting scheduled to begin at 4:30 PM on Monday, January 13, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of continuing 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. The Board may reconvene in open session to take action with respect to expressing its intention regarding renewal of the Superintendent's contract for 1997-99, as required by section 118.24 (6) & (7), Wisconsin Statutes.

NANCY R. NOESKE
Director

Director Gardner moved that the Board retire to executive session for the purpose of continuing the annual performance evaluation of the Superintendent.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 10:26 PM.

The Board reconvened in open session at 11:40 PM.

Director Braun moved that the Board authorize the President to send a letter of intent to renew the Superintendent’s contract for 1997-1999.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 11:41 PM.

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

RESIGNATION OF SUPERINTENDENT

January 14, 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 Superintendent of Schools, effective at the end of the business day on June 30, 1997. I appreciate the confidence the Board has shown in me by offering to extend my contract for an additional two years. However, I have decided to decline the offer. When my current contract expires at the end of June 1997, it is my intention to retire from the Milwaukee Public Schools after more than 35 years of service as an educator, with 34 of those years in MPS.

It has been a privilege and honor for me to serve as superintendent for the school district to which I have devoted virtually all of my professional career. My dedication and commitment to the school children has remained foremost throughout my years as a classroom teacher, principal, central services administrator, and superintendent.

I would like to express my appreciation to you and all of the Board members for providing me with an opportunity to serve our children and community. I also appreciate your support during my tenure as superintendent. We have made tremendous progress in our educational reform efforts. We have set high standards for students and we have seen our student achievement results improve. Our schools have more decision-making authority and direct control over resources and central services is continuing to be transformed to provide quality support services to schools.

Under the Board's direction, we have set in motion a number of initiatives this year and are in the process of developing budget recommendations for FY 98. Over the next several months of my contract, we are not going to be in a stand-by position. I want to assure the Board that I will be continuing to work diligently on the critical work of the school district to keep moving us forward.

As previously stated, the effective date of my resignation will be at the end of the business day on June 30, 1997. In order to ensure a smooth transition of the district's leadership, I will give my full support to the Board during its process to hire a new superintendent.

Once again, I would like to thank you for the opportunity to have served the Milwaukee Public Schools.

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

copies to: Milwaukee Board of School Directors

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 14, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:19 PM.

Present—Directors Bills, Braun, Gardner, Johnson (7:45 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent—None.

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

January 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, January 14, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) giving public hearing, considering, and possibly taking action on Resolution 9697R-061 by Directors Fisher, O'Neil and Todd Regarding MPS Decentralization Efforts Including Buy-back of Services and 2) considering and possibly taking action on settlement of a Workman's Compensation Claim.

With respect to item 2) above, the Board, pursuant to Wisconsin Statutes Section 19.85 (1) (g), may retire to executive session for the purpose of conferring with legal counsel regarding strategy to be adopted with respect to litigation in which the district may become involved. The Board may reconvene in open session to take action on matters considered in executive session.

This meeting immediately precedes the regular January meeting of the Innovation/School Reform Committee scheduled to begin upon adjournment of this meeting, but no earlier than 7:30 PM.

NANCY R. NOESKE
Director

With respect to Item 1, Director Todd movd to adopt the following resolution:

WHEREAS, The past 20 years of decentralization in the Edmonton Public Schools was largely an end in itself — and did not improve student achievement and did not save money; and

WHEREAS, MPS system-wide reform initiatives — such as School-to-Work, High Standards, K-12 Teaching and Learning Goals, and decentralization — are focused on improving student achievement; and

WHEREAS, Under the leadership of the Milwaukee Board of School Directors and the Superintendent, decentralization in MPS has been undertaken in ways intended to safeguard the interests of all children, including those with special needs, and to maintain the economy-of-scale savings that a large urban system commands; and

WHEREAS, The buy-back component of decentralization presents the prospects of privatizing and contracting out the jobs of the dedicated employees who are implementing decentralization and other reform initiatives in MPS; and

WHEREAS, A number of concerns related to implementing decentralization – such as training, equity, and evaluation of impact on student achievement — need to be resolved; and

WHEREAS, The staffs at Hi-Mount, Fritsche, Grand Avenue, and other schools already possess the expertise to implement decentralization at a highly sophisticated level; therefore be it,

RESOLVED, That the Milwaukee Public Schools move forward with decentralization which is carefully monitored and evaluated to ensure that the focus remains on student achievement and that other system-wide reform initiatives continue throughout the district; and be it

FURTHER RESOLVED, That the Board of School Directors and the Superintendent continue to provide leadership for all MPS decentralization efforts to ensure that the interests of all children are safeguarded at all times and that system-wide economy-of-scale savings are maintained, whenever appropriate; and be it

FURTHER RESOLVED, That the decentralization process in MPS be continued without buy-backs or any other element that could result in privatization and contracting out of MPS jobs; and be it

FURTHER RESOLVED, That the training, equity, evaluation, and other decentralization implementation concerns be addressed in the FY98 budget; and be it

FURTHER RESOLVED, That those schools which are prepared and committed to implementing a more advanced level of decentralization be supported in their efforts and that these pilot schools be carefully studied as potential models.

Director Braun moved to amend by deleting the words “buy backs or” and “other” in the second Further Resolved.

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

Ayes—Directors Bills, Braun, Gardner and Johnson—4.

Noes—Directors O’Neil, Sinicki, Small, Todd and President Fisher—5.

Director Bills moved to amend by deleting the words “contracting out.”

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

Ayes—Directors Bills and Johnson—2.

Noes—Directors Braun, Gardner O’Neil, Sinicki, Small, Todd and President Fisher—7.

Director Gardner moved to amend by inserting the following additional clauses:

After the first Resolved:

Further Resolved, that the Board of School Directors and the Superintendent identify, as part of the 1997-98 budget, which services within each department will remain central, required by the district, and which services to schools will be evaluated for charge-back during 1997-98 and beyond: and be it.

After the first Further Resolved:

Further Resolved, That the Board of School Directors and the Superintendent, during the 1997-98 school year, specify unit costs for all services that will be charged back to schools during 1998-99 and beyond, as part of the information required so that schools, as well as the Board and Superintendent, may decide which services may be considered for buy back in the future; and be it.

The vote to adopt the amendment was as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson ands O'Neil—5.

Noes—Directors Sinicki, Small, Todd and President Fisher—4.

Director O'Neil requested permission to change his vote. Objection having been heard, the Board proceeded to vote on the question: Shall Director O'Neil be allowed to change his vote.

The vote change was allowed, the vote being as follows:

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

Noes—Director Bills—1.

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

Ayes—Directors Bills, Braun, Gardner and Johnson—4.

Noes—Directors O'Neil, Sinicki, Small, Todd and President Fisher—5.

Director Gardner moved to amend by inserting the following clause after the first Further Resolved:

FURTHER RESOLVED, That the Board of School Directors and the Superintendent, during the 1997-98 school year, specify unit costs for all services to schools during 1998-99 and beyond, as part of the information required, so that schools, as well as the Board and the Superintendent, may know the true cost of services; and be it.

The amendment was adopted, the vote being as follows:

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

Noes—Director Small—1.

The question being on adoption of the resolution as amended, it was adopted, the vote being as follows:

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

Noes—Director Bills—1.

Director Sinicki left at 8:25 PM.

With respect to Item 2, Director Braun moved that the Board retire to executive session for the purpose of conferring with legal counsel regarding strategy to be adopted with respect to litigation in which the district may become involved.

The motion was adopted, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 8:22 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
JANUARY 29, 1997

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

Present—Directors Bills, Braun, Gardner, Johnson (7:43 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent—None.

AWARDS AND RECOGNITIONS

Excellence in Education Awards

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, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education" award to:

Thirty-seventh Street Elementary School

The staff members of Thirty-seventh Street Elementary School are being commended for their extraordinary efforts in assisting neighbors of the school who were involved in a house fire on Thursday, January 2, 1997. Four of the occupants of the duplex were Thirty-seventh Street School students. They were not injured in the blaze.

Jeffrey Yanke, a fifth-grade teacher, spotted smoke coming from a house across the street from the school at about 3:30 p.m. He ran into the house and helped an older woman to safety. He entered the house a second time and found a man sitting on the floor of the second story. He was unable to carry the man, so he left the building and called to David Greene, an educational assistant, to help. The two then carried the man out of the hot, smoky building.

The school was open well into the night as a temporary shelter for 20 residents while the Red Cross made more permanent arrangements. The school staff helped make the residents comfortable by providing food and blankets, as well as hats, scarves, and gloves from the school's lost and found.

The following staff are to be commended for their heroic actions and caring assistance:

Cynthia Jones, assistant principal
David Greene, educational assistant
Jeffrey Yanke, teacher
Mary Schowalter, teacher
Jerry Ann Dailey, head secretary
Sandra Echols, secretary
Sheila Milton, educational assistant
Nancy Marz, teacher
Sharon Pelon-Babby, teacher
Demetrius McHenry, building service helper
Barbara Olson, building service helper
Greg Rucks, school security aide
Verna Frazier, teacher

Other Awards and Recognition

Mr. Victor Brazil, principal of Burroughs Middle School, was chosen to be a *recipient of the 1997 Black Excellence Awards* sponsored by *The Milwaukee Times* weekly newspaper. He will receive the award at a program on February 28, 1997.

The following MPS students were selected as *1997 National Merit Semifinalists and Commended Students*:

1997 National Merit Semifinalists:

- Allyson M. Giesen, Milwaukee High School of the Arts
- Stephen R. Meer, Rufus King High School
- Laura J. Niesen, Rufus King High School
- Ryan S. Peterson, Rufus King High School
- Joshua Stein, Riverside High School
- Katherine E. Wagner, Rufus King High School

Commended Students in the 1997 National Merit Program:

- Allison Arndt, Hamilton High School
- Benjamin Calhoun, Milwaukee High School of the Arts
- Doran Catlin, Riverside High School
- Jordan D. Edinger, Milwaukee Trade & Technical High School
- Paul D. Getto, Rufus King High School
- Kelly E. Heidrich, Rufus King High School
- Zachary J. Lozier, Milwaukee High School of the Arts
- Adam L. Reid, Milwaukee Trade & Technical High School
- Joel A. Szabrowicz, Juneau High School
- Justin R. Titley, Milwaukee High School of the Arts
- Gregory W. Whitten, Rufus King High School

1997 National Achievement Scholarship Program for Outstanding African-American Students Commended to College:

- Selina D. Bandy, Milwaukee Trade & Technical High School
- Damien M. DeBuhr, Rufus King High School
- Christina Joy, Rufus King High School
- Denese Shelton, Rufus King High School
- Sean D. Thomas-Breitfeld, Rufus King High School

Mr. Bill Budris, physical education teacher at Victory Elementary School, *was named Jump Rope for Heart Educator of the Year* by the American Heart Association and the Wisconsin Alliance for Health, Physical Education, Recreation, and Dance.

John Carian, a sophomore at Rufus King High School, *won the 1996 Wisconsin Junior Chess Championship.* To win the title, he competed against 130 players in a statewide tournament held in Oshkosh in November.

Talonda Michelle Lipsey, a student at Vincent High School, was among 17 high school students to receive the *Alverno College Award for Leadership Excellence.*

Gina Knade and Stephen Meer, students at Rufus King High School, have been nominated for the *1996 Wendy's High School Heisman Awards* for excelling in academics, mathematics, and community involvement. The program is sponsored by Wendy's and the National Association of Secondary School Principals.

Eric McDonald, student at the Milwaukee High School of the Arts, placed *seventh in the 1996-97 Student Art Awards program* co-sponsored by the Wisconsin Association of School Boards and the Wisconsin Art Education Association. His artwork was displayed at the 1997 state education convention of the Wisconsin Association of School Boards, Wisconsin Association of School District Administrators, and Wisconsin Association of School Business Officials, held in Milwaukee in January. **Derrick Skinkis,**

and **Sha-Quanta Selena Hollman, students at Milwaukee High School of the Arts,** also had their artwork displayed at the convention.

The **Milwaukee Public Schools' Mathematics Proficiency Exam** was selected to receive *honorable mention in the 1997 Magna Awards* recognition program sponsored by The American School Board Journal. The entry will be cited along with the 24 other winning programs in a special supplement to the April issue of *The American School Board Journal*. **Dr. Mary Quilling, director of research and assessment,** submitted the proficiency exam for recognition.

A team of students from **Walker Middle School** were *among the five regional winners in the Southeast Region Fall Semester Stock Market Game Program* sponsored by the Wisconsin Council on Economic Education.. They were recognized at a recognition dinner on January 13, 1997. The student team included **Shawn Brunette, Keith Carle, Jonathan Carlson, Amy Curler, Jose E. Feliciano, and Jessica Feliciana.** The teacher advisor is **Ms. Gwenn Diedrich**.

Mr. Edward A. Carufel, teacher at Washington High School, and Mr. Willie B. Weaver, Jr., U.S. history teacher at Muir Middle School, have *been included in the fourth edition of* Who's Who Among America's Teachers 1996. They were selected by former students.

A student Turkish dance group from Morse Middle School performed at the 1996 Holiday Folk Fair in November 1996, for the fourth consecutive year. The dance group is directed by **Mr. Curt Winterfeldt, an English teacher at Morse**.

The **Milwaukee Public Schools' publication entitled "Directions**" received an Award of Excellence in the Special Purpose Brochure/Handbook category in the Wisconsin School Public Relations Association's 1996 Spectrum Awards Contest. **Ms. Denise Callaway is director of public affairs and communications,** and **Mr. Pedro Roman, internal communications specialist,** was responsible for developing the publication.

Torrie Williams, a fifth-grade student at the Milwaukee Spanish Immersion School, won first prize in the Wisconsin Supreme Court essay contest for fifth graders. As the first-place winner, Torrie read her essay in front of the Wisconsin Supreme Court in October. Essays were received from more than 43 public and private schools from throughout Milwaukee County.

MPS students received an Emmy award for *Teen Forum*, a weekly television program produced, written, hosted, and directed by area high school students that airs Saturdays on ABC. The students received the Emmy for a show on the subject of racism. The following students won the Emmy awards:

- Karley Crain, Milwaukee High School of the Arts
- Nick Onorato, Riverside High School
- Roy Hill, Riverside High School
- Knyja Reed, Riverside High School
- Tremaine Terrell, Madison High School
- NaMia Moore, Marshall High School
- Lanell Knox, Juneau High School
- Myleah Morris, Juneau High School.

The following MPS athletic directors recently successfully completed the Certified Athletic Administrator exam and *received the title of "Certified Athletic Administrator."* The program is administered by the National Athletic Administrators Association to identify those directors nationally who demonstrate a certifiable level of both experience and expertise in the administration of interscholastic athletics. They are among fewer than 1,000 athletic directors in the nation who hold this designation.

- Janis K. Doleschal, commissioner of athletics
- David Ratka, Milwaukee High School of the Arts
- Ellen Makowski, Custer High School
- Harry Hansen, Custer High School
- Eric Oliver, Hamilton High School

- John Nolan, Rufus King High School

- Jennifer Storer, Marshall High School
- Keith Tietyen, Pulaski High School
- Roger Meier, Milwaukee Trade & Technical High School
- Dennis Mattson, Vincent High School

Ms. Janis Doleschal, commissioner of athletics, was one of three finalists for the 1997 Women's Sports Advocates of Wisconsin Lifetime Achievement Award and was named vice-chair of the National Interscholastic Athletic Administrators Association Publication Committee.

"Time and Time Again," a video on recycling produced by **Marshall High School students** for S. C. Johnson & Son, has been selected for use on educational cable channels assigned to the Houston Independent School District. The video, along with a curriculum guide, will be used by teachers and students throughout the Houston schools. **Mr. John Holmes**, a 1996 Walt Disney/McDonald's National Teacher of the Year, is the teacher for Marshall's Eagles Wing Productions, a video production company run by students.

Ms. Eve Maria Hall, coordinator of School to Work, *was recently profiled in the Business Journal's "40 under 40,"* a listing of 40 people under the age of 40 who are making differences in their organizations, industries, communities, or professional fields.

MPS student teams from the following schools were *winners in Warner Cable's CAMY, Cable and the Media for Youth, Awards program*. The students research, write, and film 15-minute shows on such topics as news, sports, interviews, and reports on health, weather, and science. The winning teams from MPS are:

Most Exclusive Story, on "William Gates" — Kosciuszko Middle School

Jennifer Buckler	Jessey Canales	Ramona Chiadez
Brandy Hayes	Darlene Lemcke	Ruben Martinez
Medelis Miranda	Christina Steffes	Juanita Torres
Sabrina Tracy	Richard Wastruck, teacher advisor	

Best Technical Teamwork — Sholes Middle School

Stacy Aitchison	Rhonda Bigelow	Jose Castillo
Almonzo Durham	Anthony Ebbott	Domonique Gardner
James Griffith	Barbara Guzman	Heidi Hancock
Nicole Hayne	Jenni Hughes	Allan King
Domonique Kniesz	Stephanie LeBlanc	Nicole Longoria
Ranklin Mapp	Adrian McThadden	Sahar Mseitif
Uang Nguyen	Walter Patterson	Kiveelsha Payton
Camellie Rodriquez	Atoya Rodgers	Kathy Schrank
Cristina Schroeder	Kirra Susalla	Julia Vallejo
Jon Wandick	Denina Welch	Lisa Young
Erin Pigo, teacher advisor		

Journalistic Integrity Award — Milwaukee Education Center Middle School

Pamela Allen	Brandon Coleman	Tania Fuentes
Donte Greene	David Holland	Jackie Hughes
Tramika Hymes	Christina Jackson	Iris Jimenez
Mathew Kazel	Tisha Kearney	Latisha Moffett
Denise Moore	Tristian Roberts	Omari Robinson
Donna Walker, teacher advisor		

Best Integration of Media — Audubon Middle School

Dorzell Bankhead	Courtney Bayer	Yolanda Davis
Maurice Doll	Russell Goodwin	Antionett Morris
Courtney Sinclair	Barbara Soto	Becky Van Fossan
Nancy Bonesho, teacher advisor		

* * * * *

APPROVAL OF MINUTES

On the motion of Director Gardner, the minutes of the regular and special Board meetings of December 9, 11 and 18, 1996, were approved as printed, the vote being as follows:

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

Noes—None.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item A) Award of Contract for Labor Negotiations Services

January 29, 1997

TO THE BOARD OF SCHOOL DIRECTORS;

At its meeting on January 13, 1997, the Board selected Whyte, Hirschboeck Dudek, S.C. (Whyte) and the Hall Team (Hall) of Hall, Patterson & Charne, S.C. to provide labor negotiations services to the Board, and directed the Board President to negotiate the terms of a contract for Whyte and Hall, to be submitted for Board approval at its January 29, 1997, meeting.

The proposed contract is attached and is being submitted for Board action. It has been developed with input from the administration and the City Attorney, and is acceptable all of the parties involved.

Under the terms of the proposed contract, the professional services of Whyte will be provided by Charles C. Mulcahy, David C. Hertel, William E. Hughes, III, Elizabeth M. Estes and Roger N. Cepeda, and the services of Hall will be provided by James H. Hall, Jr., Gretchen Miller and Jacqueline L. Tillmann. One paralegal person would also be involved.

This item has been noticed for executive session, in the event the Board wishes to further negotiate the terms of the contract with Whyte and Hall.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session, under the provisions of Wisconsin Statutes 19.85 (e) to negotiate the terms of a contract with Whyte, Hirschboeck Dudek, S.C. and the Hall Team of Hall, Patterson & Charne, S.C.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:41 PM.

The Board reconvened in open session at 7:42 PM.

Director Small moved to approve the contract.

Director Gardner moved to amend the contract to provide for a termination notice of five working days rather than 30 days.

The amendment was adopted, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Todd—1.

The contract as amended was approved, the vote being the same as that preceding:

Ayes—7; Noes—0; Abstaining from voting—1.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report and Possible Action on Legal and Curricular Issues, Proposed Curriculum Standards for Ethnic and Culturally Focused Education as Part of the MPS High Standards Reform, and Cost Estimates and Timeline for Conducting an External Curriculum Audit of All Cultural Immersion Programs or Schools

Background

At its meeting on Wednesday, December 18, 1996, the Board of School Directors directed the administration and the Office of Board Governace to identify both legal and curricular issues, propose

curriculum standards for ethnic and culturally focused education as part of the MPS high standards reform initative, and prepare a cost estimate and timeline for conducting an external curriculum audit of all cultural immersion programs or schools, with such audit to be completed and brought back to the Committee no later than May 1997.

Plan

1. MPS Board of School Directors rules, policies and procedures, as well as educational standards, benchmarks, and assessments, form the criteria for the curriculum of ethnic and cultural programs.

2. MPS currently has educational standards, draft benchmarks and assessments which provide the framework for curriculum developed for the K-12 teaching and learning goals and for the following subject or content areas: the arts, mathematics, language arts, science, social studies, health and physical education, vocational/technical education, and technology. These standards also are the basis for the development, inclusion and evaluation of all content for ethnic and culturally focused curriculum.

3. Additional criteria that will be used to review the curriculum of each ethnic and cultural immersion program will include the MPS criteria for evaluation of textbooks and curriculum materials, currently used by textbook adoption committees. The criteria address various areas and include, among other areas, a review of the accuracy of information presented; the appropriate integration of other subject matter or disciplines; and multicultural dimensions, e.g., content that reflects diversity and understanding of multiple perspectives. The MPS general criteria for analysis and evaluation of materials are based on the "Guidelines for Selection Criteria" from the Council of Great City Schools. Additionally, the criteria for analysis of books for racism and gender bias, published by the Council on Interracial Books for Children, will be used as curriculum evaluation criteria.

4. The administration and the Office of Board Governance have held preliminary discussions regarding the objectives of the study and recommend that the initial step in the timeline be the development of a detailed scope and objectives statement which identifies all issues the audit should address.

5. The cost for conducting an external curriculum audit of all cultural immersion programs or schools, which include the programs at Dr. Martin Luther King, Jr., Malcolm X Academy, Milwaukee French Immersion, Milwaukee German Immersion, Milwaukee School of Languages, and Milwaukee Spanish Immersion, is estimated at between $75,000 and $100,000. Funds would be found within existing accounts. The cost of audits for Dr. Martin Luther King, Jr. and Malcolm X Academy only would be approximately $50,000.

6. The timeline for the external curriculum audit is detailed below. The administration and the Office of Board Governance will jointly share the responsibility for the plan timeline and tasks.

Month	Tasks
January 1997	Develop detailed audit scope and objectives.
	Identify MPS curriculum standards for ethnic and culturally focused programs and schools.
	Identify legal and curricular issues.
February 1997	Report cultural and ethnic curricular standards and legal and curriculum issues to the Innovation / School Reform Committee.
	Identify consultants and issue RFP.
	Evaluate RFP responses and recommend consultant to Board.

March-May 1997	Consultant conducts curriculum audit.
June 1997	Audit report to the Innovation/School Reform Committee.
	Innovation/School Reform Committee reports audit to Board.

Committee Recommendation

Your Committee reports this matter to the Board without recommendation.

* * * * *

(ITEM 2) Update on the Exceptional Education Reform Steering Committee

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

Background

On February 26, 1996, the Board approved the Exceptional Education Reform Plan to be implemented in fall 1996. A total of 127 schools volunteered to participate in phase I of the reform. The remaining schools will participate, effective fall 1997. A steering committee was appointed by the Superintendent to oversee the progress of the reform and to report on that progress to the Board. The following is submitted by this committee as a report of the progress during semester 1 of FY97.

1. Diagnostic teachers have been assigned to the schools, and salaries for these positions have been decentralized to the schools.

2. Supervisors have been assigned to work directly in schools .

3. The diagnostic process has been decentralized, with M-team activities now taking place in the schools.

4. Money to support the diagnostic process (supplies, forms, clerical funds) has been decentralized to schools.

5. Diagnostic teachers are functioning multi-categorically and each has obtained provisional licensure for the areas of LD, ED, and CD.

Success of the Reform Effort

Based on their observations in schools, the broadly representative steering committee identified a number of successes and challenges. Due to the short time the reform plan had been implemented, the committee reported in experiential terms, with statistical measures to be utilized in future reports.

1. The newly school-based diagnostic teachers and supervisors are perceived as more proactive and effective in their services to students.

2. School-based diagnostic teachers and supervisors are able to provide more direct assistance to teachers.

3. More programming options are being developed within individual schools.

4. Exceptional education supervisors are now more available and accessible to parents. Parents have appreciated having an exceptional education support person at the school who can respond to their concerns.

5. There is an increased efficiency in the use of diagnostic personnel.

6. Exceptional education classroom teachers are better able to make the connection between the diagnostic process and classroom interventions.

7. Students with exceptional education needs are being placed in programs in a more timely manner.

Challenges in the Reform Effort

1. Diagnostic staff feel overwhelmed by new demands and responsibilities, including becoming licensed in all disability areas. The waiver of the need for categorical licensing was denied by DPI. Therefore, diagnostic teachers must meet requirements for certification in multiple areas which has added a university training requirement to inservice activities.

2. Diagnostic staff and supervisors are having difficulty balancing the need to provide direct program/school support and the demands of their caseloads.

3. School-based supervisors do not have frequent opportunities to interact with each other which may impair having a city-wide perspective for available placements.

4. Many schools do not provide a continuum of services to serve their students. Too many students are still forced to move from their originating school in order to be provided appropriate programming.

5. In some cases, the shift of responsibilities and accountability to schools has been difficult. All staff members continue to develop understanding of new roles and accountability within exceptional educational reform.

6. Staff need more support in order to use the available technology resources more efficiently in both the diagnosis and placement process.

7. Supervisors are challenged by their constant movement between schools.

8. A number of schools are having difficulty providing for the clerical and space requirements of the diagnostic teacher and supervisor.

9. Initial allocations of staff done by a committee of principals and administrative staff resulted in a disparity between caseload assignments between some supervisors as well as diagnostic teachers.

Actions being Taken to Address the Challenges

1. Adjustments in staff allocations were made to provide more equity in assignments. These will need to be further refined with sufficient time to make budget adjustments in allocations to schools.

2. Ongoing adjustments are being made in the placement process (reservation system) to ensure that supervisors can access information for appropriate student placements.

3. Staff from Special Services are continuing to work with schools to ensure that adequate space and clerical assistance are provided to support building-based processes.

4. Ongoing inservice, trouble shooting, and problem solving is being provided to address technology concerns being experienced by building-based supervisors, diagnostic teachers, and exceptional education teachers.

5. Training and support is being provided to diagnostic teachers, including individual and topical help sessions.

6. Supervisors continue to work with individual schools to increase the continua of placements available within individual schools.

7. Staff from the Division of Special Services have worked out a resolution to the problems posed by the DPI's refusal to waive category-specific licensure and allow for cross-categorical evaluations. This

included an arrangement for UW-Milwaukee to provide coursework to diagnostic teachers so they can obtain additional licensure, monetary support from DPI, and the modification of some DPI procedures.

Concluding Statement

The Exceptional Education Steering Committee will continue to oversee the progress of the reform and is requested to provide another status report to the Superintendent prior to the close of the school year. This information will be shared with the Board.

* * * * *

(Item 3) Informational Report on Charter School Proposals

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

Administration's Report

In November 1996, the administration received the following charter school proposals:

High School Programs:

- ***Aurora Weier Bilingual High School of Commerce***
  Conversion of the Aurora Weier Educational Center (currently a partnership school) to a charter school for 100 students in order to include more neighborhood students who have limited English proficiency.
- ***Learning Enterprise High School***
  Conversion of Learning Enterprise High School of Wisconsin, Inc. (currently a partnership school) to a charter school for 250 students.
- ***Transcenter — Three Campuses:***

NOVA

Conversion of an existing partnership school on the northwest side of the city, serving 100 high school students with a school-to-work transition focus.

Shalom High School

Conversion of an existing partnership school for 100 at-risk high school students, located at 1749 North 16th Street.

El Puente Center for Sciences & Humanities

Creation of a high school for approximately 100 students at least 16 years of age who need three years to complete their high school program.

The administration is analyzing the fiscal implications of converting Aurora Weir, Learning Enterprise, NOVA and Shalom, which are currently MPS partnership schools, to charter schools. As partnership schools, these schools now receive a per-pupil allocation for at-risk students, which is higher than the charter school per-pupil allocation. Therefore, charter school status for these schools could result in some savings to the district, as well as provide additional educational choices to parents.

However, the district is in need of seats for behavioral reassignment students, and the conversion to charter schools would reduce the number of available seats. Given the possible drastic impact this could have on the system, the administration needs time to continue to study the advantages and disadvantages of converting these schools to charter schools and to plan for any likely transition.

El Puente is not currently a partnership school. The administration will pursue the possibility of contracting at-risk seats in FY98.

Because of the many factors that must be considered, including the status of the charter school legislation and the plans for greater decentralization of the FY98 budget, the administration believes that consideration of charter contracts for existing partnership schools would be more realistic for FY99, rather than FY98.

Early Childhood/Elementary

- ***MMABSE, II Arete School of Excellence***

An all-day, year-round program for children in K4 to Grade 3, to be located at 3814 W. North Avenue. The educational program will address learning styles with individualized instruction, cooperative learning, technology, peer teaching, teacher collaboration, parental involvement, and cross-age activities. Arete School of Excellence would be a year-round school, with a three-months-in, three-weeks-out calendar.

- ***Next Door Enrichment Center***

An early childhood/elementary program for 130 children in K4 through grade 5, to be located at the Next Door Foundation, 2545 North 29th Street. The educational program will be guided by the Comer-Zigler initiative (Yale University) in order to link the comprehensive family support services of the Next Door Foundation with the elementary school program. The Next Door Enrichment Center would address children's needs with wrap-around services, including before- and after-school care.

- ***The Learning Nest – Seeds of Health***

This proposal is no longer under consideration, pursuant to the request of the Seeds of Health.

Discussions are being held with Arete School of Excellence and Next Door Enrichment Center regarding the possibility of contracting for kindergarten seats in FY98, with the possibility of negotiating a charter contract in FY99. Both would offer excellent early childhood programs in neighborhoods where there are great needs for such programs.

Per the Board's direction the administration has begun talks with Downtown Montessori and HR Academy for charter school contracts in FY98.

- Downtown Montessori

At its meeting on June 26, 1996, the Board directed the administration to continue contract negotiations for 1997-98, contingent upon the school's being a non-profit organization.

- HR Academy

At its meeting on June 31, 1996, the Board directed the administration to consider a charter school contract for 1997-98.

The administration is proceeding in accordance with the Board's direction concerning these possible charter school contracts for FY98.

* * * * *

(Item 4) Action on a Recommendation for Site Selection for the American Sign Language Immersion School

Administration's analysis

1. On August 28, 1996, the Board approved moving forward with development of an American Sign Language (ASL) Immersion School. The Board directed the administration to bring to the Board in December a plan for implementation of such a school either as a school-within-a-school or in an existing school building.

2. The Department of Leadership Services, in collaboration with the Division of Special Services, solicited indications of interest from existing schools and provided information to those principals. In addition, the physical plants of these schools were reviewed for compatibility with the ASL Immersion School innovative school proposal.

3. Principals, teachers and parents from interested schools of sufficient size were given further information, and indications of their support for becoming such a school were requested.

4. Staff and parents from Irving School indicated their interest in becoming the ASL Immersion School.

5. During the month of December, a series of informational and feedback meetings which were promoted via flyers and radio announcements were held for parents and staff. As a result of suggestions from parents and staff, a schedule for implementation is proposed as follows:

1997-98 Move the Multiple Handicapped Hearing Impaired class from Whitman to Irving
Move Hearing Impaired elementary unit from Whitman to Irving
Move Early Childhood Hearing Impaired unit from Whitman to Neeskara

1998-99 Move three Hearing Impaired units from Neeskara to the ASL Immersion School
Implement middle school component at the ASL Immersion School

6. During the remainder of this year and 1997-98, steering and advisory committees will meet regularly to further develop program implementation procedures. Parent representatives are on each committee. It is believed this will provide adequate time for appropriate and successful planning, allowing for maximum parent/staff/community input into developing this new school. In addition, sign language instruction for staff and students will be offered during second semester of the 1996-97 school year and during the 1997-98 school year, with greater emphasis being placed on increasing the integration of students with hearing impairments with students in regular education.

Strategic Plan Compatibility Statement

7. The ASL Immersion School proposal and site selection are consistent with the staff empowerment, parent support and involvement, and community support and involvement objectives of the strategic plan for the Milwaukee Public Schools.

Statute, Board Policy or Rule Statement

8. This action is consistent with state statutes and Board policies.

Fiscal Impact Statement

9. The ASL Immersion School will require that Irving's FY98 school budget be adjusted as hearing impaired units and staff are moved to the new school. In FY98, minor changes to the facility and furniture needs are estimated to cost no more than $25,000. If additional building modifications are necessary to accommodate the program, they will be considered for FY99.

Implementation and Assessment Plan

10. Parents, administration, staff, and students who are stakeholders in this school will collaboratively develop a detailed implementation plan.

11. The administration will work with affected unions to develop a process for staff selection, requirements or other issues.

12. The ASL Immersion School will be included as part of the school selection materials and process.

Recommendation

Your Committee recommends that the Board authorize establishment of the American Sign Language Immersion School at the Irving site, beginning with the 1997-98 school year.

* * * * *

(Item 5) Action on a Recommendation to Continue the Implementation Plan for the Hi-Mount Community School Proposal

Administration's Analysis

1. In May 1994, the Board of School Directors approved the implementation of the Hi-Mount Community School proposal for a three-year pilot period.

2. Since its approval in May 1994, the parents and staff of Hi-Mount Community School have accomplished many of their goals, including the following:

- Creation of a 20-member Community School Management Team (CSMT) made up of all the school's stakeholders. Members include parents, teachers, classified staff, business partner, community representatives, and MTEA staff. The CSMT has been very successful in making decisions that have resulted in an improved educational program for the Hi-Mount community. In a recent MTEA sponsored vote, required under the existing MOU, Hi-Mount teachers voted unanimously to retain the governance structure.

- Development, in harmonious cooperation with the MTEA, of a staffing model in which school parents and teachers hire new staff without regard to system seniority. The collaborative working relationship with MTEA has been very successful.

- Development of a teacher evaluation model, including support and professional growth, in which parents, teachers and the principal evaluate Hi-Mount teachers. The result has been improved teaching strategies and increased professional growth for Hi-Mount staff members.

- With ASC involvement, development of a model for principal evaluation, featuring input from students, parents, and staff. The CSMT decides whether or not to retain the principal.

- A presentation on school governance, peer evaluation, and parent involvement at the national conference for the Coalition of essential Schools in New Mexico. The presentation was made jointly by staff, parents, and MTEA representative.

- Reduced class size while maintaining the same enrollment. The average class size is now 24, a reduction from the average of 31 three years ago.

- Implementation of a total inclusion model for the handicapped children enrolled at the school. Parent surveys indicate a very high level of satisfaction with the exceptional education program at Hi-Mount.

- Purchase of 120 IBM computers to upgrade the school’s network.

- Establishment of a Family Support Center near the school to provide training and counseling to parents of children enrolled at Hi-Mount.

- Development of an extended-hours day care center in conjunction with an established day care provider, with service for approximately 45 families. Families are charged for service on a sliding scale by the day care provider.

- Development of a "take home computer program" in conjunction with the Ameritech Corporation.

- Development of a "Distance Learning Laboratory" which allows students to have interactive voice and video communications with other schools throughout the state.

- Establishment as an internet provider site for other schools in MPS. All Hi-Mount students have direct access to the internet from their classrooms.

- Development of two off-campus kindergarten sites serving an additional 145 four- and five-year-olds from the Hi-Mount neighborhood.

- Development of a structure for having college courses in technology offered by Stritch, Marquette and UWM held at Hi-Mount.

- Development of a tutorial program for Hi-Mount students, utilizing UWM students twice a week at the Family Center.

3. A comparison of the accountability data for Hi-Mount Community School from the 1993-94 school year to the 1995-96 school year reveals that students are:

— scoring higher on the fifth-grade ITBS math test
— scoring higher on the fourth- and fifth-grade writing samples
— scoring lower on the third-grade reading test
— remaining approximately the same in rate of attendance

4. A team comprised of five MPS teachers and administrators, two university staff, and one parent visited Hi-Mount School on March 28, 1996. The team concluded, "Hi-Mount has a strong sense of where it wants to go and what it needs to do to provide the best possible interactive learning environment for its students. The school has demonstrated that it strives daily to involve all stake holders."

5. Two staff members from the University of Wisconsin-Milwaukee, Dr. Rick Reitzug and Dr. Beverly Cross, have been involved in supporting and shaping the development of the program at Hi-Mount since its inception.

Strategic Plan Compatibility Statement

6. The Hi-Mount Community School proposal is consistent with a system of schools, in that it decentralizes decision making, promotes shared decision making, encourages innovation and risk taking in the best interests of children, and holds the school accountable for continuous improvement in student achievement.

Statute, Board Policy or Rule Statement

7. Communication between Hi-Mount Community School and the directors of MPS departments has been established to ensure continued compliance with federal laws, state statutes, and board policies/rules.

Fiscal Impact Statement

8. Discussions are being held regarding the per-pupil allocation and the plan for buy-back of services for the future. Input is being sought from the School Budget Committee. Currently Hi-Mount is receiving approximately 85% of the district-wide per-pupil funding.

Implementation and Assessment Plan

10. Hi-Mount Community School holds itself responsible for continuously improving its program in order to meet the needs of the parents and students in the Hi-Mount community.

Committee Recommendation

Your Committee recommends that the Board approve the continuation of the implementation of the Hi-Mount Community School proposal, with the specific per-pupil allocation and the plan for buy-back of services to be presented as part of the FY98 budget process.

* * * * *

(Item 6) Action on Recommendations to Reconfigure School Attendance Areas for the Following Schools: Westside I & II, Hi-Mount and Thirty-seventh Street

Administration's Analysis

1. At its September 25, 1996, regular meeting, the School Board approved the administration’s recommendation to review existing school attendance areas and to suggest possible reconfigurations. The resolution requested the administration to review specialty schools and determine “if any school might be more aptly suited to become a neighborhood school with a special emphasis.” The administration brought recommendations to create four attendance area schools from existing city-wide schools to the Innovation and School Reform Committee at its October 15, 1996, meeting The Committee directed the administration to seek additional feedback from the four schools affected and to survey all MPS schools to determine if any schools would desire to have their attendance area boundaries revised.

2. The administration contacted the four schools in question, and with the exception of Juneau HS, they requested that no change to their city wide status be enacted. The administration also completed a

survey of all MPS schools to determine if any desire a change in their school's attendance area boundaries. Out of the 110 surveys received, 78 indicated "no change," and 32 requested further review. Of those requesting further review, the following reasons were given:

* Reduce busing (7)
* Reduce enrollment (1)
* No reason given (3)
* Too large an area (6)
* More information (15)

Many of the sites adjacent to those requesting further review did not wish to have their boundaries modified. Only one city-wide school indicated a desire to discuss having an attendance area established. The administration will continue to work with Juneau High School regarding this matter.

3. In reviewing the charge of the Board, the administration believes that a comprehensive review of attendance areas should be undertaken. The objectives of the review should be to reduce transportation costs and to increase parents' ability to select their neighborhood schools as their first choices. Items such as the establishment of early childhood centers, off-site classrooms, and block schools will be included in the review. The administration proposes the following timeline:

January 1997	Identification of consultant to oversee project
February - April 1997	Discussions with schools, parents, community
May 1997	Initial revisions presented to the Board
June 1997	Final attendance areas approved
December 1997	Inclusion in First Choice materials

4. Westside Academy I & II are scheduled to open for the 1997-98 school year. The administration would recommend that the attendance area for Westside Academy I & II be modified to include the area around Westside Academy II (St. Thomas Aquinas site).

A map of the area is included in the attachments. The other schools affected by this change are Hi-Mount and Thirty-seventh Street Schools. Neither principal has raised an objection to the change. The administration is requesting Board approval to incorporate these changes in the 1997-98 school selection process.

Strategic Plan Compatibility Statement

5. The revised attendance areas will enable parents and the community to become more involved in their neighborhood schools. Students who live near these schools will have a greater opportunity to attend the school.

Statute, Board Policy or Rule Statement

6. State Statute assigns School Board responsibility for any attendance boundary revisions. The administration will review with the City Attorney's Office if the changes have any legal concerns to be addressed.

Fiscal Impact Statement

7. There is no immediate fiscal impact of revising attendance areas. It is projected that within 3-5 years, the number of students transported could decrease by 25% if attendance areas are revised. The 25% figure is the difference between the percentage of city-wide students transported and the percentage of attendance-area school students transported.

Implementation and Assessment Plan

8. The revisions to the attendance areas will be incorporated into the February 1998 school selection process. Variations in selection data will be noted in the selection reports presented to the School Board.

Committee Recommendation

Your Committee recommends:

1. That the Board approve the timeline and objectives of the review of attendance areas as described in the administration's analysis.

2. That the Board approve the attendance boundaries for Westside Academy I & II, Hi-Mount Community School and Thirty-seventh Street School.

* * * * *

(Item 7) Action on a Request to Enter into a Contract with the YMCA for the Operation of a Youth Village for the Second Semester of the 1996-97 School Year

Administration's Analysis

1. The legislature has appropriated $232,000 annually for the creation and operation of a residential Youth Village Program. The program is designed to provide an alternative education experience for pupils whose home or social environments impede their educational progress and who are functioning below their grade levels in basic academic skills, are behind in academic credits or have poor attendance or grades.

2. The students would receive occupational training, academic instruction and personal support services.

3. The program is designed to be operated by a non-profit corporation which would receive a state grant, provide a residential facility for the students and arrange for the educational program and support services.

4. Any school board is authorized to contract with the grant recipient for the participation of pupils enrolled in the school district.

5. The Metropolitan Milwaukee YMCA has received state grants for the creation and operation of a residential Youth Village program. The YMCA's long-term goal is to create a campus capable of serving 200 students.

6. MPS has contracted with the YMCA for the participation of six MPS 7th- and 8th-grade students for the 1996-97 school year. The six students are housed in Brown Deer, and the educational instruction is provided by Urban Day School.

7. The Superintendent has recommended that the Youth Village Program be increased by enrollment of an additional six (6) MPS students for the second semester of 1996-97.

Strategic Plan Compatibility Statement

8. Approval of the Superintendent's recommendation would be consistent with the strategic plan, as it would provide another voluntary educational program in a setting designed to address a student's educational and social needs in a comprehensive manner.

Statute, MPS Policy, or Board Rule Implication Statement

9. Approval of this recommendation would expand a new program in the middle of the first year of operation.

Fiscal Impact Statement

10. The cost to MPS would be $2,750 per student for the second semester itemized as follows:

Second Semester Cost	
Urban Day Tuition	$1,600
Materials and Supplies	200
Field Trips	100
Work Skills Initiative	850
Total Per Student	$2,750
Total for Six Students	$16,500

Implementation and Assessment Plan Statement

11. The implementation and assessment plan used in the initial Youth Village contract would continue to be used. That plan addresses issues such as how students will be chosen, parental/guardian consent, administration of WSAS assessments and other accountability measures, and other issues related to the program.

Committee Recommendations

Your Committee recommends:

1. That the Board authorize the administration to enter into a second contract with the YMCA for the participation of an additional six MPS 7th- and 8th-grade students in the second semester of 1996-97, with the educational instruction to be provided by Urban Day School.

2. That the Board authorize the expenditure of $16,500 from the Teacher Reserve-Alternative Education Fund for the additional students in the Youth Village Program.

* * * * *

(Item 8) Action on New Educational Programs to Meet Special Needs of Students

Administration's analysis

1. Proposals related to serving at-risk high school students were reviewed by staff members. Five programs are being recommended to address the identified needs. Programs are being recommended in four areas as follows:

2. *Adjudicated Youth Transitional Success Learning Center* — Students released from a correctional facility will participate in an intake assessment via the MPS Division of Student Services and the State of Wisconsin's Division of Juvenile Services collaborative. This center will be located in the Wisconsin Division of Juvenile Services building at 4200 North Holton St. Students will exit the transitional site after demonstrating to the staff specific readiness skills as they relate to social competencies and an orientation of school district expectations. Students will receive traditional school assignments at appropriate intervals when readiness is demonstrated and documented. The program will serve approximately 45 youth. Mrs. Janie Hatton, Department of Leadership Services Director, will coordinate the program.

3. *Evening school programs* — These programs, located at Madison (Knights for Excellence Academy) and Washington (Purgolder Academy) High Schools, are aimed at addressing the needs of at-risk students who lack the appropriate educational backgrounds to find success in the traditional high school setting. The programs will operate Monday through Thursday from 3:30-6:30 P.M. Approximately 60-90 students will attend each of the two programs. The curriculum will consist of English, mathematics, science, and school-to-work learning components connected with community-based learning programs. Support services will be provided as needed. Mr. Edward Kovochich, Madison University High School principal, and Ms. Nancy Conner, Washington High School principal, will coordinate the programs.

4. *"Adult" high school program* — A program is being developed for students who are ages 18-21 with less than 15 credits (an insufficient number of credits to graduate by their 21st birthdays). This program will be located at Project STAY, 609 North Eighth Street. It will be an extension of the current

Project STAY program with additional students. The program will serve 45 students. The extended hours will be 3:03 - 6:03 P.M., Monday through Friday. Dr. Gary Finch, Project STAY administrator, will coordinate the program.

5. *Alternative education program for students in correctional institutions* — Individualized year-round educational programs will be provided as required by State law to school-age youth who are residents at the Milwaukee County Jail. The program will serve approximately 60 students ages 12-20 in a half-day program. Dr. Gary Finch, Project STAY administrator, will coordinate the program.

Strategic Plan Compatibility Statement

6. The development of programs to meet the special needs of high school students will reduce the number of students dropping out of school, increase student achievement, and increase the number of students graduating from high school.

Statute, Board Policy or Rule Statement

7. The programs are consistent with state statutes and Board policies and rules.

Fiscal Impact Statement

8. It is anticipated that implementation of these second-semester programs will commence on January 27, 1997, and will cost:

NAME	LOCATION	COST	STUDENTS
WI Division of Juvenile Services Success Learning Center	4200 North Holton Street	$109,000	45 (ages 16-20)
Knights for Excellence Academy	Madison University High School	$75,000	90 (ages 16-19)
Purgolder Academy	Washington High School	$75,000	90 (ages 16-19)
Project STAY	Eighth Street School	$62,000	45 (ages 18-21)
Milwaukee County Incarcerated Youth	Milwaukee County Jail	$288,000	60 (ages 12-20)
TOTAL		$609,000	330

9. The district received a revenue limit waiver of up to $340,000 for the Milwaukee County Incarcerated Youth Program. The FY97 budget was amended on October 30, 1996, for this amount. $288,000 for the Milwaukee County Incarcerated Youth will come from that account. $246,000 will come from the FY97 School Special Funds – Alternative Education. $75,000 will come from the Innovative Schools Research and Development fund.

10. The Wisconsin Division of Juvenile Services will provide the facility (rent-free with amenities) and many of the educational supplies and support for the Success Learning Center. Milwaukee Public Schools will provide the staff and remaining supplies for the Success Learning Center. Madison and Washington High Schools will contribute additional funding for supplies, materials, and support services as needed from their current FY97 school budgets for the Knights for Excellence and Purgolder Academies.

Implementation and Assessment Plan

11. Planning for the implementation of these programs is continuing. This includes the securing of memorandums of understanding and staffing. It is expected that implementation for all programs will commence at the beginning of the second semester, January 27, 1997.

12. The success of these programs will be determined by student attendance, grade-point averages, proficiency standards, retention/transition rates, and school climate (i.e., incident referrals).

Committee recommendations

Your Committee recommends that the Board approve implementation of the following programs with the costs and sources of funding indicated:

1. The Wisconsin Division of Juvenile Services Success Learning Center at a cost of $109,000 — FY97 School Special Funds - Alternative Education.

2. The Knights for Excellence Academy at Madison University High School at a cost of $75,000— FY97 Innovative Schools Research and Development fund.

3. The Purgolder Academy at Washington High School at a cost of $75,000 — FY97 School Special Funds - Alternative Education.

4. Project STAY extended hours program at a cost of $62,000 — FY97 School Special Funds - Alternative Education.

5. The Milwaukee County Incarcerated Youth program at a cost of $288,000 as budgeted in the amended FY97 budget.

* * * * *

Separate consideration having been requested of Items 1 and 4, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1, relating to an audit of cultural immersion programs, having been set aside for separate consideration, Director O'Neil moved to postpone consideration until June, 1997.

The motion to postpone consideration was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O'Neil and President Fisher—6.

Noes—Directors Sinicki, Small and Todd—3.

Item 4, relating to a site for the American Sign Language Immersion School, having been set aside for separate consideration, Director Braun moved to adopt the Committee's recommendation.

Director Sinicki moved to substitute a motion to authorize establishment of the American Sign Language Immersion school for 1998-99 at a site to be determined.

The motion to substitute failed of adoption, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small and Todd—4.

Noes—Directors Bills, Braun, Gardner, Johnson and President Fisher—5.

The question being on adoption of the Committee's recommendation, it was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O'Neil, Small and President Fisher—7.

Noes—Directors Sinicki and Todd—2.

ACCOUNTABILITY/AUDIT COMMITTEE

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 and Discussion of the Audits of Malcolm X Academy and South Division High School

Your Committee reports having received the following information from the Superintendent and the Office of Board Governance:

Background

1. In the spring of 1996, the superintendent requested that the Office of Board Governance conduct financial and compliance audits at both Malcolm X Academy and South Division High School.

2. The audit process for Malcolm X was initiated with an entrance conference with the school principal, Mr. Kenneth Holt, in May 1996. The audit team worked closely with Mr. Holt and his staff and with the Department of Finance throughout June and July to complete the audit fieldwork. The audit report, including the response from the principal, was completed in September 1996 and issued to the Superintendent and to Board members.

3. The audit process for South Division High School was initiated with an entrance conference with the school principal, Mr. Donald Krueger, in June 1996. The audit team worked closely with Mr. Krueger and his staff, Mr. Efrain Vila, the former principal of the school, and the Department of Finance throughout July and August to complete the audit fieldwork. The audit report, including the response from the principal, was completed in October 1996 and issued to the Superintendent and to Board members.

4. A copy of the reports is being provided at this time under separate cover.

5. The schools and the Department of Finance were directed by the Superintendent to implement the recommendations contained in the audit reports. The follow-up report on the audits is scheduled to be completed by May or June 1997.

* * * * *

(Item 2) Report on Transportation Concerns and Action on Recommendations for Improving Customer Satisfaction

Administration's analysis

1. At the meeting of the Board of School Directors held on November 25, 1996, the administration was directed to conduct an analysis of transportation calls and bring a report to the Accountability/Audit Committee in January 1997, with recommendations for improving customer satisfaction.

Pupil Transportation Services conducted a review of the calls received from August 26, 1996, through December 6, 1996, and prepared the report requested, which appears in the attachments. The report details the nature of the calls received, the type of customer, general disposition, and perspectives on the nature of any customer dissatisfaction. Included with the report is a copy of the policies and guidelines the transportation system operates under.

2. The average number of calls received concerning transportation is 400-450 per day. The nature of telephone calls generally relate to the following areas:

Type of Request	Percent
Requests for Exceptions to Transportation policies/guidelines	40%
Requests for New Transportation services within policy/guidelines	20%
Respond to Service Complaints from Schools	15%
Respond to Service Complaints from Parents	10%
Requests for Information	5%
Respond to Citizen Complaints (Vandalism, Loitering, Etc.)	5%
Respond to Bus Contractor Complaints/Concerns	5%

From this analysis, the greatest number of calls are from schools and parents requesting an exception to current policies and guidelines. (Transportation policies and guidelines are attached.) Many of the calls received are from schools requesting special service for students, or from parents directed by the schools to seek special arrangements.

3. An analysis of telephone calls indicate that increased efforts must be directed toward improving both the quality and quantity of information provided to parents, schools and community regarding transportation policies, procedures and practices.

Customer satisfaction or dissatisfaction is linked to the implementation of current transportation policies, procedures and practices. The administration believes the current transportation policies and guidelines effectively respond to the expressed needs of parents and students, while maintaining an efficient transportation system.

Nevertheless, the analysis of calls suggests that parents and schools believe that exceptions to these policies and guidelines should routinely be granted. If possible, exceptions are made. It is important to note, however, that it is when exceptions cannot be made that the incidents of customer dissatisfaction increase.

Customer satisfaction should not be based solely on granting policy exceptions. Customer satisfaction must be based on giving schools and parents timely and accurate information, and providing customers with a feasible rationale as to why their transportation request cannot be honored.

4. To improve customer satisfaction, the administration will supplement current initiatives with an aggressive transportation information plan. To improve overall communication with parents, a series of Parent Focus Group meetings will be held this year in different geographical areas of the City of Milwaukee. These meetings will be conducted in collaboration with the MPS Parent Service Center and the Schools. In addition, in collaboration with school bus contractors, local school parent organizations will be encouraged to invite transportation staff to parent meetings to discuss related policies, procedures and practices.

It is also vital that school staff accurately communicate transportation policies, procedures and practices. Pupil Transportation Services staff will meet with schools to focus on the development of consistency in the application and communication of transportation polices, procedures, and practices.

Strategic Plan Compatibility Statement

5. The current MPS transportation system strives to meet the Board's twin goals of Student Achievement and Equity by providing the means for all students to attend the school of their choice.

Statute, Board Policy or Rule Statement

6. The administration does not recommend any changes to Board Policy.

Fiscal Impact Statement

7. Any costs incurred will be funded out of FY97 budgets.

Implementation and Assessment Plan

8. The administration is prepared to submit an annual report to the Board, detailing the quantity and type of calls received by Pupil Transportation Services. The administration will make recommendations to the Board if any transportation policies need to be revised.

9. The administration will implement a Transportation Information Plan that includes the following elements:

A communication plan which will ensure that parents receive improved quality and quantity of transportation information.
A series of geographically centered parent focus group meetings to be held prior to the opening of the 1997-98 school year, focusing on transportation policies, procedures and practices.
A series of meetings involving transportation staff and appropriate local school staff involved in transportation coordination to ensure consistency of application and communication of transportation policies, procedures and practices.

The Superintendent recommends that the Board approve the administration's response to improve customer service, including:

A communication plan that will ensure that parents receive improved quality and quantity of transportation information.

A series of geographically centered parent focus group meetings to be held prior to the opening of the 1997-98 school year, to focus on transportation policies, procedures and practices.

A series of meetings involving transportation staff and appropriate local school staff involved in transportation coordination to ensure consistency of application and communication of transportation policies, procedures and practices.

Committee Recommendation

Your Committee recommends that this item be placed on file.

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(Item 3) Acceptance of the Fiscal Year-end 1996 Audit Reports (General-Purpose Financial Statements Audit Report, Early Retirement Supplement and Benefit Improvement Plan, Supplemental Early Retirement Plan for Teachers and , if completed, the Single Audit); and the Management Letter and Action on the Superintendent's Response to the Comments Listed in the Auditor's Management Letter

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 April 20, 1994, the Milwaukee Board of School Directors authorized the administration to retain the services of Deloitte and Touche to perform audit services for the years ending June 30, 1994, 1995 and 1996.

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 positions, results of operations and cash flows of the district in conformity with generally accepted accounting principles; 2) whether the schedules of federal and state financial assistance are presented fairly in relation to the financial statements taken as a whole; 3) 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 5) 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 fiscal year 1996:

General purpose financial statements;
Schedule of federal and state financial assistance;
Financial statements of the defined benefit pension plan

5. The Deloitte and Touche audit reports and management letter have been transmitted to the Board under separate cover.

6. The superintendent has submitted responses to the audit findings and recommendations. Those responses have been reviewed by Deloitte and 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 will result in the resolution of audit observations and recommendations.

Committee Recommendations

Your Committee recommends that the Board accept the following Deloitte and 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.

Your Committee further recommends that the Board accept the Deloitte and Touche management letter and the Superintendent's response, with the inclusion of last year's follow-up on the management letter and provision of the same follow-up next year.

* * * * *

(Item 4) Review of the District's FY96 Year-end Position in the Finance Analysis Model

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

Background

At its meeting on October 30, 1996, the Board referred a report on the district's year-end position in the Finance Analysis Model format to the Accountability / Audit Committee for further review. Board members were furnished with an executive summary of the report, and the full report is available to members of the Board.

The District's preliminary FY96 year-end position in the Finance Analysis Model (FAM) format has been completed and is now available to Board members. This package of information includes various district-wide summary reports as well as detailed individual school reports.

Other Information Concerning FAM

Coopers & Lybrand has completed Beta testing of their system, which has been renamed to ***In$ite — The Financial Analysis Model For Education.*** Coopers & Lybrand's national unveiling of the firm's "shrink-wrapped" version of FAM occurred at the U.S. Chamber of Commerce in Washington, DC, this month. Milwaukee Public Schools was featured as the nation's largest implementor of the FAM system. The District was represented by Mr. Humberto O. Molina, Jr., who also represented the District at the Pennsylvania Education Policy Network — Issues Seminar sponsored by the Education Commission of the States. While the Pennsylvania meeting was focused on state issues, MPS was a member of a select group of national participants, again featured as a major implementor of FAM.

* * * * *

On the motion of Director Bills, the Committee report was adopted, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O'Neil, Sinicki, Small, 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 a Request from the Milwaukee County Board and the City of Milwaukee Common Council for the Board to Repeal Any and All Resolutions Previously Adopted Regarding the Social Development Commission to Enable the Appointment of a Fifteen-Member Interim Commission Board

Attachments, pages 98-125

Background

1. The Office of Board Governance has received a communication from the Milwaukee County Board and the Common Council of the City of Milwaukee requesting that the Board repeal resolutions it previously passed regarding the creation of the Social Development Commission. The purpose of the repeal is to enable the appointment of a fifteen-member interim Commission Board. A copy of the communication is attached.

2. The principal Board action relating to the Commission is a resolution adopted on November 1, 1966, facilitating the reconstitution of the commission along its current lines. On September 5, 1967, the Board approved a recommendation from its Finance Committee establishing payment to the Commission in an amount equivalent to 10/35 share of the Commission's budget. A copy of both Board actions is attached.

History of the Social Development Commission

3. On September 28, 1962, the Common Council of the City of Milwaukee created a social development commission, called the Community Social Development Commission, for the purpose of addressing the economic, cultural and social needs of the disadvantaged sector of the Milwaukee population.

The commission was created with the understanding that the city, along with the Milwaukee County Board of Supervisors, the Milwaukee Board of School Directors, the Milwaukee Board of Vocational and Adult Education (later the Milwaukee Area Technical College) and United Community Services, would provide funding for the commission.

After Board questions were answered, the Milwaukee Board of School Directors contributed $10,000 of the $36,000 first-year (1964) operating budget. The $10,000 was approved by the Board, which also agreed that each funding body would elect representatives to oversee the CSDC. The commission's name was later changed to Community Relations – Social Development Commission in Milwaukee County (SDC). It was decided that the Board would have two representatives on the commission board.

4. The following year, the Board authorized payment of $20,000 toward the total $72,000 budget for 1965. There was no payment in 1966 because there were questions about the manner in which the commission was created. In 1966, the commission was reconstituted.

On September 5, 1967, the Milwaukee Board of School Directors unanimously approved action to authorize payment to the SDC for the amount equivalent to the district's 10/35 share of the budget. With that approval, the district paid the SDC $45,375 for the 1968 budget year.

As the commission began to assess the needs of the community and began full operation, the funding increased or, in some cases, decreased proportionally for each funding agency.

5. For most of its involvement with the SDC, the Board has voted to authorize quarterly payment for its share of the commission's budget. However, with the reorganization and transfer of the business functions to the Superintendent in the early 1990s, the SDC payment became an administrative function, as long as the payments did not exceed the amount authorized by the Board in its annual budget.

The following is a breakdown of how much the Milwaukee Board of School Directors authorized as payments:

1964 - $10,000	1980 - $114,361
1965 - $20,000	1981 - $85,771
1966 - no payment	1982 - $130,360
1967 - $58,698	1983 - $130,360
1968 - $45,375	1984 - $130,360
1969 - $64,436	1985 - $138,920
1970 - $62,872	1986 - $138,920
1971 - $72,174	1987 - $138,920
1972 - $72,677	1988 - $138,920
1973 - $64,589	1989 - $138,920
1974 - $75,000	1990 - $138,920
1975 - $83,000	1991 - $138,920
1976 - $83,430	1992 - $157,000
1977 - $91,300	1993 - $168,900
1978 - $91,300	1994 - $100,000 (authorized)
1979 - no record of payment	1995 - $100,000 (authorized)

6. In 1995, when the SDC experienced a financial management crisis, the Superintendent informed the Board that the district would withhold $50,000 of the $100,000 allocation for that year. (The SDC had already received a $50,000 payment earlier.)

For 1996, the district did not contribute to the SDC budget.

From 1964 through 1995, the Milwaukee School of Board Directors authorized payments in excess of $2.95 million over 32 years.

Board Representation on the Commission

7. From 1966 until the present, the Board has had representation on the Commission, originally two Board members, and later one Board member and one administrator. The proposed interim Commission would have no Board representation.

Action Requested by the City and the County

8. That the Board repeal the Resolution adopted on November 1, 1966, regarding the Community Relations – Social Development Commission in Milwaukee County and any and all subsequent resolutions and actions relating to the Commission.

9. It should be noted that adoption of the request of the City and County will also terminate the administration's authorization to provide funding for the Commission.

Committee Recommendation

Your Committee recommends that the Board repeal the resolution adopted on November 1, 1966, regarding the Community Relations – Social Development Commission in Milwaukee County, and any and all subsequent resolutions and actions related to the Commission.

* * * * *

(Item 2) Action on a Recommendation to Amend Administrative Policy and Procedure 5.02: Community and Parent Organization Use of School Facilities

Administration's Analysis

1. On October 30, 1996, the Board approved revised policy changes for school fundraising.

2. Several questions and issues were raised related to policies for extracurricular, community, and parent organization use of school facilities.

3. The Superintendent indicated that the policies were under review and that recommended revisions would be forwarded to the Board in January. The purpose of the review was to make changes that would provide as much flexibility as possible for community and parent organizations to use school facilities while keeping risk to the district minimal.

4. Staff from the Department of School and Community Services, Department of Leadership Services, the Division of Risk Management, and the City Attorney's Office reviewed the current policy and made significant modifications. Representation from the Milwaukee Council of PTA's and PTSA's reviewed the changes.

Strategic Plan Compatibility Statement

5. This action is compatible with the Board's focus on providing service to parents and the community.

Statute, Board Policy or Rule Statement

6. Modifications to Administrative Policy 5.02 (previous coding 6.02 [May 1995-August 1996] and KG, KG-R, FN [prior to May 1995]) require approval of the Board of School Directors.

Fiscal Impact Statement

7. The cost to publicize the revised policy will be absorbed within existing budgets.

Implementation and Assessment Plan

8. The revised policy will be communicated to schools and to the community through the Departments of Human Resources, School and Community Services, Parent and Student Services, and Leadership Services.

Committee Recommendation

Your Committee recommends that the Board approve the revised Administrative Policy 5.02 and the related Administrative Procedure 5.02, Extracurricular Community and Parent Organization Use of School Facilities as follows:

Policy 5.02

EXTRACURRICULAR COMMUNITY AND PARENT ORGANIZATION USE OF SCHOOL FACILITIES

As a service to the community, the Board shall grant the use of school facilities to responsible and formally organized community groups and parent organizations, in keeping with the following general policies:

1. Public school facilities are provided by taxpayers primarily for educational purposes. Thus:

   a. Use of school facilities by the schools and by school-related organizations shall take precedence over all other uses.

   b. Requests by agencies and organizations for the use of facilities for educational purposes shall take priority over other requests for the use of facilities.

2. Recognized parent groups shall be allowed to conduct at least 10 meetings per school year in each school building. Parent groups shall not be assessed costs for use of school facilities for these 10 meetings. Instances may occur where extra cleaning or significant set-up is required due to a special event conducted in conjunction with a meeting. In these instances, the school principal determines whether or not the extra charge will be incurred by the school or charged to the parent group.

Cafeterias and cafeteria equipment may be used for serving light refreshments in connection with parent groups if requested by the principal.

The principal shall be responsible for the building, for all meetings, activities and fund-raising activities of parent groups and shall either be present or represented by a faculty member.

3. School facilities shall not be used by promoters or others whose main purpose is to make a personal profit from the event being sponsored. However, the Board may allow uses which benefit the district, children or parents, and in which minimal commercial gain or personal profit is an unavoidable by-product of such benefit.

4. Organizations using school facilities shall be responsible for the proper conduct of all persons attending the event, for providing security protection if needed, for immediate reimbursement and/or payment of costs associated with the restoration of school property in event of any damage and for liability insurance covering bodily injury and property damage with respect to the activity.

5. A schedule of fees shall be set up that shall take into consideration the purposes of the event. Fees shall be sufficient to cover operational expenses and a reasonable amount for overhead, but shall not be such as to result in profit to the school system.

6. The school administration shall establish, and the Board shall approve, public use of school facilities in keeping with the above policies. However, no use of school facilities shall be permitted for groups whose activities are contrary to the best interests of the public schools, to the educational welfare of its students, nor for a function that presents an obvious danger to the safety of persons and property nor for any activity which poses an increased risk of liability to the district.

7. The Board prohibits the use of alcoholic beverages, tobacco or other controlled substances on the premises.

Codified 1976; Revised 1980, 3-29-95
CROSS REF.: Admin. Procedures 5.02 Extracurricular Community and Parent Organization Use of School Facilities
PREVIOUS CODING: Admin. Policy KG, KG-R, FN, prior to May 1995;
Admin. Policy 6.02, May 1995 - August, 1996

Procedure 5.02

Extracurricular COMMUNITY AND PARENT ORGANIZATION USE OF SCHOOL FACILITIES

1. School Activities

Extracurricular secondary school activities occurring in the daytime and not involving dismissal of students, extra janitorial service or admission fees shall be subject to the discretion of the principal.

Permission for the use of secondary school buildings and equipment for extracurricular school activities outside of school hours may be granted by the principal or his or her designee under the following conditions:

Whenever a school building is operated as a community center, the principal shall cooperate with the division of community recreation to provide a unified program.

The principal shall be responsible for the building during school extracurricular use and shall either be present or represented by a faculty member.

Public school programs and ~~entertainments~~ activities shall be given in school buildings unless otherwise authorized by the principal.

Activities~~, entertainments~~ or celebrations of any kind in the public schools must be school related and be initiated and sponsored within the school system.

~~No more than two entertainments in any school year shall be given by any school other than high schools for the purpose of raising funds.~~

~~Within one month after holding any such entertainment, the principal of the school shall file with the department of finance a statement showing the receipts and disbursements connected therewith, and a copy of such statement shall be posted for at least one week on the general bulletin board in the school building. The funds derived from such entertainment shall be used for no other purposes than those set forth originally except by special permission of the principal. Upon disbursing such funds, the principal shall file a statement relative thereto with the department of finance.~~

~~The Board disapproves of commercializing any school entertainment by repeating a school performance. Repeat performances may be permitted for good and sufficient reasons only if permitted by the principal.~~

2. Coordinate~~d~~ Activities

Permission for the use of school buildings for coordinate~~d~~ activities may be secured pursuant to the provisions, terms and conditions hereinafter provided:

a. Alumni Meetings.

1) Alumni associations or other groups of former students may be permitted the use of school buildings for a nostalgic tour as a part of the class reunions.

2) At the request of the alumni a permit for such use shall be issued by the division of insurance and risk management.

3) The principal shall be responsible for the building during such use.

4) The use of cafeteria equipment by the aforementioned associations or groups shall not be permitted.

5) No other activities of the class reunion shall take place at the school.

b. Parent-Teacher Associations.

1) Permits shall be obtained from the school principal for all meetings, ~~entertainments~~ activities and fund-raising activities of parent-teacher associations or parent groups where there are no parent-teacher associations, and for meetings of their study groups and committees. Buildings may be used during school hours for meetings, if approved by the principal.

2) Applications for meeting permits may be made by the principal or jointly by the principal and the parent-teacher association or parent club. Applications for permits to hold fund-raising activities shall be

made jointly by the principal and the parent-teacher association or parent club and shall be approved at no expense to the organization. Such applications shall state what admission or other charges are to be made and the purpose for which the proceeds are to be expended.

3) Meetings or ~~entertainments~~ activities may be held in a classroom, in the auditorium or in the gymnasium, as occasion may require. The use of corridors for activities is in violation of fire department regulations and shall not be permitted. Corridors shall be kept free from obstruction at all times.

4) Parent-teacher associations or parent clubs shall be permitted to hold evening meetings in school buildings once each month on evenings of days school is in session. In a school where there is more than one such organization separately organized and chartered, each organization shall be permitted to hold evening meetings in school buildings once each month on evenings of days school is in session.

These associations or clubs shall also be permitted to hold meetings or ~~entertainments~~ activities after the close of school in the afternoon. Afternoon meetings shall end not later than 5:00 p.m.

5) Study groups or committees of parent-teacher associations or parent groups may be permitted to meet in school buildings on school days between 8:00 a.m. and 5:00 p.m. if space is available.

6) Parent-teacher associations may also hold banquets in addition to their regular monthly evening meetings, and a charge may be made to defray expenses. Such banquets shall coincide with the operations and functions of the school in which the organization exists.

~~7) Recognized parent organizations will be permitted to hold at least one, but no more than two, entertainments or other fund-raising activities in the school and to make such admission or other charges as they may determine. The funds derived from such activities shall be used for no other purposes than those set forth in the permit application. Fund-raising activities held in the evening shall be considered one of the 10 evening meetings permitted each year. If a bake sale or candy sale is held in connection with an evening fund-raising activity, permission may be granted to hold such sale during the lunch hour and after school on the day of the evening activity. In addition to the one yearly fund-raising activity, bake sales may be held on election days.~~

~~8) A financial statement signed by the principal of the school and the treasurer of the parent teacher association or parent club shall be filed with the department of finance after each activity for which an admission or other charge is made, and a copy of such statement shall be posted in the school building for at least one week. The statement shall show the receipts and disbursements connected with the activity and shall be filed within one month after such activity is held.~~

~~9) Money raised by a parent teacher association or parent club shall be paid to and held by the treasurer of the association or club, and no disbursements for school equipment or other school purposes shall be made therefrom by the association or club without the written approval of the principal of the school. The treasurer of the association or club shall file a written statement with the department of finance annually at the close of the school year, showing all receipts from entertainments and other fund-raising activities held during the year and all disbursements from the funds during that period.~~

3. Recreation Division Activities

When school buildings or premises, or other Board-controlled property, have been designated for use under the direction of the division of community recreation, that division shall arrange for the services of such staff as may be needed to conduct and supervise the program of activities and to perform the janitorial work connected therewith.

Programs conducted in a school building or on Board-controlled premises which have been designated for use under the direction of the division of community recreation shall be directed by the principal, a recreation supervisor, a community recreation specialist or activity specialist or a part-time employee of the division of community recreation as approved by the principal or by the superintendent or his/her designee. The principal and such approved person shall have associate care and supervision of the building and Board-controlled premises during the hours such programs are in operation.

The division of community recreation may make charges, such as franchise, enrollment, instruction, laboratory, rental, reservation and admission fees, and may sell supplies to patrons participating in activities as a measure of convenience, as approved by the superintendent or his or her designee; all such gross receipts shall be deposited with the department of finance and credited to the extension fund.

4. Public Use

Permits are to be obtained from the superintendent or his/her designee for the use of school buildings outside of school hours except as otherwise provided in policies and regulations. ~~The superintendent or his or her designee may grant the use of school property during nonschool hours to religious organizations upon payment of reasonable fees and upon such conditions as the Board determines, if such use does not interfere with the prime use of the school property.~~

The superintendent or his or her designee may issue permits to civic associations and other organizations or groups of individuals for the use of school buildings for meetings of a cultural nature (other than the so-called forum type of meetings described previously) or at which questions of a public, civic or educational nature are to be discussed and lectures thereon given; ~~provided the matters to be discussed are divested of social or class bias,~~ that the meeting is open to the public and free, that the principal certifies that the meeting does not conflict with school or social center activities and that the charges for such use, as fixed by the Board, are paid upon billing and that the appropriate liability insurance coverage is provided naming the Milwaukee Public Schools as additional insured for the term of the event.

The request for the use of public school buildings for such meetings shall be made in writing and be signed by the representative of the organization or group, shall state specifically the purpose and the date of the meeting, the hours during which it is to be held and the room or rooms to be used, and shall be sent to the division of insurance and risk management.

Permission for the use of buildings and grounds under the supervision of the division of community recreation, other than school buildings, may be granted to reputable and responsible citizens and organizations upon written request by the organization or the group to the division of community recreation; provided that such use is divested of social and class bias and does not interfere with the regular program conducted in or on the facility requested. The request for such use shall state specifically the purpose for which the building or grounds are to be used, the date and time of day.

All charges, as fixed by the Board from time to time, for the use of Board-controlled property shall be payable upon billing. The sponsoring group shall be liable for any damage to ~~city-owned~~ Board property and provide the division of insurance and risk management with proof of the appropriate insurance coverage when applicable.

~~There shall be no display or distribution of advertising or selling of merchandise or refreshments of any kind. No alcoholic beverages or other controlled substances will be permitted on the premises.~~

The superintendent or his/her designee is authorized to grant the use on any day of the week, of facilities under the jurisdiction of the Board, with the exception of stadiums, to groups of resident citizens for speaker, panel, round table, debate or discussion programs of the forum type on economic, social and political subjects upon petition as hereinafter provided; provided the principals certify that these gatherings do not interfere with the program of the regular day school or the division of community recreation and that such programs shall be conducted in accordance with the following provisions:

~~a. Permits shall not be issued for meetings when, in the judgment of the person acting for the superintendent, the discussion of the subject listed would be contrary to public welfare and public order or subversive of American institutions.~~

a ~~b~~. The superintendent is authorized to refuse a permit to any group that has violated any provision of these rules at or during a previous meeting.

b ~~c~~. The form of petition as prescribed from time to time by the superintendent or his/her designee shall be presented at least two weeks prior to the date of the meeting. The person whose signature appears on the petition shall be considered spokesperson of the petitioning group. The spokesperson shall be responsible for the preliminary arrangements and program.

c ~~d~~. At the option of the superintendent or his/her designee, any citizen of Milwaukee may, upon written request made at least five days prior to the holding of a meeting, be given an opportunity to share the use of the platform for a discussion of "the subject of the evening." If the "subject of the evening" is one of political interest to be discussed by any political candidate for election, then all candidates for the particular office involved shall be eligible to take part in the program but such candidates shall appear personally.

d ~~e~~. The petition, in addition to the time and place of the meeting, shall contain the subject or subjects to be discussed, together with the type of gathering to be held--speaker, panel, round table, debate or discussion from the floor without platform preliminaries.

e ~~f~~. Petitions will be considered in the order of filing.

f ~~g~~. In any year the superintendent or his/her designee shall grant such petitions without the prepayment of charges only to the extent that the funds for the expenses in connection therewith shall be provided by the common council of the city of Milwaukee.

g ~~h~~. No permits shall be granted for meetings to be held within two weeks prior to a primary or election.

~~i. Permits shall be granted with the understanding that the following are prohibited:~~

~~1) The display or distribution of literature or advertising matter in Board controlled buildings or upon Board controlled premises.~~

~~2) The display, distribution or serving of refreshments in Board controlled premises.~~

~~3) Speeches on or discussion of religious subjects.~~

~~4) Offering of resolutions, taking of votes, tallying opinions or taking collections.~~

~~5) Admission charges or awards.~~

~~j. No admission restrictions shall be made other than that children under 16 years of age will not be admitted unless they are accompanied by a responsible adult or present admission cards signed by their school principal for that particular forum.~~

h ~~k~~. The superintendent or his/her designee shall select and assign a moderator to be in charge of the program. It shall be the function of the moderator to:

1) Promptly convene and adjourn the forum according to his/her instructions.
2) Preside over its deliberations.
3) Maintain order at all times.
4) Keep the program proceeding according to schedule.
5) Restrict speakers to their allotted speaking time.
6) Distribute audience question and discussion time fairly.
7) Give everyone so desiring an opportunity to speak.
8) Ensure that the policies of the Board and regulations of the administration as well as the rules of the police and fire department with reference to the welfare and safety of the building, its contents and the occupants are strictly observed.

i ~~l~~. No matter what the form employed in the preliminary part of the program may be, an opportunity shall be offered at each meeting for questions and discussion from the floor.

j ~~m~~. The moderator is authorized to interrupt any speaker who attempts to use more than his/her allotted time. The moderator shall see to it that the etiquette of common parliamentary procedure is observed. No person may speak from the floor unless he/she has first been recognized by the moderator.

k ~~n~~. No person may speak from the floor a second time (unless briefly to answer a question) until every other person desiring to speak shall have been heard.

l ~~o~~. All remarks must be addressed to the moderator.

m~~p~~. Discussion is to be confined strictly to the subject matter of the program as stated in the petition.

n ~~q~~. Discussion must never become concerned with the personalities of the speaker or other persons, present or absent.

~~r. Any person making remarks contrary to law and order or subversive of the American form of government may be expelled from the meeting and any person engaging or persisting in disorderly activity, after being warned to desist, shall be expelled from the meeting~~.

o ~~s~~. The superintendent or his/her designee shall arrange for the services of such help as may be needed to conduct and supervise such meetings and to perform the janitorial work connected therewith. All costs for services shall be borne by the petitioner.

5. Civil Service and Educational Examinations

When governmental agencies request the use of a room or rooms for civil service examinations or preparatory educational examinations, and the principal certifies that space is available, the division of insurance and risk management may issue a permit to such agency for the use of such room or rooms without charge.

Security shall be provided by such agencies to protect school property and to prevent the public from wandering to parts of the building not covered by the permit.

CROSS REF.: Admin. Policy 5.02 Extracurricular Community and Parent Organization Use of School Facilities
Admin. Policy 7.22 School Fund-Raising Activities

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(Item 3) Action on a Recommendation to Amend Administrative Policy 7.31: School Volunteers

Administration's analysis

1. The Milwaukee Public Schools has traditionally supported the work of volunteers in the Milwaukee Public Schools. Even though current Board policy recognizes the important work of volunteers, it provides no guidelines to schools and Central Services departments in the recruitment, screening, selection, or training of volunteers.

2. Schools are reporting an increase in the number of people, including parents and others who may not have direct ties to schools, who seek to provide volunteer services to schools and, in the process, are often working directly with children to provide needed assistance.

3. Therefore, a revised Milwaukee Public Schools volunteer policy would provide the following services to schools, parents, Central Services departments, and the community:

a. Provide schools/departments with one standard policy to guide them in the selection of volunteers.
b. Provide guidance to principals/administrators in the recruitment, screening, selection, and training of volunteers.
c. Create a system to assist schools/administrators in the processing of applications and to conduct criminal background checks.
d. Create and administer a system-wide database of screened volunteers to support the volunteer program.
e. Provide assurance to parents and the community that volunteers working with children do not have a criminal history that would be inconsistent with working with children.

4. Administrative policy 7.31 would be revised to read as follows:

The ~~Board~~ Milwaukee Public Schools has traditionally supported the work of volunteers in the district, and it appreciates the valuable resources volunteers provide to the district. A school volunteer is defined as a non-paid person functioning within the policies of the Board who shall serve under the immediate supervision and direction of the professional staff of the district to whom he/she is assigned. Volunteers shall serve without compensation of any type or other benefits accorded to employees of the district. ~~The Board encourages the continuing volunteer participation by individuals and groups within the local schools, as well as within the central administration and in supervised off-school activities before, during, and after school hours.~~

~~Definition: A school volunteer is a non-paid person functioning under the policies of the Board under the supervision of a school, central administration, or supportive staff members.~~

Prior to the appointment of any person as a volunteer in the Milwaukee Public Schools, the individual must complete a standard *Application to Volunteer* form. Schools/departments are to send the completed form to the department of human resources to conduct a crime information records check through the Wisconsin department of justice and other appropriate information sources. If appropriate, other out-of-state agencies will be utilized.

To provide consistency in the district in determining the appropriateness of individuals working with children, the department of human resources will use the same guidelines currently in place for reviewing criminal conviction(s) or pending charge(s) for employees in determining if a volunteer candidate is accepted or rejected.

This policy applies to those volunteers who provide services on a regular and on-going basis or more than five hours a week. It does not apply to those parents and/or other adults who are one-time volunteers for field trips or other one-time only activities in schools and/or departments.

Statute, MPS policy, or board rule implication statement

5. This proposal calls for a revision of Administrative Policy 7.31 (previous coding 9.31 [May 1995-August 1996] and IICC [prior to May 1995]), which is attached.

6. This proposal was reviewed by the Office of the City Attorney, which has indicated that the proposed revision is acceptable.

Fiscal impact statement

7. The fiscal impact of conducting additional criminal background checks is unknown, but it is anticipated it can be absorbed within the existing resources of the district.

Implementation and assessment plan

8. Should the Board approve the revised policy, the administration will develop a revised Administrative Procedure 7.31 as it relates to school volunteers and will transmit the revised procedure to the Office of Board Governance.

The revised procedures will also be shared with schools and Central Services departments for implementation, effective March 1, 1997.

Committee Recommendation

Your Committee recommends that the Board amend Administrative Policy 7.31, School Volunteers, as follows:

The ~~Board~~ Milwaukee Public Schools has traditionally supported the work of volunteers in the district, and it appreciates the valuable resources volunteers provide to the district. A school volunteer is defined as a non-paid person functioning within the policies of the Board who shall serve under the immediate supervision and direction of the professional staff of the district to whom he/she is assigned. Volunteers shall serve without compensation from MPS or other benefits accorded to employees of the district. ~~The Board encourages the continuing volunteer participation by individuals and groups within the local schools, as well as within the central administration and in supervised off-school activities before, during, and after school hours.~~

Prior to the appointment of any person as a volunteer in the Milwaukee Public Schools, the individual must complete a standard *Application to Volunteer* form. Schools/departments are to send the completed form to the department of human resources to conduct a crime information records check through the Wisconsin department of justice and other appropriate information sources. If appropriate, other out-of-state agencies will be utilized.

To provide consistency in the district in determining the appropriateness of individuals working with children, the department of human resources will use the same guidelines currently in place for reviewing criminal conviction(s) or pending charge(s) for employees in determining if a volunteer candidate is accepted or rejected.

This policy applies to those volunteers who provide services on a regular and on-going basis or more than five hours a week. It does not apply to those parents and/or other adults who are one-time volunteers for field trips or other one-time only activities in schools and/or departments.

* * * * *

(Item 4) Action on Recommendations to Add a Provision on Nepotism to Article III of the Board Rules (Code of Ethics-Board of School Directors) and to Administrative Policy 6.04 (Employee Code of Ethics)

Administration's analysis

1. At its meeting on October 30, 1996, the Board directed the administration to draft a policy on nepotism, to be brought back to the Board in January 1997.

2. A formal opinion from the City Attorney's Office has been solicited and received, and the Office of the City Attorney has directly participated in the development of this policy. A copy is attached.

3. The Council of Great City Schools was consulted and provided a number of similar policies currently in use by other comparable school districts. These policies were reviewed along with the City of Milwaukee's long-standing policy on nepotism. Appropriate components were incorporated into this policy.

4. The importance of a nepotism policy is for an employer to avoid both the reality and the appearance of conflict of interest in employment. To that end, the administration is recommending the adoption of the proposed nepotism policy.

Statute, Board Policy or rule statement

5. Currently, no Board policy exists governing nepotism. The recommended policy does not conflict with existing Board policies.

Fiscal Impact Statement

6. The costs associated with implementation of this policy will primarily reflect duplicating costs. Such costs should be minimal and can be absorbed within the district's FY97 budget. Although additional staff time will be required to implement and enforce the policy, it is felt that, by redeploying staff, these responsibilities can be addressed within the present staff allocation.

Implementation and Assessment Plan

7. Upon adoption by the Board, implementation of the policy will be prospective, applying to the hiring of new employees, as well as to the transfer or promotion of any present employees. It will be discussed with collective bargaining units, as deemed appropriate, with such discussions to be held in a timely manner.

8. All officers of the Board, as defined by the policy, will be provided with the necessary information to ensure compliance with the policy. Newly hired officers of the Board will be provided this information upon appointment. Application forms will be revised to include a question about relationship with "officers of the Board," as defined in the policy.

9. Alleged violations of this policy are to be directed to the Department of Human Resources for investigation and disposition.

Committee Recommendations

Your Committee recommends that:

1. That the Board add the following provision on Nepotism to Article III of the Board Rules: Code of Ethics – Board of School Directors (see Board Rules, page 20, to be inserted before paragraph on Sanctions):

NEPOTISM

No Board member of the Milwaukee Public Schools shall vote to employ or to contract with any person who is related by blood (whether of whole or half blood) or who is related by marriage to that Board member of Milwaukee Public Schools or use his/her status as a Board member of Milwaukee Public Schools to influence the employment, appointment, evaluation, transfer, or promotion of any such person to a position of employment with Milwaukee Public Schools.

For the purposes of this nepotism provision, "related by blood" is defined as including: father, mother, brother, sister, son, daughter, uncle, aunt, nephew, niece, grandchild, grandparent or first cousin, and shall include legal guardianships as well as legal adoptions.

For the purposes of this nepotism provision, "related by marriage" is defined as including: husband, wife, son-in-law, daughter-in-law, brother-in-law, wives of brothers-in-law, sister-in-law, husbands of sisters-in-law, father-in-law, mother-in-law, step child and step parent.

2. That the Board add the following section on Nepotism to Administrative Policy 6.04: Employee Code of Ethics (see Administrative Policy 6.04, page 80; to be inserted after existing text):

10. Nepotism

No administrator of MPS shall employ, under his or her direct supervision, or contract with any person who is related by blood (whether of whole or half blood) or who is related by marriage to that administrator of MPS, or use his/her status as an administrator of MPS to influence the employment, appointment, evaluation, transfer or promotion of any such person to a position of employment with MPS which is subordinate to that administrator.

a. Definitions

1) Administrator. For the purposes of this nepotism section, "administrator" of MPS is defined as any person who is: a principal, an assistant principal, a program administrator, a supervisor, a coordinator, a staffing specialist, a director, an assistant director, a manager, a division/department head, a deputy superintendent, the superintendent, the chief auditor or director of board governance.

2) Related by Blood. For the purposes of this nepotism section, "related by blood" is defined as including: father, mother, brother, sister, son, daughter, uncle, aunt, nephew, niece, grandchild, grandparent or first cousin, and shall include legal guardianships as well as legal adoptions.

3) Related by Marriage. For the purposes of this nepotism section, "related by marriage" is defined as including: husband, wife, son-in-law, daughter-in-law, brother-in-law, wives of brothers-in-law, sister-in-law, husbands of sisters-in-law, father-in-law, mother-in-law, step child and step parent.

b. Falsification of Employment Application

It shall be deemed a falsification of an employment application for an applicant for employment with MPS to fail to disclose that the applicant is related by blood or related by marriage to any Board member or administrator of MPS as defined in this section. In the event of such falsification, the department of human resources reserves the right to reject the application for employment.

Upon approval by the Board, any administrator of MPS who is found to have violated this nepotism section shall be subject to appropriate disciplinary action consistent with Board policies, state statutes and applicable contracts.

This nepotism section shall be applied consistent with all applicable state laws, federal laws, city ordinances, city service provisions and other Board policies regarding non-discrimination in employment and employee rules of conduct.

* * * * *

(Item 5) Action on a Recommendation to Amend Board Rule 1.27 (1) as a Result of the Board's Action of December 18, 1996, to Rescind that Portion of Administrative Policy 6.20 Providing for a Charge of a 15% Health Insurance Premium for Board Members and Non-represented Employees Making over $50,000 per Year

Background

1. At its meeting on December 18, 1996, the Board adopted resolution 9697R-057, a portion of which amended Administrative Policy 6.20:

WHEREAS, At a meeting held on April 25, 1996, the Board amended the fiscal 1997 budget to include a requirement for a 15% health insurance premium contribution, commencing with the first paycheck in January 1997, for all active MPS employees who are not represented by a union and whose salary exceeds $50,000 per year and for all Board members; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors rescind its policy to charge the aforementioned 15% premium contribution effective immediately

2. Board Rule 1.27 (1) contains a reference to non-represented employees who make more than $50,000 per year. The Rule should be amended to delete this reference so that it coincides with current policy.

3. Board Rule 1.11, Amendments to the Rules, provides that "the [legislation, rules and policies] committee's report with respect to such proposed amendment shall be presented to the Board and then held over until the next meeting, when it shall be considered and acted upon by the Board." Under the provisions of this Rule, any recommendation approved by the Committee this evening would be presented to the Board on January 29 and then held over until February 26 for action.

Recommendation

That Board Rule 1.27 (1) be amended as follows:

During their term of office, Board members are eligible to participate in the district's group health and dental plans subject to their paying any required premium contribution. Board members are subject to the same premium contribution requirement as the superintendent, director of board governance and cabinet members ~~and other non-represented employees who make more than $50,000 per year~~.

* * * * *

In accordance with Board Rule 1.10 (1), the Rule changes proposed in Items 4 and 5 were ordered held over to the February 26, 1997, Board meeting for action.

On the motion of Director Small, the balance of the Committee report was adopted, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

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

Director Gardner moved to accept the reports of the Independent Hearing Panel of December 16 and 18, 1996, and January 2, 3, 8, 13, 14 and 15, 1997.

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

Ayes—Directors Bills, Braun, Gardner, Johnson, O'Neil, Small and President Fisher—7.

Noes—Director Todd—1.

Temporarily absent—Director Sinicki—1.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Action on a Recommended Extension of Contract with Public Policy Forum for SRI Evaluation of School To Work

Administration's analysis

1. Implementation of the Milwaukee Public Schools School To Work (STW) initiative began in the 1994-95 school year. Every school year since implementation of STW, an outside evaluation of its progress has been conducted by SRI International.

2. SRI International is an educational research and consulting firm hired by the Quality Education Commission (QEC) to conduct this evaluation. The evaluation has been generously funded by a grant from Helen Bader Foundation for the past three school years, using the Public Policy Forum as the fiscal agent. The district is appreciative of the financial support received from the Bader Foundation; however, an additional amount of money needs to be contributed to their effort by the district to ensure the completion of the total evaluation as planned for Phase 3.

3. The original proposal from SRI for the 1996-97 implementation evaluation contained four components:

a. District, employer, and community support for STW.
b. The progress of Wave 1 and Wave 2 STW schools.
c. The implementation of School To Work in the six reconstituted schools.
d. Recommendations for the continued evaluation of reform.

4. Given the fact that STW efforts have been "scaled-up" this year to include all schools, both MPS and SRI staff time have increased significantly in this evaluation process; thus, sufficient funds are not available to accomplish all of the identified goals of the evaluation. Specifically, the revised focus will involve collecting and analyzing quantitative and qualitative data to be used as a baseline to aid in tracking the progress of STW in the district.

5. SRI was asked to provide revised information on components 3 and 4 of the proposed evaluation. Tasks involved in completing component 3, the implementation of STW in the six reconstituted schools, include examination of the kinds of data available at the district level to show schools' progress in STW, review of school-level data on STW progress and the context of STW in the reconstituted schools and reporting on the progress of STW at the reconstituted schools. Component 4, recommendations for the continued evaluation of reform, tasks include examining district-level data on the progress of STW in the Wave 1 schools, collecting school-level data on the progress of STW (including understanding the school context that shapes STW), analyzing the implications for future data collection and data management decisions and producing interim summary reports and a final action plan.

6. The administration feels that it is important for components 3 and 4 to be dealt with this school year as they provide critical evaluation components of the STW initiative and will aid in identifying critical issues for ongoing implementation and assessment of the program's effectiveness. In addition, MPS staff will be working directly with SRI International familiarizing themselves with all facets of the evaluation process. This will allow hands-on capacity building for MPS to assume significant portions of this type of evaluation in the future.

Strategic Plan Compatibility Statement

7. The SRI evaluation supports the Board's focus on the School to Work initiative.

Statute, Board Policy or Rule Statement

8. Present Board policy authorizes the Superintendent to transfer money from one account to another within MPS. However, Board approval is necessary and is hereby sought to authorize the Superintendent to transfer money to the Public Policy Forum (PPF) for the purpose of extending the contract between PPF and SRI International for the STW evaluation.

Fiscal Impact Statement

9. The cost of completing Component 3 and undertaking all of Component 4 will be $72,500. The QEC has $1,200 available to assist with this cost. $71,300 is still needed to complete both components. This amount is available in the FY97 STW budget.

Implementation and Assessment Plan

10. The Quality Education Commission will continue to oversee the entire evaluation consistent with the role it has been given by the district.

11. SRI will provide written and verbal feedback to the Quality Education Commission. The final report will be sent to the Board for review and discussion.

Recommendation

1. That the Board authorize the Superintendent to transfer $71,300 to the Public Policy Forum for the purpose of extending the contract with SRI International to cover the costs associated with completing Components 3 and 4, as detailed in the SRI revised proposal, No. PDH97-004.

2. That the administration provide a report to the Board in August, 1997, on how the $71,300 was spent.

3. That the administration transmit the final report on the SRI evaluation for Phase 3 to the Board for review and discussion upon its completion.

* * * * *

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

(Item 2) Proposed Legislation Regarding the Accountability of Non-Religious Private "Choice" Schools

Note: This item was considered by the Board on December 18, 1996, at which time it was referred to the City Attorney for an opinion.

Administration's Analysis

1. At the meeting of the Board of School Directors on September 25, 1996, the Administration was directed to seek agreement with the Department of Public Instruction on proposed legislation to improve fiscal and academic accountability on non-religious "Choice" schools, and to strengthen the role of DPI in monitoring schools participating in the "Choice" program.

2. The Administration was also directed to submit the agreement reached with DPI to the MPS Board prior to adoption as part of the MPS Legislative Package. The agreement was submitted to the Board on November 25, 1996, and was referred to the Legislation, Rules and Policies Committee.

3. The 1997 DPI budget request addresses the issue of accountability of the "Choice" program by including the following provisions:

- Require participating private schools to have a formal governance structure.
- Allow the state superintendent to conduct on-site membership or financial audits.
- Require "Choice" students to participate in statewide assessments.
- Change tuition payment dates to coincide with equalization aid payments.

4. The Superintendent supports the DPI provisions and recommends their addition to the MPS Legislative Package.

Strategic Plan Compatibility Statement

5. While this specific proposal is not directly related to the Strategic Plan, its adoption would support MPS efforts to achieve maximum value for MPS funds.

Statute, MPS Policy, or Board Rule Implication Statement

6. This proposal calls for a statutory revision in an area not addressed by MPS Board policy or Board rule.

Fiscal Impact Statement

7. Imposition of more stringent accountability measures in the Choice schools should result in more accurate monitoring of them by DPI. Any overpayments which may otherwise have occurred may be prevented in the future. As a result, the reduction of MPS aid may be reduced.

Implementation and Assessment Plan Statement

8. The accountability measures could be implemented immediately upon enactment of the legislation.

City Attorney's Opinion

9. At the December 18, 1996, Board meeting, the Board requested that this item be forwarded to the City Attorney's Office for review as to whether it would meet the legal test for identifying "legal person" as indicated in the recommendation. The City Attorney's opinion is attached and states that an individual who signs a contract on behalf of a private choice school is not necessarily personally bound or liable under that contract.

Based on the City Attorney's opinion, the recommendation should be revised as follows:

Require each participating "Choice" school to identify an authorized agent who can sign on behalf of, and can legally bind, the school contractually. This individual or entity must be capable under state law of entering into a legally enforceable contract.

Require each participating "Choice" school to have a formal governing body which governs the operations of the school.

Allow the state superintendent to conduct on-site enrollment, attendance or financial audits.

Require "Choice" students to participate in WSAS statewide assessments.

Committee Recommendation

Your Committee recommends that the Board approve the addition of the following DPI budget provisions regarding accountability of "Choice" schools to the MPS Legislative Package:

•Require participating "Choice" schools to have a legal person or entity accountable for school operations and finances.

•Allow the state superintendent to conduct on-site enrollment, attendance or financial audits.

•Require "Choice" students to participate in WSAS statewide assessments.

* * * * *

Director Gardner moved to approve the substitute language recommended by the City Attorney:

Require each participating "Choice" school to identify an authorized agent who can sign on behalf of, and can legally bind, the school contractually. This individual or entity must be capable under state law of entering into a legally enforceable contract.

Require each participating "Choice" school to have a formal governing body which governs the operations of the school.

Allow the state superintendent to conduct on-site enrollment, attendance or financial audits.

Require "Choice" students to participate in WSAS statewide assessments.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) 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

WINDOW REPLACEMENTS

Division 1—Browning Elementary School
J. F. Cook Company, Inc., 1177 West Northbranch Drive, Oak Creek, WI, low bidder, base bid of $228,400 plus $15,300 for mandatory alternate bid 1 to replace glass block windows with translucent panel glazing system, for a total contract of $243,700

Division 2—Burbank Elementary School
J. F. Cook Company, Inc., 1177 West Northbranch Drive, Oak Creek, WI, low bidder, base bid of $276,200

RENOVATIONS PHASE III

Craig School
Choice construction Companies, Inc., W141 N9312 Fountain Boulevard, Menomonee Falls, WI, low bidder, base bid of $1,592,711

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Fratney Street School
Craf-Tron electric, Inc., 1321 Waterville lake Road, Oconomowoc, WI, second low bidder, base bid of $113,350

NEW AIR CONDITIONING

Congress Elementary School
Grunau Company, Inc., 101 West Pleasant Street, Milwaukee, WI, low bidder, base bid of $282,580

ARCHITECTURAL DESIGN SERVICES

Westside Academy I
PACE Architects, 2223 East Capitol Drive, Milwaukee, WI, to provide design services at 6.0% of the construction cost, estimated at $1,800,000, for a total estimated contract of $108,000

EXTENSION OF KINNEY CONTRACT TO RECOVER COSTS REIMBURSABLE UNDER MEDICAID

A contract with Kinney and Associates was signed December 14, 1995, for recovering costs from Medicaid for services rendered by MPS prior to July 1, 1995. At this time, the administration is requesting authorization to amend the contract by

deleting the reference to the July 1, 1995, date and substituting, "until a billing agent for current Medicaid services has been contracted, or such shorter period as MPS may designate from time to time."

A Request for Proposal (RFP) has been let for a billing agent for currently provided services. It is anticipated that the RFP process will be completed in time to bring a contract to the Board for approval in March 1997.

Therefore, authorization is requested to allow the Superintendent to extend the December 14, 1995, contract with Kinney and Associates for billing from July 2, 1995, to such date as a new contract is authorized for current billing. Extension of the contract is important since there is a one-year time limit for applying for reimbursement for the costs of services rendered.

Authorization to Make Purchases

SS-271 3-Year Lease - Purchase (Lancaster)

Recommend authorization of a 3-year lease purchase of management and curriculum software, a file server, and support of Computer Curriculum Corporation materials for a 30-student computer lab. Three-year costs total an estimated $100,000. Title 1 and local school funds will be used.

SS-286 Software (City-Wide Title 1)

Recommend authorization to purchase Logal software totaling $85,000. for various City-Wide Title 1 sites.

Relational Data Base Management System

AE Business Solutions, at a cost not to exceed $87,203.

The Department of Technology presented preliminary information to the Milwaukee Board of School Directors during April, 1996 describing plans to improve access to student data for district personnel. The plan includes implementation of a district-wide client server relational database management system which will become the standard platform for future database development. This requires the purchase of a new database product to provide the capabilities and tools of current database technology. An RFP was sent to eleven (11) software vendors. Thirty (30) evaluation criteria were used to evaluate the proposals. The AE Business Solutions proposal ranked highest, and was also the lowest cost at $87,203. The cost is not to exceed $87,203, including the database software, training, and implementation support.

B-5197 Air Conditioning Equipment (F&M for Congress School)

For Item 1, recommend authorization to purchase 23 MSI Nesbitt unit ventilators totalling $79,442.00, less 2% 10 days from the second-lowest bidder, Climatic Controls. The low bid did not meet specifications.

For Item 2, recommend authorization to purchase one Carrier water cooler chiller and condenser totalling $45,905.00 net from the high bidder, Auer Steel & Heating Supply Company. The lower bids did not meet specifications.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of December 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$676,559,467	$0	$676,559,467	$188,860,163	$490,699,304	27.8%
Categorically Aided	64,763,909	16,344,674	81,108,583	23,249,399	57,859,184	28.7%
School Nutrition	24,541,141	0	24,541,141	9,261,713	15,279,428	37.7%
Construction	21,500,000	0	21,500,000	8,045,318	13,454,682	37.4%
Extension	6,770,753	0	6,770,753	205,968	6,564,785	3.0%

B. Statement of Expenses as of December 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$676,559,467	$17,012,244	$696,571,711	$300,646,664	$395,925,047	43.2%
Categorically Aided	64,763,909	18,754,870	83,518,779	31,099,804	52,419,695	37.2%
School Nutrition	24,541,141	40,704	24,581,845	12,520,534	12,061,311	50.9%
Construction	21,500,000	10,889,634	32,389,634	20,467,948	11,921,686	63.2%
Extension	6,770,753	63,996	6,834,749	2,949,401	3,885,348	43.2%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through December 31, 1996, and payrolls through December 27, 1996.

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.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	ITT Educational Services	$100	Basketball uniforms
Alcott	Milwaukee Custard Co.	$100	Basketball uniforms
Alcott	PTO	$328	Classrooms
Alcott	Harold Robinson	$25	Basketball uniforms
Alcott	Security Bank	$25	Basketball uniforms
Allen-Field	P.T.O.	$1,000	RIF program
Burbank	P.T.O.	$6,990	Field trips
Burbank	P.T.O.	$930	Educational supplies
Burbank	P.T.O.	$575	Parent involvement, special events
Burbank	P.T.O.	$600	Student incentives
Burbank	P.T.O.	$60	Young Authors Conference
Burbank	P.T.O.	$800	Staff appreciation
Burbank	P.T.O.	$1,200	Audio-visual equipment
Burbank	P.T.O.	$800	Multi-cultural programs
Burbank	P.T.O.	$225	Two rocking chairs

Burbank	P.T.O.	$500	Specialty program support
Burbank	P.T.O.	$1,000	Classroom allotments
Burbank	P.T.O.	$200	Peer mediation program
Burbank	P.T.O.	$50	Red Cross Health Room
Burbank	P.T.O.	$700	Special student events
Clarke St.	Ernst & Young	$500	General School Use
Clarke St.	Thos & Nancy Gazzana	$50	General School Use
Clarke St.	Master Lock	$500	RIF books
Clarke St.	Cornerstone Credit Union	$413	General school fund
Clarke St.	Richard Hirschboeck	$3,500	School fund
Clarke St.	Elmer & Hope Winter	$600	Books
Clement Avenue	PTA	$7,500	Library automation
Curtin	Ameritech	$1,070	RIF books
Curtin	PTA	$400	RIF books
Garden Homes	Nat'l Assoc. of Minority Contractors	$200	Boys/Mentoring Club
Garden Homes	George & Stephanie Jones	$20	Boys/Mentoring Club
Garden Homes	Toki & Associates	$50	Boys/Mentoring Club
Garden Homes	Milwaukee Lead Works	$50	Boys/Mentoring Club
Garden Homes	SDC	$Undeter.	Granola bars, apples - incentives
Hamilton	Diane Ziolecki	$150	Exercise bike
Irving	PTC	$1,000	Field Trips
Juneau	John Schmitz	$225	Exercise bike, multi-exercise station
Juneau	Kathy Sincere	$100	Apple IIE computer, printer
Lady Pitts	Robert Hoskins	$500	For students
Marshall	GE Medical	$7,516	Videotapes for Broadcasting Classes
North Division	M.T.E.A.	$10,000	Staff Development
Palmer	Kraemer Brothers, Inc.	$200	Bookstore, classrooms
Palmer	Brewer Hill Community	$88	Palmer T-shirts, pants for students
Palmer	Supreme Basileus	$20	Palmer T-shirts, pants for students
Robinson	Carla Seeger	$1,000	Apple II E, Imagewriter printer
Robinson	Jewell Riano	$1,000	Macintosh computer w/monitor
Robinson	Karen Scharrer Erickson	$1,000	Macintosh computer w/monitor
Thirty-eighth St.	Master Lock	$500	Gift
Thoreau	Miller Brewing Co.	$1,500	Five IBM PC's 386 w/monitors
Tippecanoe	PTO	$444	15 Student Dictionaries 15 Children's Dictionaries
Tippecanoe	PTO	$780	30 First Dictionaries 30 Children's Dictionaries
Urban Waldorf	Warshafsky, Rotter, Tarnoff, Reinhardt & Block	$250	Sponsor of basketball tournaments
Washington	Esmeralda Treen	$350	MacClassic - General School Use

Superintendent's recommendations

1. That the Board approve the constract 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.

* * * * *

The Superintendent requested permission to withdraw the purchase for air conditioning for Congress School, B-5197, part 2.

There being no objection, the request was granted.

Director Bills moved to approve the balance of the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

* * * * *

(Item 4) 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 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 cation is required.

Superintendent's recommendations

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

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Johnnie Byrd Pulaski	Handicapped Children's Assistant $12,301.67/yr.	12-02-96
Corey Calvert King	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Linda Edwards Granville	School Secretary I $17,240.22/yr.	01-13-97
Joyce Gillon Moltke Academy	Clerk Typist I $14,480.00/yr.	01-06-97
Patricia Gutierrez Curtin	Handicapped Children's Assistant $12,301.67/yr.	01-09-97
Michael Hagler School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	01-06-97
Linda House Div. of Bil. Multicult. Ed.	Clerk Typist I $17,464.20/yr.	01-06-97
Mark Jacobsen Fac. & Main.	Building Laborer $17.82/hr.($35,640.00/yr.)	01-06-97
Angelica Lopez Riverside	Handicapped Children's Assistant $11,884.66/yr.	11-25-96
Monika Mangione Bay View	School Secretary I $20,554.00/yr.	01-02-97
Dale Milanowski Washington	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Bruce Montcalm Bell	Boiler Attendant Trainee $22,936.42/yr.	12-30-96
James Phelps Fac. & Main.	Painter Apprentice $8.54/hr.($17,080.00/yr.)	01-13-97
Steven Rogers Edison	Boiler Attendant Trainee $22,936.42/yr.	12-30-96
Sargent Schultz Fac. & Main.	Small Engine Mechanic $24,705.46/yr.	12-16-96

PROMOTIONS

Paula Brown Palmer	School Secretary I $16,562.89/yr.	12-17-96
James Charles Burroughs	Boiler Attendant Trainee $22,936.42/yr.	12-30-96
David Clay Roosevelt	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Charles Curtis Milw. School of Lang.	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Lee Eschendal, Jr. Fac. & Main.	School Engineer I $31,653.44/yr.	12-30-96
Gary Feest Fac. & Main.	School Engineer I $27,845.48/yr.	12-30-96
Leonita Ferguson Hartford	School Secretary I $17,240.22/yr.	01-09-97
Norma Garcia South	School Secretary I $16,562.89/yr.	01-09-97
Sue Heiser LaFollette	Food Service Manager IV $17,229.26/yr.	12-12-96
Diane Kessen Keefe	Food Service Manager II $14,805.47/yr.	11-22-96
Tasha Lockett Madison	School Secretary I $16,562.89/yr.	12-17-96
David Nelson Bay View	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Steven Nielsen Webster	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Catherine Prud'homme Elm	Food Service Manager II $15,673.46/yr.	11-22-96
Henry Redic Fac. & Main.	School Engineer I $31,653.44/yr.	12-30-96
Jessie Stephenson School Nutrition	Food Service Manager Trainee $8.83/hr.($11,805.71/yr.)	01-06-97
Stephen Strzelecki Juneau	Boiler Attendant Trainee $22,936.42/yr.	12-02-96

Donnell Taylor Walker	Boiler Attendant Trainee $22,936.42/yr.	12-02-96
Miriam Torres Kagel	School Secretary I $16,562.89/yr.	12-17-96
Mary Will School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	01-06-97

RETURNS FROM LEAVE

Joseph Reneau Fac. & Main.	Carpenter Chargeman $20.67/hr.($41,340.00/yr.)	01-20-97

REINSTATEMENTS

Ronald Tolbert Roosevelt	Building Service Helper II $25,185.94/yr.	10-14-96

CHANGES IN STATUS

Karen Carpenter School Nutrition	School Secretary I $21,043.11/yr.	01-02-97
Raymond Conn Bay View	Handicapped Children's Assistant $12,301.67/yr.	12-17-96
John Dobizl Fac. & Main.	Electrician $22.19/hr.($44,380.00/yr.)	01-13-97
Debra Dunn Clement	School Secretary I $18,602.00/yr.	01-30-97
Diane Kmichik Div. of Special Serv.	School Secretary I $19,964.88/yr.	01-13-97
Nancy McGillis Spec. Serv. Ctr.	Handicapped Children's Assistant $12,301.67/yr.	12-17-96
Eunice Parrott Emerson	Handicapped Children's Assistant $12,301.67/yr.	12-02-96
Thomas Stypulski Fac. & Main.	Boiler Attendant $25,563.46/yr.	12-30-96
Jeffery Terry MHSA	Boiler Attendant $28,826.98/yr.	12-30-96
Karen Wozniak Pulaski	School Secretary I $21,043.11/yr.	01-20-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between September 18, 1996, and September 30, 1996, inclusive:					
(r)	Donald C. Sanders Grade 5	C	37,655	7	09-30-96
Effective between November 20, 1996, and December 3, 1996, inclusive:					
(r)(a)	Dennis E. Daniels Music-Instrumental/General	B	27,152	2	11-27-96
(nr)	Keleen M. Kuehn Kindergarten	B	25,919	1	11-20-96
(nr)	Rosanne Post Occupational Therapist	B	24,684	0	12-02-96
Effective between December 4, 1996, and December 16, 1996, inclusive:					
(r)	Tonya A. Buford Bus. Ed. W/Shorthand	B	24,684	0	12-10-96
(nr)	Ann L. Crosetto Psychology/Social Studies	BB	25,919	0	12-09-96
Effective between December 17, 1996, and January 8, 1997, inclusive:					
(nr)	Chyann T. Hannah L. D.	B	24,684	0	01-08-97
(nr)	Jenna J. Jessen Spanish	B	24,684	0	01-06-97
(r)	Julie A. Klein Speech Pathology	B	24,684	0	01-02-97
(r)(a)	Theresa L. Klein L. D.	B	27,152	1.9	01-02-97
(nr)	Ilene E. Sand Hearing Impaired	B	24,684	0	01-06-97
(r)(b)	Joyce E. Werner Speech Pathology	C	37,655	8	01-02-97
Effective between January 23, 1997, and February 4, 1997, inclusive:					
(r)	Milton C. Bond, Jr. Mathematics	B	24,684	0	01-27-97

(nr)	Justin B. Cruz Mathematics	B	24,684	0	01-27-97
(nr)	Tina M. Glander Music-Choral	B	24,684	0	01-27-97

Physical Therapists - Schedule 04
Effective between November 20, 1996, and December 3, 1996, inclusive:

(r)	Lee J. Pauli	31,904	0	12-02-96

(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 24, 1997:		
James Alby	Marshall	November 4, 1996
Jimmy Berry	Pierce	November 12, 1996
Wanda Richards Miller	Burdick	November 21, 1996
Illness Leave, to June 13, 1997:		
Michael Bogdan	Milwaukee Tech	November 20, 1996
Maternity Leave, to June 13, 1997:		
Carla Bauer	Milw. Spanish Immersion	March 6, 1997
Bonnie Heller	Clement	March 4, 1997
Sally Lloyd	Grantosa	March 20, 1997
Maternity Leave, to January, 1998:		
Beth McFadzen	Irving	January 21, 1997
Extension of Illness Leave, to January, 1998:		
Pearlie Barnett	Leave	January 27, 1997
Shirley Lambert	Leave	January 27, 1997
Extension of Illness Leave, to June 13, 1997:		
Diana Donovan	Leave	January 27, 1997
Harold Ramsey	Leave	January 27, 1997

Extension of Maternity Leave, to June 13, 1997:

Beth Baumhardt Frisch	Leave	January 27, 1997
Tania Vujasinovich	Leave	January 27, 1997

Extension of Maternity Leave, to January, 1998:

Judy Hafemeister	Leave	January 27, 1997

Extension of Person Leave, to June 13, 1997:

Milagros Caceres	Leave	January 27, 1997

CURTAILMENT OF LEAVE:

Barbara J. Anderson —	Curtailed a personal leave that was granted from August 28, 1996, through June 13, 1997. Will be returning January 27, 1997.

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Joanne A. Audi	Teacher	12/20/96
Evelyn C. Benson	Teacher	08/04/97
David C. Boxill	Social Worker	12/20/96
Annethee H. Boyd	Ass't. Prin.	12/10/96
Erin K. Byrne	Teacher	12/20/96
Frederick O. Carr	Principal	12/20/96
Mary M. Catena	Teacher	01/01/97
Jose F. Christians	Teacher	01/01/97
Ronald L. Englehart	Rec. Sup.	04/18/97
Lumark Gulley	Teacher	06/13/96
Raymond R. Hager	Teacher	03/27/97
John E. Johnson	Principal	01/24/97
Sherie J. Kozlosky	Teacher	12/27/96
John A. Leggett	Teacher	01/03/97
Carmen F. Nute	Teacher	12/20/96
Florian C. Oberhauser	Teacher	03/27/97
Nancy E. Oshiro	Teacher	01/24/97
Angela C. Ou	Teacher	01/24/97
Deanne D. Pankratz	Teacher	11/15/96
Tiffany M. Prather	Psychologist	12/20/96
Neil H. Radtke	Teacher	06/13/97
Ann M. Renk	Teacher	12/31/96
Amy A. Sander	Teacher	12/20/96
Kathleen M. Schaefer	Teacher	11/26/96
Nicholas R. Schaeve	Principal	02/01/97
Ellen M. Schmidt	Teacher	12/03/96
Annmarie T. Schneider	Teacher	12/13/96
Jean L. Schwarz	Teacher	08/20/96
Angeles T. Sinense	Counselor	12/20/96

Mary A. Smith	Teacher	06/13/97

Mary S. Spiegel	Teacher	11/27/96
Chia Vang	Teacher	01/03/97
Byron L. Washington	Teacher	01/07/97
Deanna M. York	Teacher	01/24/97

(Item 5) Action on Recommended Administrative Appointments and Promotions

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)	Billy Fisher	Assistant Principal Steuben Middle School	Schedule III, Range 11D $44,453
5(r)	Shelly Keller	Finance Information Systems Manager Department of Finance	Schedule III, Range 8A $45,527
5(r)	Renee Vanselow	Assistant Recreation Supervisor Aquatics Division of Community Recreation	Schedule III, Range 4T $35,000
5(r)	Robert Gavronski	Assistant Recreation Supervisor Children/Adult Enrichment Classes Division of Community Recreation	Schedule III, Range 4T $35,500
5(nr)	Monica Kaskey	Assistant Recreation Supervisor Sports and Athletics Division of Community Recreation	Schedule III, Range 4T $31,945
2(nr)	Russell Thomas	Assistant Recreation Supervisor Sports and Athletics Division of Community Recreation	Schedule III, Range 4T $41,500

2 - African American
5 - White
r - Resident
nr - Non-Resident

Director Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 6) Consideration of and Possible Action on the Designation of an Acting Superintendent to Serve from July 1, 1997, until Such Time as a Superintendent is Appointed, and Authorization for the Board President to Negotiate a Contract for Board Approval for an Individual to be Designated Acting Superintendent

Executive Session Notice: With respect to this item, the Board may retire to executive session, pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), to consider the employment of an individual(s) to serve as Acting Superintendent, and pursuant to the provisions of Wisconsin Statutes,

Chapter 19.85(1)(e), to consider the negotiation of the terms of a contract for an individual to serve as Acting Superintendent. The Board may reconvene in open session to take action on matters considered in executive session.

Recommendation
That the Board determine what action it wishes to take with respect to this matter.

* * * * *

Director Johnson moved that the Board retire to executive session, pursuant to the provisions of Wisconsin Statutues 19.85 (1) (c) and (e).

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Johnson moved to reconsider the motion to retire to executive session, to allow for the completion of the remaining items on the agenda.

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

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication 9697C-017 from Bruce Thompson Regarding Establishment of a Site-Based Management Financial Standards Committee

Referred to the Accountability/Audit Committee.

Communication 9697C-018 from Hartford Joint School District No. 1 Regarding Adoption of Federal Guidelines on Non-discrimination (Page 174)

Referred to the Legislation, Rules and Policies Committee.

Communication 9697C-019 from Richard H. Porter Regarding the Board's Choice of a Contractor for Labor Negotiations Services

Received and ordered placed on file.

RESOLUTIONS

Resolution 9697R-063

By Director Bills:

WHEREAS, In Spring of 1971, the Milwaukee Public Schools Task Force on Exceptional Education and Supportive Services was formed by a group of parents pursuing access to public education for their children with disabilities; and

WHEREAS, With 50 members in September of 1971, the task force met and later decided that existing laws were inadequate in addressing the educational needs of the exceptional education students and in 1972 the task force developed an outline for a new model statute and pushed to have the Wisconsin state legislature throw out the existing law or defend it in court; and

WHEREAS, With intense lobbying from the Milwaukee-based task force the state legislature passed new legislation in April 1973 with Gov. Lucey signing it into law in August 1973 and it was implemented for the 1973-74 school year to serve children 3 to 21; and

WHEREAS, Milwaukee's exceptional education needs student population of 14,439 represents more than 14% of the state's exceptional needs student population; and

WHEREAS, The task force has been the driving force behind more than 75% of the exceptional education reform in the district,

WHEREAS, The task force exists at the discretion of the Board with no charter or budget, but has led the way for the district as a watchdog group bringing the concerns of parents with exceptional needs children to the surface on a consistent basis, longer than any other non-chartered group in the state; now, therefore, be it,

RESOLVED, That as the task force begins its 26th year of advocating for students with exceptional needs, the Milwaukee Board of School Directors and the administration recognize and thank the current 45 voting members and all past members of the task force for their efforts in challenging the laws and paving the way for quality education for all EEN students in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the minutes of the Board, and a copy, suitably signed and sealed, presented to each current and former task force member.

Director Johnson moved to suspend Board Rule 1.10 (1) and adopt the resolution.

The Rule was suspended and the resolution was adopted, the vote being as follows:

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

Noes—None.

Resolution 9697R-064

By Director Bills:

WHEREAS, The Milwaukee Public Schools has many excellent, dedicated educators and staff members who provide quality education and support to the children of Milwaukee; and

WHEREAS, Dedicated educators and staff members often work without recognition directly from the central administration or the Board; and

WHEREAS, Dedicated educators and staff members with long service to the Milwaukee Public Schools provide stability to the district's workforce; and

WHEREAS, It is appropriate for the Board to recognize employees for long and dedicated service to the Milwaukee Public Schools and the children of Milwaukee upon their retirement; now, therefore, be it

RESOLVED, That the Board Clerk develop a resolution to be presented, signed by the Board President, the Superintendent and the Board Clerk and sealed, on behalf of the Board to retiring employees with twenty-five or more years of service to MPS; and be it

FURTHER RESOLVED, That each resolution be personalized with the employee's name and number of years of service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the date of the adoption of the resolution be the date of the Board meeting at which the notice of the employee's retirement was received; and be it

FURTHER RESOLVED, That the Board Clerk in cooperation with the Department of Human Resources work together to establish a procedure to award and distribute these resolutions.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-065

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors has graduation standards for the class of 2004 which include four years of English, three years of mathematics beyond algebra and three years of science, and proficiency requirements in mathematics, writing, communications and community membership; and

WHEREAS, Students graduating in the Twenty-first century will need second language skills as they work in a global economy; and

WHEREAS, Brain research is showing us that students who learn more than one language have more flexibility and capacity for learning; and

WHEREAS, Our present bilingual program is uneven and is perceived to be tracking; and

WHEREAS, The problem with implementing a second language requirement for graduation has been capacity building; now, therefore, be it

RESOLVED, That the administration be directed to bring to the Board options to build the system's capacity to offer second language acquisition to more students which includes the students in the bilingual program; and be it

FURTHER RESOLVED, That the administration bring to the Board options and timelines to consider a second language as a requirement for graduation or as a special certification that could be included on a graduate's diploma.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-066

By Director Bills:

WHEREAS, School safety is paramount to ensuring high levels of attendance and achievement for all students; and

WHEREAS, A Racine school has been successful in decreasing disruptions by using a "peace flag" which is proudly raised and flown on peaceful school days and lowered when there are disruptions; and

WHEREAS, Milwaukee schools are working hard at and proudly proclaim on banners they are schools of excellence; and

WHEREAS, Students feel a sense of ownership in a flag they designed; now, therefore, be it

RESOLVED, That the Superintendent is directed to talk with school principals about using the peace flag concept at their schools to encourage schools of excellence and peace.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-067

By Director Gardner:

WHEREAS, The Board has expressed an interest in a mobility study of Milwaukee Public Schools students; and

WHEREAS, On June 26, 1996, Superintendent Bob Jasna submitted written support of a mobility study that would include gathering reliable data on the impact of instability on student achievement; and

WHEREAS, The Board approved the scope of the project and encouraged Conta & Associates and the Public Policy Forum to solicit funds from sources other than MPS to fund the study; and

WHEREAS, Private sources have indicated to Conta & Associates and the Public Policy Forum that their willingness to provide funding depends upon an MPS financial contribution for the study; now, therefore, be it

RESOLVED, That the Board authorize an expenditure of $20,000 to Conta & Associates to work with the Public Policy Forum to conduct a mobility study; and be it

FURTHER RESOLVED, That the authorization is contingent upon a 2:1 match from private sources to fund the study.

Referred to the Innovation/School Reform Committee.

Resolution 9697R-068

By Director Gardner:

WHEREAS, Parent choice within MPS and early childhood education are the Board's first and second budget priorities for 1997-98; and

WHEREAS, Expanding child care and early childhood educational and recreational services remains a high priority of the Board; and

WHEREAS, Many individuals and organizations are actively developing early childhood programs that may be of enormous benefit, and immediate need, to MPS families; and

WHEREAS, Opportunities to implement, test, and assess early childhood programs may develop on very short notice during the remaining 1996-97 school year, which may prove valuable in planning and developing programs for 1997-98; and

WHEREAS, The Administration already has authority to enter into contracts up to $100,000, and to expand early childhood programs within current budget limitations, without additional Board approval; now, therefore, be it

RESOLVED, That the Board authorize the Superintendent to enter into contracts for early childhood programs up to $100,000 without Board approval; and be it

FURTHER RESOLVED, That the Superintendent provide monthly reports to the Board of such contracts entered into at the next regular Board meeting following their execution, as part of the routine monthly financial reports.

Referred to the Innovation/School Reform Committee.

The Board returned to Item 6 of the Regular Items of Business.

Director Johnson moved that the Board retire to executive session, pursuant to the provisions of Wisconsin Statutues 19.85 (1) (c) and (e).

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 9:10 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
FEBRUARY 4, 1997

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

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

Absent and excused—Director Todd—1.

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

January 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 6:30 PM on Tuesday, February 4, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) conferring with Michael Casserly, Executive Director of the Council of Great City Schools regarding a superintendent search, and 2) considering and possibly taking action with respect to plans to recruit a Superintendent for the term July 1, 1997, to June 30, 1999.

NANCY R. NOESKE
Director

Mr. Michael Casserly, Executive Director of the Council of Great City Schools addressed the Board regarding a superintendent search. In his presentation, Mr. Casserly identified the following qualifications and characteristics of a superintendent: vision, political skills, deals well with constituencies, builds coalitions, pragmatic, has good sense of humor, has a focus on the bottom line, and has organizational skills.

The Director, Office of Board Governance, presented the following timelines for a superintendent search:

Possible Timeline—National Superintendent Search with Consultant

Week of	**Activity**
February 3	Decision to seek consultant
February 10	Develop RFP
February 17	Mail RFP
March 10	Receive responses to RFP
March 17	Initial review of responses by panel
March 17	Schedule interviews
March 24	
March 31	Interviews
April 7	Selection of consultant and negotiation of contract

April 14	Approval of contract with consultant
April 14/21	Begin working with consultant

Dates for the following activities would be determined in cooperation with the consultant

April/May	Meet with consultant to determine process, qualifications and characteristics of superintendent
May	Prepare, in cooperation with consultant, announcements/brochures for recruiting candidates
May	Distribute announcements/brochures
May/June	Receive responses
July/August	Interview candidates, narrow field if necessary
August/September	Hold second/third interviews
October	Select final candidate(s), discuss contractual issues
November	Make final decision and negotiate a contract

Possible Timeline—Internal or Local Superintendent Search with Consultant

Week of	**Activity**
February 3	Make decision to conduct internal search
February 10	
February 17	Identify and interview local consultants Make final decision on consultant
February 24	Meet with consultant to determine process, qualifications, experience and characteristics of superintendent
March 3	Prepare and distribute announcement to staff
March 10	
March 17	Receive applications
March 24	Initial screening of applicants to assess qualifications and experience
April 7	
April 14	Interviews
April 28	Narrow field, if necessary; schedule and hold second interviews
May 5	Second interviews
May 12	
May 19	Third interviews, if necessary
May 26	
June 2	Select final candidate(s), discuss contractual issues
June 9	Make final decision

Note: Interviews would be scheduled to start after the spring election on April 1 to allow Board members-elect to participate.

Director Braun moved:

Be it resolved, That the Board 1) select a candidate from within MPS; 2) conduct the search with a consultant and the Office of Board Governance to handle the logistics; and 3) determine a timetable for the process; and be it

Further resolved, That the statutory and Board Governance duties of the Superintendent, the goals of MPS and the qualities identified by Mr. Casserly constitute the job description.

Director Johnson moved to amend by striking the words “select a candidate from within MPS.”

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

Ayes—None.

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

Director Bills moved to amend by striking the words "within MPS" and replacing them with the words "the local area" an inserting the word "local" before the word "search."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil and Sinicki—5.

Noes—Directors Braun, Small and President Fisher—3.

Director Braun moved to adopt the local search timeline proposed by the Director, Office of Board Governance.

The amendment was adopted by consensus.

The question being on adoption of Director Braun's motion as amended, it was adopted, the vote being as follows:

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

Noes—None.

The Board adjourned at 8:32 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 5, 1997

Agenda planning meeting of the Board of School Directors called to order by President Fisher at 6:21 PM.

Present—Directors Bills, Braun, Gardner, O'Neil, Sinicki, Small, Todd (6:30 PM) and President Fisher—8.

Absent and excused—Director Johnson—1.

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

January 24, 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, February 5, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of the February, March and April Calendars
2. Scheduling of Special Board Meetings
3. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, February 11, 1997
4. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, February 12, 1997
5. Review of Draft Agendas—Strategic Planning and Budget Committee, 6:30 PM, Monday, February 24, 1997, and 6:30 PM, Thursday, February 27, 1997
6. Review of Items Pending Before the Legislation, Rules and Policies Committee
7. Review of Items Pending Before the Board—Agenda Planning Meeting
8. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Wednesday, February 26, 1997

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

NANCY R. NOESKE
Director

The Board reviewed the calendars and agendas for the March meetings.

Director Sinicki moved that communications 9697C-017 from Bruce Thompson and 9697C-009 from Robert Miranda not be scheduled until April.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Braun, Gardner, O'Neil, Small, Todd and President Fisher—6.

The Board adjourned at 7:25 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 5, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 7:25 PM.

Present—Directors Bills, Braun, Gardner (7:27), O'Neil, Sinicki, Small, Todd and President Fisher—8.

Absent and excused—Director Johnson—1.

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

January 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 immediately upon adjournment of the Board Agenda Planning meeting, scheduled to begin at 6:00 PM, Wednesday, February 5, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing with legal counsel whether to pursue court action declaring MPS to be a unitary school district.

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 regarding unitary status, and may thereafter reconvene in open session to act upon matters discussed in executive session.

NANCY R. NOESKE
Director

Director Small 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 may become involved regarding unitary status.

The motion prevailed, the vote being as follows:

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

Noes—Director Todd—1.

The Board retired to executive session at 7:29 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
FEBRUARY 6, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:16 PM.

Present—Directors Bills, Johnson, O'Neil, Small and President Fisher—5.

Absent and excused—Directors Braun, Gardner, Sinicki and Todd—4.

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

January 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 6:00 PM on Thursday, February 6, 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 the upcoming round of 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 for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned previously.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:18 PM.

The Board adjourned from executive session at 8:28 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 10, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:34 PM.

Present—Directors Bills, Braun, Gardner, O'Neil and President Fisher—5.

Absent and excused—Directors Johnson, Sinicki, Small and Todd—4.

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

January 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 6:00 PM on Monday, February 10, 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 the upcoming round of 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 for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, O'Neil and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:35 PM.

The Board adjourned from executive session at 8:22 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 25, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:15 PM.

Present—Directors Bills, O'Neil, Sinicki, Small and President Fisher—5.

Absent and excused—Directors Braun, Gardner, Johnson and Todd—4.

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

February 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 Tuesday, February 25, 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 Small moved that the Board retire to executive session for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, O'Neil, Sinicki, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 6:16 PM.

The Board adjourned from executive session at 7:26 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:00 PM.

Present—Directors Bills, Braun, Gardner (6:01 PM), O'Neil, Small and President Fisher—6.

Absent and excused—Directors Johnson, Sinicki and Todd—3.

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

February 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 Wednesday, February 26, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose discussing the next steps in the search process for a superintendent for the term beginning July 1, 1997.

Pursuant to Wisconsin Statutes 19.85 (1) (e), which provides that a governmental body may convene in executive session "whenever competitive or bargaining reasons require a closed session," the Board may retire to executive session to review, assess and negotiate proposals from consultants that may be engaged to provide superintendent search services for the Board.

NANCY R. NOESKE
Director

Director Small moved that the Board retire to executive session to review, assess and negotiate proposals from consultants that may be engaged to provide superintendent search services for the Board.

The motion prevailed, the vote being as follows:

Ayes— Directors Bills, Braun, Gardner, O'Neil, Small and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:02 PM.

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

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:42 PM.

Present—Directors Bills, Braun, Gardner (6:45 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent and excused—Director Johnson—1.

AWARDS AND RECOGNITIONS

(Item A) Action on Resolution 9697R-069 by Directors Sinicki and Small Commending the City Council of PTA/PTSAs on the Occasion of the PTA's 100th Anniversary—Action Item under Suspension of Board Rule 1.10(1)

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 example of excellence to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education" award to the

MILWAUKEE CITY COUNCIL OF PTA, PTSAS, INC.

Recommendation

That, in order to commemorate the 100th anniversary of the Milwaukee City Council of PTA/PTSAs, and to commend the Council on its accomplishments, the Board adopt the following resolution:

WHEREAS, Since 1927, the Milwaukee City Council of PTA/PTSAs, Inc., has remained committed to the rights of children and parents of students in the Milwaukee Public Schools; and

WHEREAS, The Council has been on the front lines of issues in the district involving parent education, human relations, health service, immunizations, reading programs, school lunches, improved school playgrounds, and has a strong commitment at the local school level; and

WHEREAS, The Council established the Clare Dreyfus Scholarship Fund for high school seniors planning a career in teaching and the Council Youth Awards to recognize outstanding community services performed by students and is always providing citizen input at Board and committee meetings; and

WHEREAS, The Council took an active role in the creation of magnet schools in the district and also strongly supported voluntary integration in the Milwaukee Public Schools; now therefore, be it,

RESOLVED, That, as the Council celebrates is 70th anniversary and the National PTA celebrates its 100th anniversary, the Milwaukee Board of School Directors and the administration recognize and applaud the Milwaukee City Council of PTA's for the countless hours of advocacy for a quality education for all children in MPS and for parent empowerment; and be it

FURTHER RESOLVED, That this resolution be spread upon the minutes of the Board and a copy, suitably signed and sealed, be presented officially to each current Council board member.

Director Sinicki moved to suspend Board Rule 1.10 (1) and adopt the resolution.

The motion prevailed, the vote being as follows:

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

Noes—None.

(ITEM B) OTHER AWARDS AND RECOGNITIONS

At its meeting on January 29, 1997, the Board *adopted a resolution honoring the* ***Task Force on Exceptional Education and Supportive Services***. Members of the Task Force have been invited to attend this evening's meeting to receive their signed and sealed copy of the resolution.

Secret Clubhouse, a children's radio show that airs Monday through Friday at 6:00 p.m. on the Milwaukee Public Schools' radio station **WYMS** (88.9 FM), *is celebrating its 15th anniversary.* Program hosts **Gary Nosacek, Peter Zehren, and Ken Kuehn** received a proclamation from Mayor John Norquist honoring their work with the children of Milwaukee. Also, the U.S. Air Force, on behalf of NATO, appointed Gary Nosacek and Peter Zehren as radio ambassadors to Bosnia in recognition of the Secret Clubhouse's on-location coverage of NATO's efforts to rebuild schools, playgrounds, and hospitals for the children of Tuzla.

The Milwaukee Public Schools' radio station, WYMS (88.9 FM) *received a first-place award in the Wisconsin Broadcasters Association 1997 Excellence in Broadcasting Awards Competition.* Its winning entry was a mini-documentory or series entitled, "Bosnia: Peace in Our Time," which was produced by **Mr. Peter Zehren.**

A team of forty students from **Rufus King High School** *won first place in the state of Wisconsin's Knowledge Masters Open.* **The team earned 1,660 points out of a possible 2,000.** They also placed an impressive 37th of the 1,272 schools competing nationwide.

City of Milwaukee Safety Commission and the Exchange Club of Milwaukee have selected **Gaenslen School** as the *Central City Area Award Winner in the Safety Cadet Competition for 1996.*

Forest Home Avenue Elementary School students *won first place in Warner Cable's 1996 Hang Tough video contest.* The winning students are **Jessica Pagan, Melissa Murley, Lydia Sanchez, and Justina Keizer.** The teacher advisors are **Michelle Hagen and Rose Martin**. Since the contest began five years ago, Forest Home has been placed first four times.

Willie Jude II, a senior at Madison University High School, and **McQuinn Travis, a senior at Milwaukee Trade and Technical High School**, *have been named as youth recipients of the 1997 Black Excellence Awards sponsored by the Milwaukee Times weekly newspaper*.

The following students from the **Milwaukee High School of the Arts** have *won regional awards in the national Scholastic Art Awards* contest and will now advance to the national competition in New York City. The students were among 350 winners from 2,000 entries submitted statewide. The award winners are:

Visual Arts category	Akhom Chanthavong, grade 9, painting Quentin Moss, grade 9, drawing Steve Xiong, grade 10, drawing Brian Wenstein, grade 11, drawing Delia Kovac, grade 11, photography
Portfolio category	Chris Hoffman, grade 12 Eric McDonald, grade 12 Casey Zajacowski, grade 12 Noelle Reiter, grade 12 Carlos Robles, grade 12 Peter Ty, grade 12 Collen Drew, grade 12

A team of students from **Rufus King High School** *won the first Wisconsin LifeSmarts competition* held on February 8, 1997, at the State Capitol. The competition promotes financial responsibility among teenagers by teaching them about personal finance, health and safety, environment and technology, and consumer rights and responsibilities. The winning students are: **Paul Getto, Stephen Meer, Ryan Peterson, Greg Whitten, Sylaja Murikipudi, and Eleonore Wesserle. Dr. James Kroll, guidance director,** is the team's advisor. The students will now advance to the regional and national meets in Philadelphia this spring.

Mr. Frank Budzisz, head football coach at Milwaukee Trade and Technical High School, will *be inducted into the Wisconsin Football Coaches Association Hall of Fame* at an awards ceremony to be held this spring.

The International Society of Certified Employee Benefit Specialists awarded **Christine Toth, Director of the Division of Insurance and Risk Management**, *the designation of Certified Benefits Specialist.* To attain this designation, candidates must successfully complete a series of ten courses and examinations covering employee benefits and related areas.

The following students were *selected as candidates for the 1997 Alpha Phi Alpha 10th Annual Young Gentleman's Scholarship Beautillion*. The students, who will participate in a number of events, such as a Rites of Passage, sporting events, a career and talent showcase, volunteerism, comradeship, will receive college scholarships. The students are:

Bay View HS	Cornelius Hill Dante Houston Antonio McDaniel Jarvis Saunders Termale Euwing
Hamilton HS	Donte Jackson
Rufus King HS	Tillman Figgins Cornelius Young Fred Henry Eddie Johnson Derrick Robinson Jason Shaw
Madison University High	Willie Jude II
Marshall HS Milwaukee Trade & Tech	Darion Evans Leon Johnson Jarmar Milan
New School for Community Service	Chad Brown
North Division HS	Santana Deacon

Project Stay, Sr. Institute HS	Stephon Bell
Riverside University HS	Marcus Collins
Vincent HS	Michael Brown Terrell Johnson
Washington HS	Jack Crumbie Jabari Courtney

Ten students in the Milwaukee Public Schools are *winners of the* Milwaukee Journal Sentinel *statewide student art competition:*

Gold Palette Award Winners — Their artwork is featured in the 1997 Journal Sentinel calendar.

Kosciuszko Middle School	Neftali Torres Tolulope Omokeiye
Milwaukee Trade & Tech	Matt Engel

Silver Palette Award Winners

Milwaukee High School of the Arts	Josh Howard
Pulaski High School	Mark Peterson

Bronze Palette Award Winners

Riverside University High	Jason Allen
Kosciuszko Middle School	Dalia Castro
Rufus King High School	Mara Cavalli Molly Grundle
Milwaukee High School of the Arts	Peter Ty

A team of students from **Morse Middle School** *won first place at the fifth annual Regional National Engineers Week Future City Competition*. The students competed against 25 teams. They will now go on to compete in the national competition in Washington, D.C. Morse's team includes **Alex Yale, Kayla Tepps, and Carrie Schaffner**. The teacher advisor is **Mr. David Mongin**.

The following student teams were *selected for the top ten models category in the fifth annual Regional National Engineers Week Future City Competition:*

Fritsche Middle School	Bilac Sayyed Jesse Moll Robert Oates Richard Ringhand, Teacher
Robinson Middle School	Chris Parisi Brian DeWindt Ha Truong Karen Scharrer-Erickson, Teacher

Roosevelt Middle School of the Arts received the "*Best Solutions to Urban Problems" Special Award* in the *fifth annual Regional National Engineers Week Future City Competition*.. Roosevelt's team includes **Erica Kainz, Jason Konek, and Erica Orton.** The teacher advisor is **Ms. Sandy Simmons**.

South Division High School has been *chosen as the recipient of the Scholar Academic Excellence Award by the Metropolitan Milwaukee Association of Commerce.* The award is given to the target high school whose students have done well academically during their first year of college. On average, South Division High School graduates have achieved the highest grade-point averages of all the target high school scholars during the 1995-96 school year. The **principal of South Division is Mr. Donald Krueger**.

Pulaski High School has been chosen as the *recipient of the Scholar Enrollment Award by the Metropolitan Milwaukee Association of Commerce.* Pulaski High School's staff has continued to do an outstanding job in making students aware of the scholarship program. The **principal of Pulaski High School is Mr. Michael Sonnenberg.**

Mr. Dave Brady, adaptive physical education specialist for the Milwaukee Public Schools, *was named the first recipient of the Jump Rope for Heart Educator of the Year Award by the Wisconsin Association for Health, Physical Education, Recreation and Dance*. Mr. Brady was recognized for being a leader among his peers and for his outstanding integrity, sensitivity, and concern for others. **This award was created to honor Bill Budris, a physical education teacher at Victory Elementary School**, for his outstanding dedication and accomplishments in Jump Rope for Heart.

The following individuals *were selected to make educational presentations at the National Recreation and Park Association's* annual conference in Kansas City, Missouri, in October 1996:

- **Bill Molbeck** and **Carmen Rivas** (Recreation Division): *Available Urban Space — The Lighted Schoolhouse*.
- **Larry Reed** and **Excell Moore** (Recreation Division): *Brewer's Carnival Fest — A Community's Happening*.
- **Heidi Laeser** and **Lynn Greb** (Recreation Division): *Haunt Your Facilities for Increased Revenue*.
- **Mary Gissal** (Recreation Division) and **Sue Smith** (Marquette University High School): *In the City, Out of the Ordinary — Merrill Park.*
- **Reesa Rayford**, **Donald Bennett** (Recreation Division), **Diane Neicheril**, **Patricia Anderson** (Clarke Street School), and **Charles Reese** (Metcalfe Park): *It's Safe to Play — Safe Haven.*
- **Barb Rutkowski** (Recreation Division): *Milwaukee's Intergenerational Craft Fairs*.
- **Lynn Greb** (Recreation Division): *On the Edge: Creative Programming for all Ages*.

These presentations were a collaborative effort among staff members of the Recreation Division, Clarke Street School, Marquette University High School, and Metcalfe Park. **Over 4,300 individuals attended** the conference, which is the largest of its kind offering educational sessions on recreation and park issues. Such involvement at the conference showcased the Division of Community Recreation as a leader in the field of recreation.

A number of students won awards in the 1997 Marketing Education District 7 Distributive Education Clubs of America (DECA) Competition, in which students demonstrated how skills and abilities learned in the classroom are transferred into a "real world" atmosphere. Judges of the competitive events are business, community, and education leaders. The contests are challenging and reflect School to Work goals of tying education to the world of business and industry.

Juneau High School

- largest contingent of students participating.
- winner in the Chapter of the Year overall competition for the second year in a row.

Individual Series Place Awards:

Olga Concepcion
Renee Judkins
Adrian Wilson
Theresa Hayden
Asia Mitchell
Latoya Taylor
John Adams
Juan Muniz
Mark Brunette
Leah Doughty
Kim Polsley
Mr. Tom Burke, teacher
Mr. Ed Bronder, teacher
Mrs. Kathie Yaeger, teacher
Mrs. Mary Jo Witteborg, teacher

Hamilton High

- earned a third place in the Chapter of the Year overall competition.

Individual Series Place Awards:

Roxanne Richter
Sarah Brahm
Jaime Treutelaar
Stephanie Jerge
Charity Santana
Irissol Arce
Carlos Berumen
Mr. Gene Heitz, teacher

Madison University High

Individual Event Medalist Winners:

James Pittman
Tasha Jones
Lavelle Felton
Mr. Ralph Pingel, teacher

Milwaukee School of Entrepreneurship

Individual Series Place Awards:

Wendelin Robinson
Aaron Staples
Dominique Balderas
Matthew Herman
Alisha Villa
Lucas Viner
Joshua Stephens
Mr. Scott Rome, teacher

Pulaski High School

- tied for having the largest program contingency of students participating in the event.

Individual Series Place Awards:

Sarah Kortbein
Nikesha Washington
Nickolas Doxtater
Mark Eskowski
Courtney Mischka
Tricia Riva
Nicole Biedrzycki
Chris Martin
Michael Romaszewski
Kristie Chisholm
Sharon Staniszewski
Mr. Jack Lake, teacher
Mr. Robert Kuss, teacher

Vincent High School

Individual Series Place Awards:

Lerin Crowley
Shannon Boden
Lachrisa Spriggs
David Luckett
Mr. Ray Yankus, teacher

Washington High School

Individual Series Place Awards:

Tecia Greer
Ibiyinka Driver
Kirk Redmond
Mr. Jim Eisenreich, teacher

Marshall High School

Individual Event Medalist Awards:

Jessica Malenga
Theresa Swanigan
Steve Orlowski
Ms. Jean Fleischer, teacher

1997 DR. MARTIN LUTHER KING, JR. ART CONTEST WINNERS

Thousands of Milwaukee Public Schools' students participated in various competitions in the *City of Milwaukee's 1997 Dr. Martin Luther King, Jr. Birthday Celebration*. The following MPS students were named winners in the 1997 competitions:

1997 Dr. Martin Luther King, Jr. Art Contest Winners

Best of Show:	Kevin R. Franklin, grade 8, Kosciuszko Middle School
1st Place:	Brittany Cullin, grade 4, MacDowell Montessori School Savage McCants, grade 11, Custer High School
2nd Place:	Brionna Jones, grade 1, Garden Homes Elementary School Rachel L. Lundstron, grade 5, Manitoba Elementary School Paul J. Koneazny, grade 8, Roosevelt Middle School Uchenna Oraedu, grade 12, Rufus King High School
3rd Place:	Christopher Jackson, grade 4, MacDowell Montessori School James Hayes, grade 8, Morse Middle School Mathew Engel, grade 12, Milwaukee Trade & Technical HS

1997 Dr. Martin Luther King, Jr. Speech Contest Winners

1st Place:	Kellen Abston, grade 2, Lloyd Street School Jodie Bensman, grade 4, Lloyd Street School Jermaine House, grade 7, Sarah Scott Middle School Keziah Robinson, grade 9, Milwaukee High School of the Arts Ellis Simmons, grade 11, Juneau Business High School
2nd Place:	Donovan McLemore, kindergarten, Palmer Elementary School April Walker, grade 5, Milwaukee French Immersion School Montay Burks, grade 6, Burroughs Middle School Natasha Black, grade 9, Lady Pitts School Joandy Polanco, grade 11, Vincent High School
Third Place:	Darius Dixon, grade 2, Dr. Martin Luther King, Jr. Elem. School Adrian Haynes, grade 3, Clarke Street School Michael Stefanac, grade 7, Wisc. Conservatory of Lifelong Learning Renita Baber, grade 9, Project Excel Monica Grice, grade 12, Washington High School

1997 Dr. Martin Luther King, Jr. Writing Contest Winners

1st Place:	Elm Creative Arts School Group Project, grade 1, Teachers: Mrs. Gross, Mrs. Sheeley, Mr. Rank Chiquita Moore, grade 3, Trowbridge Elementary School Jeri Taylor, grade 5, Garfield Elementary School Josh Moua, grade 6, Wisconsin Conservatory for Lifelong Learning Eric Tessner, grade 8, Morse Middle School Margaret Pendzich, grade 9, Rufus King High School Jennifer M. Eisner, grade 12, Riverside (Marquette Upward Bound)
2nd Place:	Eva Lam, grade 3, Garfield Elementary School Shawn Maisells, grade 4, Pierce Elementary School Rodney Cooks, grade 6, Morse Middle School Christina Joy, grade 12, Rufus King (Marquette Upward Bound)
3rd Place:	Angeles Sanchez, grade 2, Fratney Elementary School Miranda Green, grade 6, Hawthorne Elementary School Natasha Bartleson, grade 12, Custer High School

1997 Dr. Martin Luther King, Jr. Youth Achievement Awards

Leadership Awards:	Tippecanoe Student Council Members, grades 4 and 5 John Adams, grade 12, Juneau Business High School
Humanitarian Awards:	Chantyl Thomas, grade 5, Trowbridge Elementary School Natasha Bartleson, grade 12, Custer High School
Peacemaker Awards:	Lawrence Market, grade 3, Neeskara Elementary School Conchita Mata, grade 8, Fritsche Middle School Ellis Simmons, grade 11, Juneau Business High School
Scholastic Awards:	Fredrick Barry, grade 5, Trowbridge Elementary School Joandy Polanco, grade 11, Vincent High School Nicole Danielson, grade 5, Trowbridge Elementary School Lisa Marie Heinze, grade 12, Pulaski High School

1997 Dr. Martin Luther King, Jr. Scholarship Awards

$1,000 Scholarships

RoShonna Simone Clark, Washington High School
Marolyn Clayton, Custer High School
Ibiyinka Driver, Washington High School
Aliki B. Godi, Washington High School
Christina S. Grant, Milwaukee High School of the Arts
Christina Haiser, Hamilton High School
Lisa Marie Heinze, Pulaski High School
Effett Mannan, Hamilton High School
Camille Brianne Words, Marshall High School

$750 Scholarships

Marcus L. Arrington, Washington High School
Cherise Brown, Milwaukee Trade & Technical High School
Nakesha D. Bufford, Juneau Business High School
Zakiyyah J. Coleman, Juneau Business High School
Monica R. Grice, Washington High School
LaTosha Harper, Rufus King High School
Angel Hill, Hamilton High School
Malayna C. Hill, Pulaski High School
Aisha Nicole Ivory, Washington High School
Terrell Johnson, Vincent High School
Antonio McDaniel, Bay View High School
Somsoy Somsack, Rufus King High School
Jahari Soward, Washington High School
Martin Adair Weddle, Madison University High School

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of January 8, 13, 14 and 29, 1997,were approved as printed.

COMMUNICATIONS FROM THE SUPERINTENDENT

(ITEM A) Disallowance of Claims

February 26, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Claim filed against Milwaukee Public Schools by Mr. Michael S. Sperling, attorney on behalf of Barbara Kintis, an adult who allegedly sustained personal injuries on the property of Silver Spring Elementary School on February 1, 1996.

Claim is being demanded in the sum of $175,000.

2. Amended Claim for Damages filed against the City of Milwaukee, Milwaukee Public Schools and Malcolm X Middle School by Mr. Thomas Hayes, attorney, on behalf of Spartacus Outlaw, a minor, and his father, Samuel Isom, for injuries allegedly sustained by Spartacus Outlaw at the Malcom X Middle School on November 30, 1995.

Claim is being made in the sum of $53,882.

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

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

Respectfully submitted,

Robert C. Jasna
Superintendent of Schools

(Above-mentioned documents attached)

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

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

Noes—None.

(ITEM B) Action on a Request to Retain Legal Counsel for the Purpose of Completing the Negotiation and Codification of the Board's Supplemental Early Retirement Plan for Teachers

February 26, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

RE: LEGAL COUNSEL TO COMPLETE THE NEGOTIATION AND CODIFICATION OF THE MBSD SUPPLEMENTAL EARLY RETIREMENT PLAN FOR TEACHERS

During the course of the collective bargaining process for the 1995-1997 MTEA/MBSD (Teacher) Contract, the administration together with Quarles and Brady established a process to complete the negotiation and codification of the MBSD Supplemental Early Retirement Plan for Teachers ("Teacher Plan"). Specialized pension counsel from Quarles and Brady provided significant technical support for this complex project.

In light of the fact that substantial progress has been made with the MTEA in the codification of the Teacher Plan, the administration believes that to change pension counsel at this point would be costly and disruptive to this important project.

It is the opinion of the administration that the district would benefit from the continued use of the pension counsel from Quarles and Brady who has a clear understanding of the MPS issues as well as expertise in the pension area. Therefore, the administration would like to enter into a professional services contract for the completion of the negotiation and codification of the Teacher Plan with Quarles and Brady.

Wisconsin Statutes 119.12(6) allows the Board of School Directors to retain independent legal counsel. The administration recently obtained the approval of the city attorney to continue the use of Quarles and Brady to complete this project.

The scope of legal services for the next 12 month period for this project will not exceed $45,000. The hourly rate for services will be $185.00 and will be charged as a related cost to the Teacher Plan. The unused amount for FY97 will be encumbered and carried over to FY98.

I am requesting that the Board authorize the administration to enter into a professional service agreement with Quarles and Brady for pension related legal counsel and to expend up to $45,000 over the next 12 month period for the purpose of completing the codification and negotiation of the Teacher Plan.

Respectfully submitted,

Robert C. Jasna
Superintendent of Schools

Director Bills moved that the Board retire to executive session under the provisions of Wisconsin Statutes 19.85 (1) (e), to review, assess and negotiate proposals from law firms that may be engaged to provide legal service to the Board in pension matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:10 PM.

The Board reconvened in open session at 7:13 PM.

Director Small moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATION FROM THE DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item A) Action on a Request to Move the Board's Annual Organizational Meeting from Monday, April 28, 1997, to Thursday, May 1, 1997, under suspension of Board Rule 1.01(1)

February 26, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

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.

Because of various schedule conflicts, the Board at its February 5, 1997, agenda planning meeting requested the Office of Board Governance to prepare an appropriate motion for the Board to change the date of the annual organizational meeting from Monday, April 28, 1997, to Thursday, May 1, 1997.

If the Board wishes to change the date, it is recommended that the following motion be adopted:

That Board Rule 1.01(1) be suspended and that the annual organizational meeting of the Board for 1997 be scheduled for Thursday, May 1, 1997.

Respectfully submitted,

Nancy R. Noeske
Director, Office of Board Governance

Director Small moved to suspend Board Rule 1.01 (1) and approve the change in date from April 28, 1997, to May 1, 1997.

The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gardner 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 on Development of the FY98 Budget

Your Committee reports having received a progress report from the Superintendent on the development of the FY98 Budget. The Superintendent's comments have been made a part of the record of your committee's meeting of February 5, 1997.

* * * * *

(Item 2) Report Regarding Resolution 9596R-012 Regarding Increased Transportation Costs and Savings Resulting from Choice Expansion

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

Background

At its meeting on June 26, 1996, the Board of School Directors discussed Resolution 9596R-012 by Director Small, regarding increased transportation costs resulting from choice expansion. The Board directed the administration to report on the increase/decrease in transportation costs resulting from the private school choice program. The Resolution requested the following:

1. An analysis of the cost/savings for transportation resulting from the expansion of the private school choice program;

2. A review of the district's transportation policies and procedures to determine whether actions might be taken to reduce costs; and

3. A review of state law to explore potential state aid and/or relief from this financial burden, and to explore the feasibility of incorporating this information in any future lawsuits.

This report will address each request in the order listed.

Cost Analysis

Wisconsin State Statute 121.54 (2) (b) (copy attached) details the district's obligation to provide transportation services to non-public schools. In summary, the statute requires the district to provide transportation services if the student lives more than 2.0 miles from school and the private school is located within the school district's boundaries or not more than 5 miles beyond the district's boundaries.

For the 1996-97 school year, MPS provides transportation to 3,476 non-public students at a cost of $1,685,135 or $484.79 per student. The average annual cost per MPS student is $403.66 (excluding EEN students, after-school services, and extra-curricular services).

Transportation services can be provided via either "yellow" bus, Milwaukee County Transit System (MCTS) bus pass, or by issuing a parent contract for the service. A parent contract reimburses parents at the average MPS rate. The chart below details the mode of transportation provided to private schools.

	Yellow Bus	MCTS	Parent Contract	Total
All-Private School	1,225	67	2,184	3,476
Private School "Choice"	172	67	500	739

It costs the district an additional $81.13 for each non-public student on "yellow" bus, which equates to an additional cost of $13,955 for the 1996-97 school year. Since parent contracts are equal to the average MPS cost, there is no difference in costs. MCTS costs are the same for MPS and non-public students also.

The Board requested the administration to project the impact of Choice expansion on transportation and capitol expenditures. Approximately 42% of private school choice students receive transportation. This compares with 62% of MPS students (excluding EEN students). Since only 25% of MPS students select their neighborhood school, it cannot be determined if any Choice students would go to their neighborhood schools. It may be assumed that, if these Choice students attended an MPS school, 20% more of the students would receive transportation.

The Board also asked the administration to project the impact of Choice on capitol expenditures. For FY97, 1,744 students participated in the Choice program. The breakdown by grade level is as follows:

K4 - Grade 5	1,346
Grade 6 - 8	298
Grade 9 - 12	100

For FY98, the administration is projecting a 330 increase in Choice participation. The increase in Choice participation has not significantly affected MPS enrollment growth. For FY98, the administration is projecting a 1.31% increase in students. Choice has not mitigated the district's need to expand its facilities.

Review of Transportation Policies

In a June 5, 1992, opinion, the City Attorney stated, ". . . that where transportation is furnished, either mandatory or permissive, it must be on a reasonably uniform basis to children attending either public or private schools." Therefore, transportation policies must be consistent for both private and public school students.

MPS has maintained a positive working relationship with the non-public schools. The non-public schools have followed MPS's guidelines and procedures and have made adjustments to improve transportation efficiency. The administration would suggest that the Board not amend the current transportation policies.

Review of State Law

The major concern with the private school choice program is that it is an unfunded mandate on MPS. The district assumes the cost of providing transportation services, but cannot raise the revenue either through state aids or the property tax levy to pay for it. Therefore, the funds must be reallocated from existing educational programs. This is on top of the deduction in spending authority for each private school choice student.

* * * * *

Director Small moved to accept the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

INNOVATION/SCHOOL REFORM COMMITTEE

Director Braun 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 9697C-016 from Thomas Phillipson Requesting a Public Hearing on Parent and Public Satisfaction with Initiatives Concerning School Choice within MPS

Communication

At its meeting on November 25, 1996, the Board referred communication 9697C-016 from Thomas Phillipson to the Innovation/School Reform Committee. The communication requests a public hearing on parent and public satisfaction with initiatives concerning school choice within MPS.

Committee Report

Your Committee reports having given hearing to Mr. Phillipson and other interested parties. Your Committee further reports that it will forward the testimony to the committee that will conduct a public hearing on school choice later this spring.

* * * * *

(Item 2) Action on a Recommendation that the Board Rescind its Action of April 25, 1996, to Phase Out Exceptional Education Supervisors Over a Two-Year Period

Administration's Analysis

1. During the 1996-97 budget process, the Board passed a resolution to phase out exceptional education supervisors over a two-year period. The Administration was directed to bring a plan to accomplish this to the Board in November 1996.

2. In September 1996, the Administration convened a committee of representative principals and other administrators, teachers, parents, local community agencies, the Broadly-Based Task Force, and labor unions to provide input on the plan. The committee members unanimously recommended that exceptional education supervisory positions not be eliminated and that they remain as they currently are, with no changes. Other groups also expressed their support for retention of the exceptional education supervisors.

3. Currently, the functions of the exceptional education supervisor include:

- review and approval of multidisciplinary reports for compliance with legal procedures and due process requirements;
- development and/or review of Individualized Education Plans (IEPs) and development of appropriate placements based on such IEPs;
- ensuring that due process rights of children with or suspected of having exceptional education needs are protected;
- responding to and providing evidence in legal appeals, mediations, hearings, and lawsuits;
- provide expert consultation and ongoing staff inservice on state and federal legal requirements.

4. The committee had serious concerns regarding the possible loss of reimbursement related to these positions according to current DPI policy. If these functions are not completed by staff holding licensure as a Director of Special Education and Related Services, salaries may not be reimbursable by DPI.

5. The administration has considered the recommendations of the committee and other groups, has consulted with the Department of Public Instruction, and has reviewed the impact of elimination of these positions on the District.

6. Additional information requested by Director Mary Bills on February 6, 1997, is attached.

Strategic Plan Compatibility Statement

7. The elimination of the exceptional education supervisor position could have serious consequences for the system monetarily, programatically, and legally.

Statute, MPS Policy, or Board Rule Implication Statement

8. The exceptional education supervisor provides expertise to schools in matters of legal discipline, student transfer, complaint resolution, and legal requirements for exceptional education. Loss of these services would have a negative effect on the ability of schools and the school system to fulfill the requirements of state and federal regulations.

Fiscal Impact Statement

9. If the Board approves the recommendation of the Administration, funds for the exceptional education supervisor positions would be included in the FY98 budget.

Implementation and Assessment Plan

10. This recommendation would be implemented in FY98. The Special Services Reform Steering Committee will evaluate the functioning of this position on a continuing basis.

Committee Recommendation

Your Committee recommends that the Board rescind its action of April 25, 1996, to phase out exceptional education supervisors over a two-year period and that these positions continue to operate according to the Exceptional Education reform plan.

* * * * *

(Item 3) Action on Communication 9697C-014 from Thomas Phillipson Requesting a Public Hearing on the Exceptional Education Reform

Communication

At its meeting on November 25, 1996, the Board referred communication 9697C-014 from Thomas Phillipson to the Innovation/School Reform Committee. The communication requests a public hearing on the Exceptional Education Reform Plan.

Committee Recommendation

Your Committee reports having given hearing to Mr. Phillipson. Your Committee recommends that the communication be placed on file, with the understanding that the hearing requested will be held.

* * * * *

(Item 4) Action on Resolution 9697R-067 by Director Gardner Regarding Authorization to Expend $20,000 to Fund a Mobility Study to be Conducted by Conta and Associates in Cooperation with the Public Policy Forum

Resolution

At its meeting on January 29, 1997, the Board referred the following resolution, which was introduced by Director Gardner, to the Innovation/School Reform Committee:

WHEREAS, The Board has expressed an interest in a mobility study of Milwaukee Public Schools students; and

WHEREAS, On June 26, 1996, Superintendent Bob Jasna submitted written support of a mobility study that would include gathering reliable data on the impact of instability on student achievement; and

WHEREAS, The Board approved the scope of the project and encouraged Conta & Associates and the Public Policy Forum to solicit funds from sources other than MPS to fund the study; and

WHEREAS, Private sources have indicated to Conta & Associates and the Public Policy Forum that their willingness to provide funding depends upon an MPS financial contribution for the study; now, therefore, be it

RESOLVED, That the Board authorize an expenditure of $20,000 to Conta & Associates to work with the Public Policy Forum to conduct a mobility study; and be it

FURTHER RESOLVED, That the authorization is contingent upon a 2:1 match from private sources to fund the study.

Committee Recommendation

Your Committee reports this matter out of Committee to the Board without recommendation, pending receipt of additional information from the Superintendent.

* * * * *

(Item 5) Action on Resolution 9697R-038 by Director Bills to Establish Community Early Childhood Centers In Conjunction With Other Governmental and Community Agencies

Background

At the meeting of the Innovation/School Reform Committee on August 13, 1996, the Board of School Directors requested a procedural analysis of the following resolution by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, The use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That community early childhood centers be established in conjunction with other governmental units and community agencies in order to ensure quality child care centers for the children of all working parents (newborn to age 4 and beyond) to ensure the health, safety, education and welfare of Milwaukee area children.

Procedural Analysis

1. What are the implications if the resolution is adopted?

The administration would continue its efforts with various governmental agencies and community groups to develop collaborative efforts in establishing early kindergarten classrooms as well as day care services for children with the greatest needs.

MPS currently has Early Childhood contracts with Community Baptist Church, St. Catherine's Church, United Community Center, V.E. Carter Development, and YMCA.

MPS may operate its own day care services or provide facilities to outside providers. In order to provide services, a variety of funding strategies would be used to secure the revenues needed to operate the programs. This would include exploring the possible funds available under W-2.

2. Is a City Attorney's Opinion required?

A City Attorney's Opinion is not required during the planning stages. However, legal counsel will be needed as contracts and agreements are developed.

3. Is an assessment plan required?

Yes. The Administration will audit the financial feasibility of providing day care services, as well as explore whether the programs offered are meeting the needs of the students.

4. Is there significant cost to implement the plan?

Depending on the funding models and sources, operating costs can be divided among MPS, W-2, and parents. However, it is estimated that $5,000 per site is required in start-up costs. It is estimated that a needs assessment to assist in developing an appropriate implementation plan would cost $20,000.

5. Is extensive public input required?

Yes. The Administration is currently in the process of surveying parents to determine the types of early childhood educational services and day care that are needed. That survey will be completed in April 1997, and the data gained will be used to work with the City and other agencies to establish programs and services.

6. Will significant staff time be needed to implement the plan?

Yes. While an actual figure is not known, cooperation with the Departments of Educational Services, Recreation, Parent and Student Services, Leadership Services, and Schools will be required.

7. What steps need to be taken to proceed with this resolution?

1) Conduct a needs analysis for early childhood services in various community neighborhoods.

2) Establish agreements/contracts with outside government agencies and community groups.

3) Establish an Early Childhood Planning Committee to oversee the efforts and to report to the Board.

4) Determine which school(s) or community facilities are most conducive to providing the programs desired.

5) Determine budgets and sources of funding for the programs.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution, with the Resolved portion amended as follows:

RESOLVED, That community and childhood centers be established in conjunction with other government units and community agencies in order to ensure quality child care centers for ~~the~~ children ~~of all working parents~~ (newborn to age 4 and beyond) to ensure the health, safety, education and welfare of Milwaukee area children.

* * * * *

(Item 6) Action on Resolution 9697R-068 by Director Gardner Regarding Authorizing the Superintendent to Approve Any Contract up to $100,000 for Wrap-around Child Care Services for MPS Students and Parents

Resolution

At its meeting on January 29, 1997, the Board referred the following resolution, which was introduced by Director Gardner, to the Innovation/School Reform Committee:

WHEREAS, Parent choice within MPS and early childhood education are the Board's first and second budget priorities for 1997-98; and

WHEREAS, Expanding child care and early childhood educational and recreational services remains a high priority of the Board; and

WHEREAS, Many individuals and organizations are actively developing early childhood programs that may be of enormous benefit, and immediate need, to MPS families; and

WHEREAS, Opportunities to implement, test, and assess early childhood programs may develop on very short notice during the remaining 1996-97 school year, which may prove valuable in planning and developing programs for 1997-98; and

WHEREAS, The Administration already has authority to enter into contracts up to $100,000, and to expand early childhood programs within current budget limitations, without additional Board approval; now, therefore, be it

RESOLVED, That the Board authorize the Superintendent to enter into contracts for early childhood programs up to $100,000 without Board approval; and be it

FURTHER RESOLVED, That the Superintendent provide monthly reports to the Board of such contracts entered into at the next regular Board meeting following their execution, as part of the routine monthly financial reports.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution, with the first Resolved amended as follows:

RESOLVED, That the Board authorize the Superintendent to enter into contracts <u>through June 30, 1997,</u> for early childhood programs up to $100,000 without Board approval.

* * * * *

(Item 7) Action on Resolution 9697R-039 by Director Bills Regarding a Plan for Students, Grades 5-8, to Be Placed on Athletic or Academic Intramural Teams

Background

At the regular Board meeting on July 31, 1996, the following resolution was introduced by Director Bills and referred to the Innovation/School Reform Committee:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, the use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That the administration bring back to the Board in November, 1996, a plan to put every 5th through 8th grade student on two athletic or academic intramural teams per year with a summer component and funding options for the teams and uniforms for each team to begin in September, 1997.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

Each middle and K-8 school will need to expand its extra-curricular activities in intramural athletics and academics. In order to do this, the following steps will need to be taken:

- Determine the makeup of planning committee within each middle and K-8 school for extracurricular activities, e.g., administrators, sports coordinators, teachers, parents, engineering staff, educational assistants, safety aides, PTA's, PTSA's, PTO's, community agencies, student representatives. Each planning committee develops a needs assessment instrument for its school to determine which activities would be best suited for its building.
- Determine facilities usage available and how to best coordinate usage. Include availability of dedicated space and storage areas for the program.

- Determine staffing needs in each building and the availability of existing staff, e.g., teachers, senior adult volunteers, community residents, educational assistants/safety aides working staggered shifts to meet program needs, students from New School for Community Service, and School to Work partnerships.
- Determine budget needed to operate the program. Increased costs would include additional expenses in transportation (busing), uniforms, equipment/supplies, supervision/ teaching/coaching/security.
- Determine funding sources, e.g., Board designated monies, student fees, grants, school budget, and Recreation Division budget (summer programming only).
- Determine and develop new union contract language as needed, as well as Memorandums of Understanding.
- Determine and develop transportation issues to implement program activity buses, parental pickups, and walkers.

2. What are the suggested timelines for implementation of the resolution?

February	Resolution approved by the Board.
February-	
March	Develop a school planning group within each middle and K-8 school and a needs assessment instrument, administer assessment and determine staffing needs based upon results, and develop preliminary budget for intramurals/academics.
March	
May	Finalize budgets, review transportation needs and issues, and review union issues.
June	Develop Memorandums of Understanding with unions as needed, and develop evaluation process.
August	Implement program.
December	Evaluate program.

3. What are the implications if the resolution is adopted?

- *Are significant policy questions involved?*

There will need to be a review of Schedule E fund utilization (clarification of minimum/maximum hours, clarify definition of intramural activities), transportation policies review, user fees, and applicable Board rules.

- *Is available staffing sufficient for program?*

An increase in the number of activities will mean an increase in expenditures for the sports coordinator at each school, as more hours will be required.

- *Are facilities available additional days to expand program beyond current limits?*

Current gym space is very limited in most middle and K-8 schools. Serious consideration would need to be given to before-school, evening, weekend, and summer programs.

- *Should the program be voluntary or mandatory?*

Problems with mandatory participation may include difficulty in recruiting qualified staff; students who have jobs or baby-sitting duties after school; students who provide latch-key services for siblings; and parents who may not want their child on the bus in the winter because of weather/darkness/security concerns. The types of activities may determine the number of participants, and it would be best to have choices.

- *Is there a significant cost to implement the plan?*

Preliminary figures show a $1.8 million increase in spending to include all middle and K-8 students in only one athletic or academic activity. Two activities would double that figure to $3.6 million. An alternate suggestion to increase voluntary participation would be to increase busing from two to four nights per week, which would cost approximately $500,000.

Committee Recommendation

Your Committee recommends that the Board refer the resolution to the Recreation Council.

* * * * *

(Item 8) Action on Resolution 9697R-066 by Director Bills Regarding the Design and Display of Peace Flags

Resolution

At its meeting on January 29, 1997, the Board referred the following resolution, which was introduced by Director Bills, to the Innovation/School Reform Committee:

WHEREAS, School safety is paramount to ensuring high levels of attendance and achievement for all students; and

WHEREAS, A Racine school has been successful in decreasing disruptions by using a "peace flag" which is proudly raised and flown on peaceful school days and lowered when there are disruptions; and

WHEREAS, Milwaukee schools are working hard at and proudly proclaim on banners they are schools of excellence; and

WHEREAS, Students feel a sense of ownership in a flag they have designed; now, therefore, be it

RESOLVED, That the Superintendent is directed to talk with school principals about using the peace flag concept at their schools to encourage schools of excellence and peace.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

* * * * *

(Item 9) Action on Resolution 9697R-064 by Director Bills Regarding Board Recognition of Retiring Employees with Twenty-five or More Years of Service

Resolution

At its meeting on January 29, 1997, the Board referred the following resolution, which was introduced by Director Bills, to the Innovation/School Reform Committee:

WHEREAS, The Milwaukee Public Schools has many excellent, dedicated educators and staff members who provide quality education and support to the children of Milwaukee; and

WHEREAS, Dedicated educators and staff members often work without recognition directly from the central administration or the Board; and

WHEREAS, Dedicated educators and staff members with long service to the Milwaukee Public Schools provide stability to the district's workforce; and

WHEREAS, It is appropriate for the Board to recognize employees for long and dedicated service to the Milwaukee Public Schools and the children of Milwaukee upon their retirement; now, therefore, be it

RESOLVED, That the Board Clerk develop a resolution to be presented, signed by the Board President, the Superintendent and the Board Clerk and sealed, on behalf of the Board to retiring employees with twenty-five or more years of service to MPS; and be it

FURTHER RESOLVED, That each resolution be personalized with the employee's name and number of years of service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the date of the adoption of the resolution be the date of the Board meeting at which the notice of the employee's retirement was received; and be it

FURTHER RESOLVED, That the Board Clerk, in cooperation with the Department of Human Resources, work to establish a procedure to award and distribute these resolutions.

Committee Recommendation

Your Committee recommends that the Board adopt the resolution.

* * * * *

(Item 10) Update on the Process for Reviewing Policies and Practices Affecting High School Graduation

Your Committee reports having received the following report from the Administration:

Administration's Report

As more authority for educational programs is devolving to schools, questions are being raised about high school graduation policies and practices and about the process by which an individual high school may set graduation requirements which exceed those of other schools.

The Director of Educational Services met with staff from Leadership and Supportive Services and Guidance and Career Education in the summer of 1996 to define and discuss issues to be addressed affecting high school graduation. At this meeting a process for addressing these issues was developed that included input from schools and parents.

By the end of September 1996, the high school guidance directors had met three times with Guidance and Career Education office staff to develop an initial response to these issues. The recommendation developed by guidance directors was one that they collectively felt to be in the best interest of their students.

The draft was then given to the Administration, to Leadership and Support Services, and to parents for review. The Administration presented the draft to the high school principals at their November meeting to get input from them as a group. Additionally, many principals provided written feedback.

The parent meeting was convened on January 14, 1997. Parents from the Parent Leadership Academy and from our high schools were invited to attend. There were thirteen parents in attendance at this meeting. The same draft that had been presented to the principals was presented to the parents for their review. In addition to comments provided at that meeting, parent leaders took the draft back to their respective schools for further review and to see if their parent groups had anything else to provide. They agreed that it was feasible to return comments to the Administration by January 28, 1997.

The Department of Leadership Services and the Guidance Office met the week of January 27, 1997, to incorporate the schools' and parents' comments into a draft which will be presented to the Administration for review.

It has also been communicated to guidance directors, principals, and parents that any further drafts would be sent to them, and that the action item that will be submitted to the Board of School Directors would be sent to them prior to that meeting.

* * * * *

(Item 11) Informational Report on the SAGE Program

Your Committee reports having received the following report from the Administration:

Administration's Report

1. **The progress of all teachers in the SAGE classrooms:**

The Student Achievement Guarantee in Education Program (SAGE) is being implemented in seven schools: Carleton, Fairview, Longfellow, Maple Tree, Maryland Avenue, Sherman Multicultural Arts, and the Wisconsin Conservatory of Lifelong Learning.

SAGE teachers, principals, and students display positive attitudes and progress. In the words of two of the teachers:

"This is the best program MPS has introduced. It allows teachers time to work with individual students. There are fewer discipline problems. I feel less stress because I can get around to each student and discuss any problems they are having."

"We love the SAGE program. Having fifteen students is very effective. I see my students going much further academically than the previous year (with 26 students). Behavior problems are nearly non-existent."

A principal reported, "Teachers in the program express happiness with assignments, and second- and third-grade teachers are requesting assignments to the SAGE program for next year. Even teachers who are working separately with 15 children share materials and plan field trips and special projects together. Teacher attendance is almost 100% among SAGE teachers, and they look and act happy."

2. Status of the overall implementation of SAGE:

Most of the teachers share a room, although two teachers have rooms by themselves. There are various forms of collaboration and the sharing of responsibilities. Most of the teachers are engaged in some form of team teaching in which they share responsibilities for the total group (30 children); however, some share classroom space but are solely responsible for 15 children.

Staff development to date has included the following:

- Action Reading (Phonics)
- Computer Curriculum Corporation Software Inservice
- Computer Inservice
- Cooperative Planning
- Efficacy Training
- Fall Kindergarten Inservice
- Junior Great Books Workshop
- Meisels Work Sampling/Portfolio
- Networking with other SAGE Schools
- Pat Cunningham Workshop in Chicago
- Portfolio Science Implementation
- Reading Strategies
- SAGE Inservice - District and MTEA
- Team Building/Collaboration
- Writing Strategies
- Writing To Read

SAGE teachers have been involved in work sampling/portfolio assessment and are working with Meisels work sampling at varying levels. In one school, all the teachers have been inserviced in work sampling, and the program will be implemented in the second semester. In another school, Meisels work sampling is fully implemented, with computerized progress reports. In one school, K-1 grade teachers are observing in one domain for the remainder of this year; in another school, samples are collected from each subject area.

Before- and after-school programming varies in each school.

Carleton School offers an extended day program (before and after school) with computer classes, theater classes, boys and girls basketball, soccer, Odyssey of the Mind, and a 1996 summer program with Agape Center.

Fairview School has daily before- and after-school child care in collaboration with the YMCA, offers a recreation program (after school), and PTA family programs. Boy Scouts and Girl Scouts are also offered. Parents are actively involved in organizing family activities such as craft programs, computer classes and movie nights.

Longfellow has an after-school sports recreation program and a "Homework Club" in partnership with Faith Lutheran Church and St. John's Episcopal Church. Several teachers are providing after-school sessions for students who could benefit from special one-on-one support; and one teacher provides before-school tutoring. The after-school parent education program focuses on ways parents can help their children to improve their reading.

Maple Tree's before- and after-school program was implemented in August. The building opens two hours before school and remains open three hours after school. Additionally, the Summer Community Center was implemented June 1996.

At **Maryland,** students are involved in the lunch-period and after-school tutoring/homework help program and after-school YMCA day care program. In February, Maryland plans to implement the Girl Scouts' "Get S.M.A.R.T." program for grades 1-6.

Sherman's extended day program opened on January 28, 1997. Called "Camp Sherman," it is run through the MPS Recreation Department from 7:00-8:45 a.m. and 3:40-5:30 p.m., Monday through Friday. The program is staffed by Sherman's teachers and offers children a variety of activities. Enrollment is rapidly increasing. SAGE funds were used to purchase start-up materials and will continue to be used to subsidize the program.

At the **Wisconsin Conservatory of Lifelong Learning**, each teacher rotates a six-week session in the morning. Before-school classes include Microwave Cooking, Sign Language/Music 'N Movement, Box Architecture, Phonics Games, and Story Reading. All sessions include tutoring and breakfast. After-school activities include computer classes, Arts & Crafts, and Homework Helpers.

3. Report on the evaluation of SAGE:

The Division of Research and Assessment has initiated the following steps in order to provide an independent evaluation of SAGE.

Last spring (1996), baseline data on children's reading levels, attendance rates, retention rates, and social skills were collected from kindergarten and first-grade classrooms in the seven SAGE schools. Additionally, at first grade only, a standardized, open-ended mathematics assessment was administered. The Exceptional Education referral rate at each of the seven schools was also monitored.

This spring (1997), the same data will be collected on kindergarten and first-grade children participating in the SAGE program to determine whether improvements have occurred in the areas studied. In essence, each school is serving as its own control for comparing the non-SAGE students attending in 1995-96 with the SAGE students in the same grades in 1996-97. This design is stronger than the design used in the state's SAGE evaluation: in particular, the MPS study will include all children attending the target grades in the school, not just the stable, English-speaking students included in the state's evaluation.

MPS will conduct a survey that focuses on how paired teachers collaborate in planning and teaching. From this survey, the Administration will identify the benefits and problems observed in assigning two teachers to a classroom with up to 30 students.

In the spring of 1997, baseline data will also be collected on 1996-97 second-graders in reading, math, and science, as well as attendance and retention. (The second-grade reading data will be the same as that collected under the Board's new Grade 2 reading initiative.)

Should SAGE be authorized beyond 1996-97, the evaluation for the second year of SAGE, 1997-98, will compare student and teacher data at kindergarten, first and second grade to those gathered previously.

Parent focus groups will be conducted at each SAGE site to learn about parent perceptions of the SAGE

program and arrangements. Comparison baseline data will be gathered on non-SAGE students in Grade 3, including that from the Wisconsin Reading Comprehension Test, which will report the percent of readers who are either "proficient" or meet the higher new standard for "advanced proficiency."

The final year of the SAGE evaluation is scheduled for 1998-99, when students who have been in the program for three years will reach second or third grade. At this point, MPS will be able to conclude definitely whether SAGE students are more successful in school than the group one year older who did not benefit from SAGE. MPS will also have conclusive information on the feasibility of double-teaming teachers in a single classroom.

Annual reports to the Board and community will be prepared each summer with recommendations to improve implementation in the next school year, assuming that there will be continuing authorization and appropriation for SAGE beyond the 1996-97 school year.

4. Teacher/student ratio and number of students being served in SAGE program:

Enrollment in the SAGE classrooms is 1,243 children, representing 1,107 full-time equivalent (FTE) students, with an average pupil-teacher ratio of 14.37.

Of the 77 teachers involved in the SAGE program, 18 are new teachers., 11 transferred into the program from other schools, 13 transferred into the program from other grades within the schools, and 35 are teaching the same grade in the same school as last year. Not counting the new teachers, the average number of years of teaching experience is 10.55 years. All of the kindergarten teachers are certified in Early Childhood.

* * * * *

Separate consideration having been requested of Items 2 and 4, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2, relation to exceptional education supervisors, having been set aside for separate consideration, Director Braun moved to approve the committee's recommendation.

Director Bills moved to amend the recommendation as follows:

Your Committee recommends that the Board rescind its action of April 25, 1996, to phase out exceptional education supervisors over a two-year period and that these positions continue to operate in schools, and that the Superintendent be directed to convene a new committee to design an exceptional education reform plan that is child-centered and educationally driven, rather than position driven, and enables schools to take greater ownership of EEN children. The committee will report back to the Board through its committee process in May, 1997.

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

Ayes—Directors Bills and Small—2.

Noes—Directors Braun, Gardner, O’Neil, Sinicki, Todd and President Fisher—6.

The question being on adoption of the Committee's recommendation, it was adopted, the vote being as follows:

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

Noes—None.

Item 4, relating to funding for a mobility study, having been set aside for separate consideration, Director Gardner moved to refer the matter back to the Innovation/School Reform Committee.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, O'Neil, Sinicki, Small, 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) Acceptance of the Fiscal Year-end 1996 Single Audit Report

Background

1. On January 29, 1997, the Board accepted the following Deloitte and Touche year-end audit reports: General Purpose Financial Statements Audit Report; Early Retirement Supplement and Benefit Improvement Plan; Supplemental Early Retirement Plan for Teachers; Management Letter detailing the Deloitte and Touche comments on accounting, administrative and operating matters; and the Superintendent's response to the Management Letter.

2. 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. This audit was not completed in time to be submitted in January with the balance of the FY 96 year-end reports. The audit is now complete and is being submitted for Board approval.

3. 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.

4. The Deloitte and Touche single audit reports have been transmitted to the Board under separate cover.

5. The superintendent has submitted responses to the Single Audit findings. The responses are included on pages 41 and 42 of the Single Audit Report. These responses have been reviewed by Deloitte

and 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.

Committee Recommendation

Your Committee recommends that the Board accept the Deloitte and Touche Single Audit Report for the year ended June 30, 1996.

* * * * *

(Item 2) Acceptance of the Warehouse and Delivery Service Audit and Action on the Superintendent's Response

Background

1. At its meeting on July 31, 1996, the Board approved an annual plan of audits for the Office of Board Governance – Audit Services. Included in the plan was a carryover performance audit of the MPS Warehouse and Distribution Services.

2. This audit reviewed the processes and procedures used by the district to manage the warehousing and distribution of materials and supplies. In addition, the audit evaluated the cost and the benefits of the existing operations.

3. The audit report is organized to address five major areas:
   a. Warehouse and Delivery Services Budget
   b. Warehouse Inventories
   c. General Supply Warehouse
   d. Repair Item Warehouse
   e. Benchmarks and Best Practice

4. The report contains nine recommendations intended to improve the operational efficiency of the warehouse and distribution services, enhance customer satisfaction, and increase the economic benefit to the district.

5. The audit report, which includes the audit findings and recommendations, has been transmitted to the Board under separate cover. The report includes the Superintendent's response to the audit report and recommendations, and the Chief Auditor's reply to the Superintendent's response.

Committee Recommendations

Your Committee recommends:

1. That the Board receive Audit Report #703 – Review of Warehouse and Distribution Services.
2. That the Board accept the Superintendent's response to the audit recommendations.

* * * * *

(Item 3) Action with Respect to the Public Policy Forum's Research Design for its School Choice Accountability Study

Background

In a letter to the Superintendent, dated January 3, 1997, the Public Policy Forum indicated that it has received grants from the Joyce and Faye McBeath Foundations to examine the issue of choice school accountability.

A draft of the research design for the study is attached.

Committee Recommendation

Your Committee recommends that the Board authorize and instruct the Office of Board Governance to convey the Board's action of January 29, 1997, to the Public Policy Forum and to include a summary of the discussion leading to the adoption of the motion and the transcripts associated with the discussion on January 29, 1997, and at your Committee's meeting of February 12, 1997.

* * * * *

(Item 4) Status Report on the School Accountability Plan

Your Committee reports having received the following report from the Administration:

Background

In a memo to the Board, dated January 30, 1997, the Superintendent reported:

"As part of the three-tier MPS School Accountability Plan, all schools must select five school-based (Tier 2) measures for which they will be held accountable.

"Attached is an analysis of the types of goals reported by the schools for each of the four graduation requirement. As can be seen from the charts, the schools have chosen goals that will have a major impact on student achievement in the areas of graduation requirement. The goals selected by the schools are directly supporting the goals of the Board and Superintendent.

"We look forward to presenting you with a full report of the results of the MPS School Accountability Plan at the end of this school year."

The information accompanying this memo is attached for the Board's information and review.

* * * * *

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

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

Noes—None.

Item 2, relating to the Warehouse and Delivery Services Audit, having been set aside for separate consideration, Director Gardner moved to refer the matter back to the Accountability/Audit Committee.

The motion prevailed, the vote being as follows:

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

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 January 21, 22, 23, 27, and 28, 1997, and February 3, 4, 5, 6, 11, 12, and 13, 1997,

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

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

Noes—None.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommendations Regarding Contracts for Kindergarten Expansion

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 having evaluated their space needs, 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. The administration is seeking authorization to enter into contracts with the V.E. Carter Development Group, Inc. (Carter's), the United Community Center/Bruce Guadalupe School (UCC/BGS), the Seeds of Health, Inc., and the YMCA of Greater Milwaukee (YMCA). MPS currently contracts with these agencies for Early Childhood programs. The administration is seeking to expand the number of seats currently under contract.

4. All contracts are from August 28, 1997, through June 13, 1998. The negotiated per-pupil cost will be $4,300 for K4-K5 students, and $4,450 for Grades 1-8. A summary is provided below:

Agency/School	FTEs FY97	FTEs FY98	Grades	Cost
V.E. Carter	100	165	K4-Gr 1	$ 713,250
UCC/Bruce Guadalupe	280	360	K4-Gr 8	$1,154,400
Seeds of Health, Inc.	180	180	K4-Gr 1	$ 780,000
YMCA of Greater Milw	50	100	K4-K5	$ 430,000
	610	805		$3,077,650

5. The administration will submit the contracts for Board approval after the FY98 budget has been approved. The administration is continuing to negotiate with other community groups. The required upgrades to the facilities have been identified, and additional contracts may be brought to the Board at a later date.

6. The administration has continued to work with MPS schools to expand early childhood classes within existing facilities. The administration will provide an update to the Board of the number of early childhood seats made available.

Strategic Plan Compatibility Statement

7. Approval of these agreements would support the Board goals related to academic achievement. These agreements are also consistent with the Board's budget priority of expanding early childhood opportunities for FY98.

Statute, Board Policy or Rule Statement

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

Fiscal Impact Statement

9. The projected cost for the contracts listed above is $3,077,650. The administration has recommended $5,500,000 in the FY98 budget to be used for early childhood expansion ($3,500,000 of this amount is a rollover from FY97).

Implementation and Assessment Plan

10. 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, contingent upon the necessary funds being appropriated and authorized in the approved FY98 budget:

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

* * * * *

Director Small moved to approve the Superintendent's recommendation..

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2) 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 4 - BID PACKAGE 2A (Rebid)

Bell Middle School

Reichl Construction Inc., Second Low bidder, Base Bid of $336,100

WINDOW REPLACEMENT

Division 1 - Burdick Elementary School

J. F. Cook Co., Inc., Low bidder, Base Bid of $247,435

Division 2 - Greenfield Elementary School

J. F. Cook Co., Inc., Low bidder, Base Bid of $246,975

BOILER REPLACEMENT

95th Street Elementary School

Grunau Company, Inc., Low bidder, Base Bid of $144,600 plus $6,050 for Mandatory Alternate Bid 1 to provide insulation as specified for a total contract of $150,650

68th Street/Moltke Academy Middle School

Grunau Company, Inc., Low bidder, Base Bid of $128,600 plus $4,200 for Mandatory Alternate Bid 1 to provide insulation as specified for a total contract of $132,800

BOILER REPLACEMENT

Sherman Elementary School

Butters-Fetting Co., Inc., Low bidder, Base Bid of $186,654 plus $4,600 for Mandatory Alternate Bid 1 to provide insulation as specified for a total contract of $191,254

31st Street Elementary School

Butters-Fetting Co., Inc., Low bidder, Base Bid of $151,950 plus $3,410 for Mandatory Alternate Bid 1 to provide insulation as specified for a total contract of $155,360

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Story Elementary School

Pieper Electric, Inc., Low bidder, Base Bid of $64,765

PROFESSIONAL ENGINEERING SERVICES

Energy Retrofit

Michaels Engineering Inc. Negotiated contract to provide engineering services for completing the design phase for the Energy Retrofit Projects associated with approved grants from the U.S. Department of Energy for a total estimated contract of $77,111

AIR CONDITIONING EQUIPMENT

Congress Elementary School

The Trane Company, Low bidder, Base Bid of $37,978

Authorization to Make Purchases

B-5198: Centrifugal Water Chiller (F&M for Central Services)
Recommend authorization to purchase from York International c/o Vyron Corporation, having the sixth lowest base bid of $95,185.00 net. With options, this purchase recommendation will total $103,713.00. The lower bids did not meet specifications.

SS-291: 26 IBM 486 Computers (Happy Hill)
Recommend authorization to purchase 26 IBM computers, six printers and related items totaling $57,000 for classroom use.

SS-293: MACINTOSH COMPUTER LAB (31st St./Westside Academy II)
Recommend authorization to purchase one file server, 26 Macintosh computers, 40 Apple E Mate's, 35 printers plus networking items totaling $240,000 for 31st Street School and West Side Academy II.

SS-294: 30 Macintosh Computers (Whitman)

Recommend authorization to purchase 30 Macintosh computers and 6 printers totaling $51,000 for classroom use.

SS-295: 7 IBM Computers (Garland)
Recommend authorization to purchase 7 IBM computers, memory upgrades for existing computers, 2 printers, software, networking and related items totaling $57,000 for classroom use.

SS-296: Apple Macintosh Computers and Networking (Whittier)
Recommend authorization to purchase 1 file server, 30 Macintosh computers, 2 printers and related networking items totaling $70,000.00.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of January 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	$352,757,106	$326,802,361	51.9%
Categorically Aided	64,763,909	18,555,220	83,319,129	29,496,154	53,822,975	35.4%
School Nutrition	24,541,141	0	24,541,141	11,918,313	12,622,828	48.6%
Construction	21,500,000	0	21,500,000	16,254,049	5,245,951	75.6%
Extension	6,770,753	0	6,770,753	5,539,797	1,230,956	81.8%

B. Statement of Expenses as of December 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$679,559,467	$17,012,244	$696,571,711	$364,317,752	$332,253,959	52.3%
Categorically Aided	64,763,909	20,965,416	85,729,325	39,193,773	46,535,552	45.7%
School Nutrition	24,541,141	40,704	24,581,845	14,761,475	9,820,370	60.1%
Construction	21,500,000	10,889,634	32,389,634	22,122,997	10,266,637	68.3%
Extension	6,770,753	63,996	6,834,749	3,346,904	3,487,845	49.0

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through January 31, 1997, and payrolls through January 24, 1997.

Acceptance of Donations
The following donations have been received:

ACCEPTANCE OF DONATIONS

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Dept of School & Community Services	Milw. Brewers, Milw. Jaycees, True Value Hardward	$6,500	Materials for youth baseball - grounds maintenance equipment
Allen-Field	Ameritech Foundation	$3,300	Reading is Fundamental Program
Bell	Gloria Carney	$1,535	Accelerated reader disks, books
Bell	Gloria Carney	$858	Accelerated reader disks, books
Burdick	Kristin Davis	$300	Basketballs and nets in memory of Curtis Davis

Clarke Street	Lebanese-Syrian American Ladies Club	$240	Camping for students
Franklin	Scott Woodin	$35	Children's hats and gloves
Garden Homes	African Amer Chamber Comm	$60	G.H. Boys Mentoring Club
Hamilton	Tanya Malacinski	$100	Mini fitness jogger
Hamilton	Ron Katzer	$250	Weight machine
Humboldt Park	Elizabeth Cee/Ameritech	$300	Ms. Cee - $100, Ameritech - $200 - School use
Kagel	TCF Bank	$5,000	Educational supplies
Kagel	UW-Madison	$504	Sub coverage for two days
Kosciuszko	Wisconsin Gas Company	$1,000	Art Department utilization
Lincoln Ctr. Arts	Tom Caraway	$1,150	Graphic Arts Supplies
Malcolm X Academy	Milwaukee Christmas Parade, Inc.	$100	Band Equipment
Malcolm X Academy	Payless ShoeSource	$1,250	Educational incentives
Maryland Avenue	P.T.A.	$500	Field trips
Ninety-fifth St.	Quad Graphics	$100	Student incentives
Riverside	David Hopkins	$900	IBM Computer, printer, monitor
South Division	Revocable Trust	$5,000	Field trips, Ex. Ed. Department
Tippecanoe	PTO	$228	15 Student Dictionaries
Urban Waldorf	Scott Wales	$25	After school program
Urban Waldorf	Sanford/Lynda Mitz	$200	After school program
Urban Waldorf	The Actuarial Network	$100	After school program
Urban Waldorf	Milw. Jewish Federation	$200	After school program
Urban Waldorf	Fred Tabak	$50	After school program
Vincent	Dana Corporation	$500	Hard Work Cafe program incentives
Washington	Alumni Association	$450	Boys' basketball weight training
Washington	Northwestern Mutual Life	$4,200	Educational programs

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.

Superintendent's recommendations

1. That the Board approve the constract 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 Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

* * * * *

(Item 3) 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 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. Deletion of Names from the list of appointed teachers.

4. The Superintendent recommends that the names of the teachers listed in the attachment 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. Affirmative Action Report

The affirmative action report for December, 1996 is attached. 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). A Communication from the Milwaukee Building and Construction Trades Council, dated January 28, 1997, is attached.

Superintendent's recommendations

1. That the Board approve the classified personnel transactions, teacher appointments, deletion of names from the list of appointed teachers and leaves of absence as listed in the attachments.

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

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Terry Burbey Purchasing Services	Clerk Typist I $17,464.46/yr.	02-17-97
Daniel Irwin Fac. & Main.	Building Laborer $17.82/hr.($35,640.00/yr.)	01-20-97
Mark Gray Fac. & Main.	School Engineer I $27,845.48/yr.	01-27-97
Rudolph Handrich Fac. & Main.	School Engineer I $27,845.48/yr.	01-13-97
Beth Madecky 78th	Handicapped Children's Assistant $12,301.67/yr.	01-27-97
Linda Palmer Sarah Scott	Clerk Typist I $14,480.00/yr.	02-03-97
Russell Schmidt Fac. & Main.	School Engineer I $27,845.48/yr.	01-27-97
	PROMOTIONS	
Sue Beay Fac. & Main.	School Engineer I $31,653.44/yr.	01-27-97
Evelyn Bivins Malcolm X	Food Service Manager II $14,856.62/yr.	01-15-97
Curtis Blake Sarah Scott	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Patricia Burns Bay View	Food Service Manager IV $18,972.67/yr.	02-05-97
Angela Chojnacki Robinson	Food Service Manager II $14,805.47/yr.	01-15-97
Charles Fletcher, Sr. Fac. & Main.	School Engineer I $27,845.48/yr.	02-17-97
Delcyne Forte Grand	Building Service Helper II $21,896.42/yr.	01-27-97
Antonio Frank Audubon	Boiler Attendant Trainee $22,936.42/yr.	02-10-97

Susan Hobach Fritsche	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Robert Howell Fac. & Main.	School Engineer I $27,845.48/yr.	01-27-97
Quinn Kopplin Fac. & Main.	School Engineer I $31,653.44/yr.	01-27-97
Lillie Lewis Robinson	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Roger McCurty Fac. & Main.	School Engineer I $31,653.44/yr.	01-27-97
Lisa Parker Siefert	Food Service Manager II $14,839.85/yr.	01-15-97
Richard Pluta Milw. Tech.	Boiler Attendant Trainee $23,960.56/yr.	02-10-97
Danny Pratt Douglas Academy	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Delrenzo Rhymes Morse	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Margaret Richardson Milw. Ed. Center	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Michael Schicker Juneau	Boiler Attendant Trainee $22,936.42/yr.	02-10-97
Larry Slupianowski Fac. & Main.	School Engineer I $27,845.48/yr.	01-27-97
Leslie Smith Fac. & Main.	School Engineer I $31,653.44/yr.	01-27-97
Edward Taylor Grand Avenue	Boiler Attendant Trainee $23,960.56/yr.	02-10-97
Nanette Whitmarsh Spanish Immersion	Food Service Manager II $14,868.50/yr.	01-15-97
Bonnie Willliams King	Food Service Manager III $17,014.28/yr.	01-15-97
Twyla Winn Roosevelt	Building Service Helper II $21,896.42/yr.	01-27-97
Errol Young Washington	Building Service Helper II $21,896.42/yr.	01-27-97

RETURNS FROM LEAVE

Judy Zickuhr School Nutrition	School Secretary I $21,043.11/yr.	03-03-97

CHANGES IN STATUS

Suzanne Andrysczyk Pulaski	Food Service Manager IV $21,829.18/yr.	02-03-97
Beverly Burnett Emerson	Handicapped Children's Assistant $12,301.67/yr.	02-05-97
Bridgett Fann TEAM Program	School Secretary I $17,926.00/yr.	01-27-97
Erna Ingram Fac. & Main.	School Secretary I $23,428.92/yr.	01-20-97
Jody Krieger Victory	Food Service Manager II $17,122.94/yr.	01-02-97
Melba Sparks Human Resources	School Secretary I $25,340.12/yr.	02-24-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between September 18, 1996, and September 30, 1996, inclusive:					
(nr)	Susan L. Kerr Grade 2	C	32,077	3	09-30-96
Effective between October 25, 1996, and November 6, 1996, inclusive:					
(r)	Sondra C. Garofani Grade 1	B	25,919	1	10-28-96
(nr)	Karen A. Kormanik Kindergarten	B	24,684	0	11-18-96
Effective between December 4, 1996, and December 16, 1996, inclusive:					
(r)	Sarah L. Fadness Upper Elementary	B	28,387	3	12-16-96
(r)	Sebastian J. Zizzo Upper Elem./Science	E	40,988	7	12-16-96

Effective between December 17, 1996, and January 8, 1997, inclusive:

(nr)	Cindy L. Lapp Grade 1	B	24,684	0	01-02-97
(r)	Kenneth J. Mason Grade 4	B	24,684	0	01-02-97
(r)	Amy L. Rouleau	B Grade 1	24,684	0	01-06-97

Effective between January 9, 1997, and January 22, 1997, inclusive:

(r)	Heidi L. Hagemeier Library/Media	B	12,342 (.5 Contract)	0	01-22-97
(r)	Stephanie R. Maney Grade 6	B	24,684	0	01-13-97
(r)(b)	Marciane B. Stanzel Orthopedically Impaired	D	40,778	9	01-21-97
(r)(a)	Crystal L. Thompson Upper Elementary	B	27,152	1.9	01-10-97

Effective between January 23, 1997, and February 4, 1997, inclusive:

(r)	Edward M. Alt Mathematics/Biology	C	30,682	2.5	01-27-97
(r)	Laurie A. Asch Music	B	28,387	3.5	01-27-97
(r)	Bridgette A. Baldwin Grade 1	B	24,684	0	01-27-97
(nr)	Matthew R. Bersch Physical Education	B	24,684	0	01-27-97
(r)	Michael L. Bersch Grade 1	B	24,684	0	01-27-97
(nr)	Candace C. Brodzeller Upper Elementary	B	24,684	0	01-27-97
(r)	Clavon Byrd Grade 4	B	24,684	0	01-27-97
(nr)	Barbara J. Cord Art	C	37,655	7	01-27-97
(r)	Courtney M. Cox Upper Elementary	B	24,684	0	01-27-97
(nr)	Suzanne M. Gahan C. D.	B	24,684	0	01-30-97

(r)	Doris A. Green Grade 5	B	24,684	0	01-29-97
(r)	Maureen M. Grimm Grade 4	B	24,684	0	01-27-97
(nr)	Michael J. Haar Physical Education	B	24,684	0	01-27-97
(r)	Ahmed D. Hollowell Grades 3-4-5	B	24,684	0	01-29-97
(r)	Rodney Johnson Upper Elem./Science	B	24,684	0	01-27-97
(r)	Charles A. Koch Art	B	24,684	0	01-29-97

Effective between January 23, 1997, and February 4, 1997, inclusive:

(r)	Melissa A. Maxwell Kindergarten	B	24,684	0	01-27-97
(r)	Denise S. Mitchell Grade 5	B	24,684	0	01-27-97
(r)	Robbin P. Morgan Grade 1	B	24,684	0	01-27-97
(nr)	Nada M. Olsen Grade 1	B	24,684	0	01-27-97
(r)	Joseph D. Paul Soc. Studies/Econ./History	B	24,684	0	01-27-97
(r)	Annette Perry Upper Elem./Grade 6	B	24,684	0	01-27-97
(r)	Kerrilynn Rasimus L. D.	B	24,684	0	01-27-97
(r)	Elizabeth M. Somppi Mathematics	B	24,684	0	01-27-97
(r)	Tiffany L. Tate Grades 3-4	B	24,684	0	01-29-97
(nr)	Randall C. Villarrreal Physical Education	B	24,684	0	01-27-97
(r)	Darryl L. Weatherspoon Upper Elem./Soc. Studies	B	24,684	0	01-27-97
(r)	Chrystal U. White Grade 5	B	24,684	0	01-27-97

(r)	Floyd E. Williams, Jr. Elementary	B	24,684	0	01-27-97
(nr)	Karen M. Wrubbel Physical Education	B	24,684	0	01-27-97
(r)	Cheu K. Xiong Grades 1-2	B	24,684	0	01-27-97
(r)	Mary E. Zarnowski Kindergarten	B	24,684	0	01-27-97

Effective between January 23, 1997, and February 4, 1997, inclusive:

(r)	Cynthia A. Zielinski ESL	B	27,152	2	01-24-97
(r)	Andrea S. Zolecki Upper Elementary	B	24,684	0	01-27-97

Effective between February 5, 1997, and February 18, 1997, inclusive:

(r)	Shunda L. Allen Upper Elementary	B	24,684	0	02-10-97
(r)	Nicole L. Mays Grade 1	B	24,684	0	02-10-97

School Social Workers - Schedule 02

Effective between January 23, 1997, and February 4, 1997, inclusive:

(r)	Patricia A. LaCocque	41,921	4	01-24-97

School Psychologists - Schedule 05

Effective between January 23, 1997, and February 4, 1997, inclusive:

(nr)	Cheryl L. King	33,789	0	01-27-97
(nr)	Janice L. Ross	33,789	0	01-27-97

(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

Illness Leave, to January 24, 1997:	Present Assignment	Effective From
Karen Hayward	Milwaukee Educ. Ctr.	January 6, 1997

Illness Leave, to June 13, 1997:

Kathleen Slawnikowski	Washington	April 18, 1997

Personal Leave, to June 13, 1997:

Charles Kramer	Bay View	January 27, 1997

Extension of Illness Leave, to June 13, 1997:

Kathleen Duffy	Leave	January 27, 1997

Extension of Personal Leave, to June 13, 1997:

Julie Payne	Leave	January 27, 1997

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Bashir Ahmad	Teacher	01-28-97
Angela Y. Anderson	Teacher	01-17-97
James P. Anderson	Teacher	01-24-97
Michelle L. Balistreri	Teacher	01-01-97
Nancy C. Becher	Teacher	06-13-97
Carol J. Blackston	Teacher	06-13-97
Rebecca A. Bozarth	Teacher	02-07-97
James E. Burns	Teacher	06-13-97
Michael J. Burns	Ass't. Prin.	06-19-97
Cynthia L. Byrne	Teacher	01-24-97
Judith C. Clemence	Teacher	01-24-97
John P. Clifford	Coordinator	01-31-97
Patrick H. Diener	Teacher	06-13-97
Dorothy L. Dykes	Teacher	06-13-97
Otis C. Dykes	Teacher	06-13-97
Laurie A. Engquist	Teacher	01-24-97
Tina M. Glander	Teacher	01-29-97
LaVerne A. Griesberg	Teacher	06-13-97
Charles I. Grisham	Director	02-28-97
Karen M. Hershenson	Teacher	01-06-97
Dorothy A. Johnson	Ass't. Prin.	01-24-97
Emma R. Johnson	Teacher	06-13-97
John R. Johnson	Teacher	06-13-97
Anne G. Katsekes	Teacher	06-13-97
Doris M. Kresheck	Teacher	06-13-97
Priscilla A. Kuehn	Principal	01-31-97
Mary L. Kurkerewicz	Teacher	01-21-97
Sandra E. Lentz	Teacher	06-13-97
Natalie Lloyd-Jones	Teacher	06-13-97

Eunice L. Mays	Teacher	06-13-97

Steven T. McQuin	Teacher	01-31-97
Mary E. Mecikalski	Teacher	01-24-97
Erica L. Oswald	Teacher	02-07-97
David A. Pearson	Principal	06-18-97
Carol M. Schaeve	Teacher	06-13-97
Carol A. Schmuhl	Principal	06-20-97
Maren Seymour	Teacher	06-13-97
Tiffany L. Tate	Teacher	02-03-97
Suzanne R. Thomas	Speech Path.	06-13-97
Jennifer L. Watry	Teacher	02-07-97
Robert Wirth	Teacher	01-24-97
Elizabeth D. Zellmer	Teacher	12-20-96

REPORT ON DELETION OF NAMES FROM THE LIST OF APPOINTED TEACHERS

In accordance with the provisions of Section 3.26 of the Board's Rules, which requires that the Superintendent shall report the absence without leave of a teacher for more than 45 days during a half-year, the Superintendent advises your Committee of the absence without leave of the following teacher:

Marjorie Roberts

On October 31, 1996, a 15-day conference letter was sent, stating that the above named teacher should respond within 15 days or her name would be deleted from the list of appointed teachers. As of this date, no response has been received nor has the staff member informed the administration of her status.

(Item 5) Action on Recommended Administrative Appointments and Promotions

The Superintendent recommends that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board.

5(r) Ronald Price	Principal Mitchell Elementary School	Schedule III, Range 14D $67,330
5(r) Robert Meyer	Principal Engleburg Elementary School	Schedule III, Range 13D $67,330
2(r) Milton Collins	Assistant Principal Kosciuszko Middle School	Schedule III, Range 11D $44,873
3(nr) Pikki Lai	Rsrch Coordinator - Accountability Division of Educational Research and Program Assessment	Schedule III, Range 10A $55,000
2(r) Acey Farmer	Area Supervisor - Operation Svcs Division of Facilities and Maintenance Services	Schedule III, Range 7A $43,357

3(r) Himanshu Parikh	Pension Specialist Division of Insurance and Risk Management	Schedule III, Range 7A $46,000

2 African American
3 Asian/Oriental/Pacific Islander
5 White
r Resident
nr Non-Resident

Director Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

UNFINISHED BUSINESS

In accordance with the provisions of Board Rule 1.11, the following items from the Report of the Legislation, Rules and Policies Committee were held over by the Board on January 29, 1997, for action at this meeting:

(Item A) Action on an Amendment to Article III of the Board Rules to Add a Provision on Nepotism

Administration's analysis

1. At its meeting on October 30, 1996, the Board directed the administration to draft a policy on nepotism, to be brought back to the Board in January 1997.

2. A formal opinion from the City Attorney's Office has been solicited and received, and the Office of the City Attorney has directly participated in the development of this policy.

3. The Council of Great City Schools was consulted and provided a number of similar policies currently in use by other comparable school districts. These policies were reviewed along with the City of Milwaukee's long-standing policy on nepotism. Appropriate components were incorporated into this policy.

4. The importance of a nepotism policy is for an employer to avoid both the reality and the appearance of conflict of interest in employment. To that end, the administration is recommending the adoption of the proposed nepotism policy.

Statute, Board Policy or rule statement

5. Currently, no Board policy exists governing nepotism. The recommended policy does not conflict with existing Board policies.

Fiscal Impact Statement

6. The costs associated with implementation of this policy will primarily reflect duplicating costs. Such costs should be minimal and can be absorbed within the district's FY97 budget. Although additional staff time will be required to implement and enforce the policy, it is felt that, by redeploying staff, these responsibilities can be addressed within the present staff allocation.

Implementation and Assessment Plan

7. Upon adoption by the Board, implementation of the policy will be prospective, applying to the hiring of new employees, as well as to the transfer or promotion of any present employees. It will be

discussed with collective bargaining units, as deemed appropriate, with such discussions to be held in a timely manner.

8. All officers of the Board, as defined by the policy, will be provided with the necessary information to ensure compliance with the policy. Newly hired officers of the Board will be provided this information upon appointment. Application forms will be revised to include a question about relationship with "officers of the Board," as defined in the policy.

9. Alleged violations of this policy are to be directed to the Department of Human Resources for investigation and disposition.

Committee Recommendations

Your Committee recommends:

That the Board add the following provision on Nepotism to Article III of the Board Rules: Code of Ethics – Board of School Directors (see Board Rules, page 20, to be inserted before paragraph on Sanctions):

NEPOTISM

No Board member of the Milwaukee Public Schools shall vote to employ or to contract with any person who is related by blood (whether of whole or half blood) or who is related by marriage to that Board member of Milwaukee Public Schools or use his/her status as a Board member of Milwaukee Public Schools to influence the employment, appointment, evaluation, transfer, or promotion of any such person to a position of employment with Milwaukee Public Schools.

For the purposes of this nepotism provision, "related by blood" is defined as including: father, mother, brother, sister, son, daughter, uncle, aunt, nephew, niece, grandchild, grandparent or first cousin, and shall include legal guardianships as well as legal adoptions.

For the purposes of this nepotism provision, "related by marriage" is defined as including: husband, wife, son-in-law, daughter-in-law, brother-in-law, wives of brothers-in-law, sister-in-law, husbands of sisters-in-law, father-in-law, mother-in-law, step child and step parent.

* * * * *

Director Sinicki moved to approve the amendment to Board Rules.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item B) Action on an Amendment to Board Rule 1.27(1) Regarding the Rescinding of the Policy to Charge a 15% Health Insurance Premium for Board Members and Non-represented Employees Making over $50,000 per Year

Background

1. At its meeting on December 18, 1996, the Board adopted resolution 9697R-057, a portion of which amended Administrative Policy 6.20:

WHEREAS, At a meeting held on April 25, 1996, the Board amended the fiscal 1997 budget to include a requirement for a 15% health insurance premium contribution, commencing with the first paycheck in January 1997, for all active MPS employees who are not represented by a union and whose salary exceeds $50,000 per year and for all Board members; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors rescind its policy to charge the aforementioned 15% premium contribution effective immediately

2. Board Rule 1.27 (1) contains a reference to non-represented employees who make more than $50,000 per year. The Rule should be amended to delete this reference so that it coincides with current policy.

3. Board Rule 1.11, Amendments to the Rules, provides that "the [legislation, rules and policies] committee's report with respect to such proposed amendment shall be presented to the Board and then held over until the next meeting, when it shall be considered and acted upon by the Board." Under the provisions of this Rule, any recommendation approved by the Committee this evening would be presented to the Board on January 29 and then held over until February 26 for action.

Committee recommendation

That Board Rule 1.27 (1) be amended as follows:

> During their term of office, Board members are eligible to participate in the district's group health and dental plans subject to their paying any required premium contribution. Board members are subject to the same premium contribution requirement as the superintendent, director of board governance and cabinet members ~~and other non-represented employees who make more than $50,000 per year~~.

* * * * *

Director Small moved to approve the amendment to Board Rules.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, O'Neil, Small, Todd and President Fisher—5.

Noes—Directors Bills, Gardner and Sinicki—3.

COMMUNICATIONS AND PETITIONS

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

(Item A) Communication 9697C-020 from Dennis Redovich Requesting an Opportunity to Present Information on MPS Accountability Measures, such as Dropouts

Referred to the Accountability/Audit Committee.

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

Referred to the Innovation/School Reform Committee.

(Item C) Communication 9697C-022 from Jerald and Kathleen Peterson Regarding an Exemption from the Residency Requirement

Referred to the Office of Board Governance for a City Attorney's Opinion.

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

Referred to the Legislation, Rules and Policies Committee.

RESOLUTION

Resolution 9697R-070

By Director Bills:

WHEREAS, The Board negotiates in good faith with the bargaining units which represents the districts employees; and

WHEREAS, Past practice has dictated that the Board receives the details of the contracts and a copy of the agreement three to six months after the Board approved the agreements; and

WHEREAS, It would be in the Board's best interest to know in-depth details of the agreements before it votes to approve; now therefore, be it,

RESOLVED, That Board Governance Policy 2.14 be amended to add a provision that the administration provide full disclosure of the terms of the district's contract with all collective bargaining units to the Board, as well as the fiscal and policy implications, before the agreements come before the Board for approval; and be it

FURTHER RESOLVED, That once the contracts have been approved by the Board, they will be printed and distributed within one month of Board approval.

Referred to the Legislation, Rules and Policies Committee.

The Board adjourned at 8:23 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 4, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:40 PM.

Present—Directors Bills, Braun, O'Neil, Sinicki (6:55 PM), Small (7:05 PM), Todd (6:42 PM) and President Fisher—7.

Absent and excused—Directors Gardner and Johnson—2.

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

February 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 6:30 PM on Tuesday, March 4, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose 1) giving public hearing and receiving community input regarding the job description of the new superintendent, the qualifications and competencies of the new superintendent and the recruiting material to be used in the search, and 2) reviewing, assessing and negotiating proposals from consultants that may be engaged to provide superintendent search services for the Board.

With respect to item 2) above, pursuant to Wisconsin Statutes 19.85 (1) (e), which provides that a governmental body may convene in executive session "whenever competitive or bargaining reasons require a closed session," the Board may retire to executive session to review, assess and negotiate proposals from consultants that may be engaged to provide superintendent search services for the Board.

NANCY R. NOESKE
Director

The Board proceeded to give public hearing regarding the job description of the new superintendent, the qualifications and competencies of the new superintendent and the recruiting material to be used in the search.

Upon conclusion of the hearing, Director Sinicki moved that the Board retire to executive session to review, assess and negotiate proposals from consultants that may be engaged to provide superintendent search services for the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Noes—None.

The Board retired to executive session at 7:19 PM.

The Board adjourned from executive session at 8:22 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 5, 1997

Agenda planning meeting of the Board of School Directors called to order by President Fisher at 6:20 PM.

Present—Directors Bills, Braun, Gardner, O'Neil, Sinicki (7:00 PM), Todd (6:55 PM) and President Fisher—7.

Absent and excused—Directors Johnson and Small—2.

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

February 27, 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, March 5, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of March, April and May Calendars
2. Scheduling of Special Board Meetings
3. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, March 11, 1997
4. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, March 12, 1997
5. Review of Draft Agendas—Strategic Planning and Budget Committee, 6:30 PM, Tuesday, March 18, 19976:30 PM, Thursday, March 20, 19976:30 PM, Tuesday, March 25, 1997
6. Review of Draft Agenda—Legislation, Rules and Policies Committee6:30 PM, Monday, March 24, 1997
7. Review of Items Pending Before the Board—Agenda Planning Meeting
8. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Wednesday, March 26, 1997

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

NANCY R. NOESKE
Director

The Board reviewed the calendars and the agendas for the March meetings.

The Board adjourned at 7:02 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 11, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:08 PM.

Present—Directors Braun, Gardner, O'Neil, Small, and President Fisher—5.

Absent and excused—Directors Bills, Johnson, Sinicki and Todd—4.

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

March 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 Tuesday, March 11, 1997, in Committee Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering current matters relating to various pension funds.

The Board, pursuant to the provisions of the Wisconsin Statutes, Section 19.85 (1) (e) and (g), may retire to executive session for the purpose of formulating negotiations strategies and for the purpose of conferring with legal counsel regarding litigation the Board may become involved in with respect to pension funds.

The Board may reconvene in open session for action on matters considered in executive session.

NANCY R. NOESKE
Director

Director Braun moved that the Board retire to executive session to confer with legal counsel regarding litigation the Board may become involved in with respect to pension funds.

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 6:10 PM.

The Board adjourned from executive session at 6:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 18, 1997

Special meeting of the Board of School Directors called to order by President pro Tem Braun at 8:15 PM.

Present—Directors Bills, Gardner (8:20 PM), Johnson, O'Neil, Sinicki (8:20 PM), Small, 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:

March 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 on Tuesday, March 18, 1997, immediately upon adjournment of the meeting of the Strategic Planning and Budget Committee (Public Hearing on the Superintendent's FY98 Proposed Budget) scheduled to begin at 6:30 PM, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering collective bargaining negotiations strategy with respect to contract negotiations with the following bargaining units: 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 Small moved that the Board retire to executive session 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 Bills, Johnson, O'Neil, Small, Todd and President pro Tem Braun—6.

Noes—None.

The Board retired to executive session at 8:17 PM.

The Board adjourned from executive session at 9:28 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 20, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:16 PM.

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

Absent and excused—Directors Johnson and Todd—2.

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

March 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 Thursday, March 20, 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 Gardner moved that the Board retire to executive session the purpose of reviewing applications for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:20 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
MARCH 26, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:18 PM.

Present—Directors Bills, Braun, Gardner, Johnson (6:49 PM), O'Neil, Sinicki, Small and President Fisher—8.

Absent and excused—Director Todd—1.

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

March 20, 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, March 26, 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 scheduling of matters of business with respect to agendas for future meetings of the Board and its Committees:

1. Review of April, May and June Calendars
2. Scheduling of Special Board and Committee Meetings
3. Review of Draft Agenda—Innovation/School Reform Committee, 6:30 PM, Tuesday, April 8, 1997
4. Review of Draft Agenda—Accountability/Audit Committee, 6:30 PM, Wednesday, April 9, 1997
5. Review of Items Pending Before the Strategic Planning and Budget Committee
6. Review of Items Pending before the Legislation, Rules and Policies Committee
7. Review of Items Pending Before the Board—Agenda Planning Meeting
8. Review of Draft Agenda—Regular Board Meeting, 6:30 PM, Thursday, April 24, 1997

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

NANCY R. NOESKE
Director

The Board reviewed the calendars and the agendas for the April meetings.

Director Bills moved that the Legislation, Rules and Policies Committee be discharged from further consideration of Resolution 9697R-070, and that the resolution be scheduled for consideration that the April 24, 1997, Board meeting.

The motion was adopted by consensus.

The Board adjourned at 6:54 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 26, 1997

Regular meeting of the Board of School Directors called to order by President Fisher at 6:55 PM.

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

Absent and excused—Director Todd—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 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 the:

Juneau Business High School Debate Team

The debate team from Juneau Business High School won first place in the 1997 state tournament of the Wisconsin High School Forensic Association held at the University of Wisconsin–Oshkosh in January. Juneau took the state title by capturing first place in the four-person division with a record of 12 wins and 2 losses.

Debating for Juneau's winning team were:

Jaime Zillmer, senior
Carl Falk, freshman
Katie Falk, senior
John Adams, senior

Carl Falk received the award as best second affirmative, having earned the most speaker points both in that position and of anyone at the tournament. **Katie Falk** and **John Adams** took top honors as the best negative team, with a record of 7-0.

Mr. Terrence Falk is Juneau's debate coach and the father of Katie and Carl. He's been coaching Juneau's team since 1973.

The Board of School Directors and the entire school community recognize the Juneau Business High School Debate Team for its exemplary performance as the state debate champion.

Commendation to the Vincent High School Boys' Basketball Team

WHEREAS, the Vincent High School boys' basketball team won the WIAA Division 1 State Boys' Basketball Championship in Madison on March 22, 1997, beating Milwaukee Washington High School in the final match by a score of 53-50; and

WHEREAS, this is the first time since the 1959 final match between Milwaukee Lincoln and North Division that two Milwaukee City Conference teams have competed in the state championship game; and

WHEREAS, Vincent is the first Division 1 boys' basketball team to win consecutive state basketball titles in the 30 years since Milwaukee Lincoln achieved the feat in 1966 and 1967; and

WHEREAS, the Vincent team finished the season with a 24-3 record; and

WHEREAS, in tournament games, Vincent defeated Wausau West in the quarterfinals by a score of 48-36, and Janesville Craig in the semifinals by 57-49; and

WHEREAS, Marshall Williams was named by the Wisconsin Basketball Coaches Association and the Milwaukee Journal Sentinel to the 1997 all-state basketball team *Second Team*, and Jose Winston was given an *Honorable Mention*; and

WHEREAS, the current grade-point average for the team members is above 3.0; and

WHEREAS, the team displayed tremendous teamwork, perseverance, and hard work, now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors and the entire school community recognize the Vincent High School boys' basketball team for their leadership, sportsmanship, and outstanding achievements.

Other Awards and Recognitions

The **Washington High School boys' basketball team and the Washington High School girls' basketball team** *each won second place in the 1997 WIAA Division 1 state basketball tournament.* Congratulations are extended to the team members and their coaches!

The following MPS students were named to the 1997 All-State Basketball Team by the Wisconsin Basketball Coaches Association and the Milwaukee Journal Sentinel:

Boys 1997 All-State Basketball Team:
Michael Wilks, Rufus King, First Team and designation of "Mr. Basketball"
Marshall Williams, Vincent, Second Team
Jose Winston, Vincent, Honorable Mention
Robert Jackson, Washington, Honorable Mention
Wayland White, Pulaski, Honorable Mention

Girls 1997 All-State Basketball Team:
Myesha Bledsoe, Washington, Second Team
Jerica Watson, Washington, Honorable Mention

The Milwaukee Public Schools has received a *Certificate of Commendation from the State of Wisconsin* "for successful commitment and dedication to dramatically improving math graduation test scores." Governor Tommy Thompson presented the proclamation to Superintendent Robert C. Jasna at Bay View High School on March 5, 1997. The Governor's proclamation reads in part:

"I commend the administrators, faculty, staff and students for their persistent efforts in overcoming the odds, proving that hard work, tenacity and courage will help you achieve the highest level of excellence. You have set the standard for all students who will follow in your footsteps. Congratulations on a job well done."

The Milwaukee Public Schools *was featured in a page-one story of the Sunday, February 23, 1997, Washington Post*. The story describes the bold journey the Milwaukee Public Schools began two years ago in raising educational standards for its students. It focuses on the mathematics proficiency examination as an example that school districts in other states can look to as many of the nation's schools also begin to revamp curricula and raise their standards. The article attributes the school district's higher math pass rate to a common commitment within the district to taking responsibility for the test results and to taking action to improve those results: This includes teachers who have changed the way they teach, students who are taking the test more seriously, parents who are attending school meetings and becoming more involved,

business and community members who are volunteering to help and tutor students, and schools which are hosting after-school and Saturday tutoring sessions in math.

The Milwaukee Public Schools is *celebrating 20 years of its Language Immersion Program this year*. The school district offers four language immersion schools: Milwaukee French, Spanish, and German Elementary Schools, and the Milwaukee School of Languages (grades 6-12). A celebration was held in the City Hall rotunda on March 4, 1997, during the 40th anniversary of National Foreign Language Week (March 2-8). Mayor John Norquist presented a proclamation declaring March 4 as "Language Immersion Day."

Five MPS school social workers were among 10 statewide recognized this month by the Wisconsin Chapter of the National Association of Social Workers for their work in promoting ethnic harmony. They are:

Kemi Atandare**, Juneau High School**
Jerrell Braxton**, Milwaukee High School of the Arts**
Rafael Fernandez**, Bilingual Social Work Unit**
David Kucej**, Burdick and Cooper Elementary Schools**
Norm McLure**, Pierce Elementary School**

Mr. Allan Stawicki, science teacher at Samuel Morse Middle School, was selected to receive the Wisconsin Elementary and Middle Level Science Teachers' *"Distinguished Leadership in Elementary and Middle Level Science Education Award for 1997."* Winners are chosen for their outstanding contributions to science education over a significant period of time and for their leadership and influence on science programs and curricula at the state, local, and national levels.

Mr. Paul A. Hanson, mentor teacher, has been chosen as the recipient of the *Wisconsin Society of Science Teachers' Regional Science Teaching Award for CESA 1*. The award is given annually to a person who has made outstanding contributions to the improvement of science education in Wisconsin. Mr. Hanson is currently working on developing the Milwaukee Teacher Education Center in collaboration with MPS, the MTEA, and UW-Milwaukee.

Janis Doleschal, Commissioner of Interscholastic Athletics and Academics, has been selected as the *1997 Wisconsin Athletic Director of the Year for District 7 by the Wisconsin Athletic Directors Association*. (WADA). She is one of the regional winners eligible to be selected as the statewide Athletic Director of the Year, which will be chosen at the WADA annual convention in November.

The following schools received 1996 School Safety Cadet Awards from the City of Milwaukee Safety Commission and the Exchange Club of Milwaukee:

Fernwood School, citywide
Congress School, north area
Fairview School, south area
Gaenslen School, central area

The following students were named *"finalists" in the 1997 National Merit Scholarship competition*. They are among approximately 14,000 high school seniors nationwide who advanced from semifinalist to finalist in the National Merit competition. About one million high school juniors in some 20,000 high schools across the country entered the competition. Wisconsin students who advanced as semifinalists and finalists represent the top one-half of one percent of the state's high school graduating class. The 1997 National Merit Scholarship finalists are:

Allyson M. Giesen, Milwaukee High School of the Arts
Stephen R. Meer, Rufus King High School
Laura J. Niesen, Rufus King High School
Ryan S. Peterson, Rufus King High School
Katherine E. Wagner, Rufus King High School
Joshua Stein, Riverside High School

Stephen R. Meer and **Laura J. Niesen**, seniors at Rufus King High School, have been named two of approximately 2,600 *candidates in the 1997 Presidential Scholars Program.* They were selected from more than 2.5 million students expected to graduate from U.S. high schools in 1997. This is one of the highest

honors bestowed upon graduating high school seniors. Scholars are selected on the basis of superior academic and artistic achievements, leadership qualities, strong character, and involvement in community and school activities.

Ms. Sandra Szymkowski, teacher at Honey Creek Elementary School, and **Ms. Denise Callaway**, Director of Public Affairs and Communications, are *being recognized by the Girls Scouts of Milwaukee Area at their annual leadership luncheon*. They are among 30 Milwaukee women and former Girl Scouts being honored.

Ms. Cheryl Reinke and **Ms. Diane Piedt**, teachers at Trowbridge Elementary School, made a presentation on "School to Work – Milwaukee Style" at the National School Conference Institute's Reconstructing the 21st Century Elementary School in November 1996. Their presentation explained how the Milwaukee Public Schools is implementing School to Work in the elementary schools.

Two former Milwaukee Public Schools' employees were recipients of the 1997 Black Excellence Awards sponsored by The Milwaukee Times weekly newspaper. **Mrs. Marge Cleghorn**, retired secretary in the Division of Community Recreation, was recognized for her volunteer work, and **Mrs. Ella Washington**, retired music teacher, was recognized for her outstanding work in music.

* * * * *

Vice President Braun in the chair.

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of February 4, 5, 6, 10, 25 and 26, 1997, were approved as printed.

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Recommendation to Approve Negotiated School Calendars for the 1997-98 and 1998-99 School Years

March 26, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Approval of Calendars for the 1997-1998 and 1998-1999 School Years

The Milwaukee Public Schools and the Milwaukee Teachers' Education Association (MTEA) have reached agreement on calendars for the 1997-1998 and the 1998-1999 school years. As it is a negotiated agreement between MPS and the MTEA, it is being submitted to the Board for adoption.

Sincerely,

ROBERT C. JASNA
Superintendent of Schools

1997-1998 SCHOOL CALENDAR

AUGUST

MON	TUE	WED	THUR	FRI
18	19	20	21	22
25	26	27	28	29

26 Organization day – no student attendance
27 First day of school for all students

SEPTEMBER

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

1 Labor Day – no student attendance

OCTOBER

		1	2	3
6	7	8	R9	10
13	14	15	KC16	EMHC17
20	21	22	23	24
27	28	29	30	31

9 Report cards 16 Kindergarten conference day
17 Elementary, middle, and high school conference day – no student attendance
30 & 31 WEAC Convention days - no student attendance

NOVEMBER

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
R24	25	26	27	28

24 Report Cards
27 & 28 Thanksgiving recess -- no student attendance

DECEMBER

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

22 through Jan. 2 winter recess - no student attendance

JANUARY

			1	2
5	6	7	8	9
12	13	14	15	16
19	F20	F21	F22	23

5 Classes resume
19 M.L.King Day -- no student attendance
20, 21, 22 High school final exams
23 Record day -- no student attendance

JANUARY

MON	TUE	WED	THUR	FRI
R26	27	28	29	30

26 Report Cards

FEBRUARY

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

16 Mid-semester break – no student attendance

MARCH

2	3	4	5	6
9	R10	11	12	13
16	17	18	KC19	EMHC20
23	24	25	26	27
30	31			

10 Report cards 19 Kindergarten conference day
20 Elementary, middle and high school conference day – no student attendance

APRIL

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	R30	

10 through 17 - Spring recess - no student attendance
20 Classes resume
30 Report cards

MAY

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

25 Memorial Day – no student attendance

JUNE

1	2	3	4	5
8	F9	F10	F,R11	12
15	16	17	18	19
22	23	24	25	26
29	30			

9, 10, 11 High school final exams
11 Report cards, last day of student attendance
12 Record day - no student attendance
15 Emergency make-up day

Shaded days have no student attendance. Individual schools may have additional non-attendance days which do not appear on this calendar. Also, methods and dates for distributing report cards may vary from school to school.

1998-1999 SCHOOL CALENDAR

AUGUST

MON	TUE	WED	THUR	FRI
24	25	26	27	28
31				

25 Organization day – no student attendance
26 First day of school for all students

SEPTEMBER

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

7 Labor Day – no student attendance

OCTOBER

			1	2
5	6	7	R8	9
12	13	14	KC15	EMHC16
19	20	21	22	23
26	27	28	29	30

8 Report cards 15 Kindergarten conference day
16 Elementary, middle, and high school conference day – no student attendance
29 & 30 WEAC Convention days - no student attendance

NOVEMBER

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	R24	25	26	27
30				

24 Report cards
26 & 27 Thanksgiving recess -- no student attendance

DECEMBER

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

21 through Jan. 1 Winter recess - no student attendance

JANUARY

				1
4	5	6	7	8
11	12	13	14	15
18	F19	F20	F21	22

4 Classes resume
18 M.L.King Day -- no student attendance
19, 20, 21 High school final exams
22 Record day -- no student attendance

JANUARY

MON	TUE	WED	THUR	FRI
R25	26	27	28	29

25 Report Cards

FEBRUARY

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

15 Mid-semester break – no student attendance

MARCH

1	2	3	4	5
8	R9	10	11	12
15	16	17	KC18	EMHC19
22	23	24	25	26
29	30	31		

9 Report cards 18 Kindergarten conference day
19 Elementary, middle and high school conference day – no student attendance

APRIL

			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	R29	30

2 through 9 Spring recess - no student attendance
12 Classes resume
29 Report cards

MAY

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

31 Memorial Day – no student attendance

JUNE

	1	2	3	4
7	F8	F9	F,R10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

8, 9, 10 High school final exams
10 Report cards, last day of student attendance
11 Record day - no student attendance
14 Emergency make-up day

Shaded days have no student attendance. Individual schools may have additional non-attendance days which do not appear on this calendar. Also, methods and dates for distributing report cards may vary from school to school.

Director Small moved to approve the calendars.

The motion prevailed, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Small and President pro Tem Braun—5.

Noes—Director Bills—1.

Temporarily absent—Director Sinicki and President Fisher—2.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Braun 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) Public Hearing on a Request for Waiver of Statutory Requirement 119.23(5)(A) AND (B) which Reduces State Aid to MPS by the Amount of Tuition for Students Participating in the Milwaukee Parental Choice Program and Action on the Request

Administration's Analysis

1. Current law [s. 119.23 (4)] provides that the State Superintendent pay the tuition for students participating in the Milwaukee Parental Choice Program from a separate appropriation.

2. Current law [s. 119.23 (5)] requires that the amount paid by the State Superintendent shall be deducted from state aid paid to MPS. The amount of aid deducted from MPS then lapses to state unappropriated surplus at the end of the year.

3. Current law [s. 121.05 (1) (a) 4] provides that pupils enrolled in the Milwaukee Parental Choice Program are counted as MPS students in computing state aid to MPS.

4. The effect of s. 119.23 (4) and (5) and s. 121.05 (1) (a) 4 is that MPS is required to subsidize the pupils participating in the Milwaukee Parental Choice Program as the amount of state aid generated by the "Choice" pupils is less than the amount of aid taken from MPS by the State Superintendent to pay for their tuition.

5. According to a DPI fiscal estimate (attached), if the tuition for Choice students was paid directly by the state, state aid to MPS in 1996-97 would have increased from $455,887,400 to $459,449,700 or $3,562,300. There is no revenue limit effect so an increase of $3,562,300 in aid would result in a $3,562,300 reduction in the property tax levy. In other words, the MPS property tax levy is now $3,562,300 higher than it would be if the state funded the Choice program directly.

If the Choice program had been expanded to 7,000 students, the MPS aid increase and property tax reduction attributable to direct state payment of tuition would have been nearly $16,592,600.

6. The MPS Legislative Package for the 1997 legislative session includes a proposal (attached) for ". . . a direct payment from state funds for the tuition of Choice students."

7. Current law (s. 118.38) allows a school board to request the State Superintendent to grant a waiver of a school board or district requirement in Chapter 115 to 121 or in the administrative rules promulgated by the department. A public hearing is required.

8. Waiver of the application of the provisions of s. 119.23 (5) (a) and (b) and any references to these provisions in the state administrative code (PI 35) should be sought. The reason for seeking such a waiver is to prevent the continuation of state requirements which force MPS taxpayers to subsidize the Milwaukee Parental Choice Program through higher property taxes. Application of s. 121.05 (1) (a) 4 should be phased-out to avoid an adverse effect on MPS allowable revenue limits.

Strategic Plan Compatibility Statement

9. This proposal is related to the Strategic Plan, as its adoption would support MPS efforts to minimize reliance on the property tax.

Statute, Board Policy or Rule Statement

10. This proposal calls for waiver of a statutory provision in an area not addressed by MPS Board policy or Board rule.

Fiscal Impact Statement

11. Approval of the proposed waiver by the State Superintendent would prevent future MPS aid losses due to the manner in which tuition for Choice students is calculated. Preventing such an aid loss will increase MPS aid and result in lower property taxes for Milwaukee taxpayers. The amount of increased aid and reduced property tax would have been $3,562,300 in 1996-97. That amount will grow as state aid levels and/or Choice enrollments increase.

Implementation and Assessment Plan

12. After public hearing and direction from the Board, the administration will submit this waiver request to the Department of Public Instruction. Waiver of the provisions of s. 119.23 (5) (a) and (b) could be implemented for 1997-98.

Committee Recommendations

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the administration be authorized to request a waiver of the provisions of s. 119.23 (5) (a) and (b) beginning in 1997-98.

* * * * *

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

Communication

At its meeting on February 26, 1997, the Board referred communication 9697C-021 from the Milwaukee Chapter of SOS Children's Villages of Wisconsin to the Innovation/School Reform Committee.

The communication, a copy of which is attached, requests an opportunity to address the Committee regarding the purchase of a portion of the Lloyd Street School Recreation Playfield.

Committee Recommendation

Your Committee recommends that the Board authorize the Superintendent to enter into discussions and possible negotiations with the Milwaukee Chapter of SOS Children's Villages regarding the possible sale or allocation of the Lloyd Street School recreation playfield, up to and including bringing back to the Committee possible contracts for the disposition of the land and up to holding MPS hearings at the Lloyd Stret School for neighborhood reaction and input on the use of that property.

* * * * *

(Item 3) Informational Report Responding to Board Action Requesting the Administration to Provide Alternative Methods of Establishing Advocacy Outlets for Parents

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

Administration's Report

At its November 26, 1996, meeting, the Board approved a motion directing the administration to remove the Parent Leadership Academy from the 1997-98 budget and to suggest an alternative method of establishing advocacy outlets for MPS parents.

The Parent Leadership Academy is seeking external funding to support the creation of the Parent Leadership Academy as an external advocacy agency. Grant requests have been written and funding is being pursued to allow the work of the Parent Leadership Academy to continue as an external channel for parent advocacy. The form of the future Parent Leadership Academy has not yet been completely defined, but the expectation is that the Academy will build on the work that was done during the past two years.

Staff will work collaboratively with the independent Parent Leadership Academy as they do with other independent community organizations that serve our students and parents.

* * * * *

(Item 4) Status Report Regarding the Board's Request for Formation of a Task Force for the Precision Metal-working Trade Associations Regarding Partnerships Between MPS and Area Employers Engaged in Precision Manufacturing

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

Administration's Report

The National Tooling and Machining Association submitted a communication to the Board in October, 1996 requesting the creation of a partnership between the Milwaukee Public Schools and area employers engaged in precision manufacturing. This partnership would be formed to assist the Board in its goals to improve student performance and achievement through the School to Work initiative with recommendations regarding partnerships between MPS and area employers engaged in precision manufacturing, promoting awareness of and access to high-skill, high-wage jobs in the Wisconsin precision metalworking industry.

The administration was directed by the Board on November 25, 1996, to form a task force consisting of representatives from Precision Metalworking Trade Associations and Labor Unions, suburban school districts, MATC, and community groups to bring back recommendations regarding partnerships Between MPS and Area Employers Engaged in Precision Manufacturing.

The administration is in the process of forming a task force, which will meet in April, to address this issue. The administration will be prepared to present the findings and recommendations of the task force to the Innovation/School Reform Committee at its August meeting.

* * * * *

(Item 5) Progress Report Regarding Resolution 9697R-052 Adopted by the Board Regarding Cooperative Planning with Suburban Chapter 220 Districts

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

Administration's Report

On October 30, 1996, the Milwaukee Board of School Directors passed resolution 9697R-052, which directed the administration to begin cooperative planning with the suburban Chapter 220 Districts. The resolution also directed the administration to submit a report to the board no later than March 1997.

On November 16, 1997, the superintendent made a presentation to the Joint Planning Council of the Chapter 220 Program regarding possible areas of cooperative planning in addition to suburban-city student exchanges.

Areas discussed were:
Metropolitan Technical High School.
Districts responsible for transportation arrangements.
Location of specialty/city wide school/programs along common borders.

As a result of information shared at the Joint Planning Council meeting, several suburban district superintendents began dialoguing with staff regarding the possibility of suburban districts being responsible for their own transportation. The Interdistrict Transfer contracts were modified to reflect the additional option of providing their own transportation for the Chapter 220 students assigned to their districts.

On February 27, 1997, the Superintendents' Communication Committee met to discuss joint planning initiatives. The items discussed were:
Collaboration on Early Childhood Programs.
Shared Technology-distance learning.
Shared Purchasing options.
Transportation options.

The administration will actively pursue the four initiatives listed above. The administration will report back to the Board in June, 1997 those initiatives that can be implemented in September, 1997 and those initiatives that are still in the planning stages.

* * * * *

(Item 6) Status Report Requested by the Board of Schools Chosen during the 1996-1977 School Selection Process by Eighth Graders with 90% First Semester Attendance

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

Administration's Report

At the June 26, 1996, Board meeting, resolution 9697R-016 was adopted to give a high school assignment preference to eighth grade students who had 90 percent attendance for the first semester of the 1996-1997 school year.

At the July 31, 1996, Board meeting, resolution 9697R-032 was adopted, which directed the administration to report to the Board the high school selection pattern of students with 90 percent attendance.

The attachment provides a preliminary report on the "first choice" high school selections made by students with a 90 percent attendance pattern. This preliminary data appears to indicate that for all applications processed, over 91 percent were eligible for the 90 percent attendance preference. Based on the number of applications processed as of February 18, 1997, it is projected that a random selection process will need to be used at King, Hamilton, and Riverside High Schools. Due to the number of students eligible for the 90 percent attendance preference, there will be students on each of these school's first choice wait lists with 90 percent attendance.

This report reflects data available as of February 18, 1997. Because all applications will not be entered into the computer system until March 13, 1997, it is possible that the final results will vary somewhat from this preliminary report. The administration will provide a final report to the Innovation/School Reform Committee at its April meeting.

* * * * *

(Item 7) Informational Report on the 1997 Summer School Program

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

Administration's Report
In keeping with the Milwaukee Public Schools High Standards reform agenda, district wide summer school programs will be offered in the following areas:

- Reading for current second grade students to accelerate progress toward the Board goal of having all students reading by third grade.
- Science and mathematics enrichment for students in the class of 2004, the first class required to meet the new graduation requirements.
- High School Mathematics.
- Extended-school-year services for exceptional education students

Summer School sites were selected by the Summer School Strengthening Committee which was composed of staff from the Community Recreation Division. The committee selected sites based on the following:

- Sites had to be evenly distributed around the city.
- Sites could not be scheduled to go through renovation during the summer school program.
- Sites that had historically strong recreational programs and could support strong academic programs.

Recreation programs are being designed in conjunction with the academic summer school programs that make it possible for students to engage in an all-day program of academics, recreation, and enrichment. The recreation programs are also open to students through age twelve who are not enrolled in the academic programs. This will enable parents to have all children (under age 13) in the family involved in all-day programs at the same site even though only one sibling (or more of the children) may be enrolled in an academic program.

In addition, a number of schools are offering their own extended-year programs, and planning is proceeding to support more school-based programs in the future.

The locations of Summer Strengthening, Recreation Enrichment Camps and ESY School Sites are:

Brown	Garden Homes	Pulaski
Burdick	King, Dr. Martin Luther	Sixty-fifth Street ^
Clarke	Lancaster	Thoreau
Custer	Lee	Townsend
Engleburg	Milwaukee French Immersion	Urban Waldorf
Fairview	Milwaukee German Immersion	Wisconsin Avenue #
Forest Home *	Pierce *	Zablocki
Gaenslen ^		

* Bilingual
\# ESL
^ Exceptional Education

The following programs will be offered:

a) Early Reading Program

This non-promotional program is designed for present second-grade students, recommended by their teacher, who are reading below grade level and in need of intensive instruction to accelerate their reading achievement. Students will have opportunities to strengthen their reading comprehension, vocabulary, fluency, and writing skills. The program will also be available to bilingual, ESL, and exceptional education students.

The program will be offered for six weeks at twenty sites, and will serve approximately 2,100 students.

b) Science and Mathematics Program for the Class of 2004

This non-promotional program is designed for present fifth grade students (the class of 2004), recommended by their teacher, who need strengthening in the areas of math and science. Using a hands-on approach, students will be taught math and science concepts, and problem-solving skills. In addition, students will begin to develop the skills needed to successfully demonstrate proficiency in Algebra by the end of eighth grade.

The program will be offered for six weeks at twenty sites, and will serve approximately 1,600 students.

c) Mathematics Academies

The summer school will offer Algebra Readiness for approximately 550 students currently in the 8th grade who will be promoted to the 9th grade in the fall of 1997. The two high schools that serve the Mathematics Make-up Summer Academy will offer Algebra (Semester 1 and 2), Algebra (Semester 2) for four hours, Geometry (Semester 1 and 2), and Proficiency Workshop.

d) Extended School Year (ESY) Services for Children with Disabilities

Extended School Year (ESY) services are offered to students with disabilities who, without intervention, may demonstrate a significant regression of skills during an interruption of school services. The students who require ESY cannot recoup those skills in a reasonable amount of time when school resumes. ESY services include OT/PT/Nursing/Psychological and social work services. Enrollment is determined by the IEP team. Students who do not qualify for ESY services may enroll in the summer strengthening or recreation programs.

e) Exceptional Education Work Training Program

On-the-Job-Experience (OJE) and On-the-Job-Training (OJT) programming with intensive program support will be provided for approximately 250 exceptional education high school students currently involved in these work-related programs. Students will be recommended and enrolled by the IEP committee in conjunction with the school-based designated vocational instructor and exceptional education supervisory staff.

f) Alternative Programs

There will be seven (7) Intensive Day Treatment sites. Approximately 140 court ordered students have access to the program.

g) Title I Extended Year Programs (as of 1/8/97)

The following schools have chosen to allocate their Title I funds to provide an extended school year program for students enrolled in their school. Activities will focus on developing basic reading, writing, and mathematics skills.

School Name	**Summer Program Dates**
Auer Avenue	June 18 – July 1
Bryant	June 23 – July 11
Green Bay Avenue	June 17 – July 15
LaFollette	June 12 – July 11
Lee School	June 17 – July 14
Sarah Scott	June 19 – July 31
Story School	June 18 – July 16
Thurston Woods	June 17 – July 14
Urban Waldorf	June 17 – July 25
Wisconsin Avenue	June 16 – July 25

h) Summer Enrichment Recreation Camps

A six-week camp in conjunction with the Reading, Science, and Mathematics Strengthening Programs will be offered for children who have completed K5 through 12 years of age. Camps will run from 9:00 A.M. to 4:00 P.M. with early drop-off (7:00 A.M. – 9:00 A.M.) and late pick-up (4:00 P.M. –

6:00 P.M.) with additional fees. Activities include weekly themes, sports/games, arts/crafts, fine arts, outdoor education, and educational field trips. Transportation will not be provided to the recreation program.

i) Exceptional Education Recreation Program

This program will be offered through the MPS Department of Recreation for children ages three to twenty-one with significant handicaps. Programs will be located at four sites throughout the city to minimize students' need to travel. Transportation will not be provided to the recreation program.

* * * * *

Separate consideration having been requested of Item 1, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Fisher, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—8.

Noes—None.

Item 1, relating to a request for a waiver of a statutory requirement, having been set aside for separate consideration, Director Bills moved to adopt the report.

Director Bills moved to amend the report to add a provision that the administration bring back to the Board an appropriate policy, rule or position on the Milwaukee Parental Choice Program.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Fisher, Johnson, Sinicki, Small and President pro Tem Braun—6.

Noes—Directors Gardner and O'Neil—2.

The question being on adoption of the report as amended, it was adopted, the vote being the same as that preceding:

Ayes—6; Noes—2.

President Fisher in the chair.

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 Communication 9697C-015 from Thomas Phillipson Requesting a Public Hearing on the Impact of Decentralization on the Keeping of Attendance Records

Communication

At its meeting on November 25, 1996, the Board referred communication 9697C-015 from Thomas Phillipson to the Accountability/Audit Committee. The communication, a copy of which is attached, requests a public hearing on the impact of decentralization on the keeping of attendance records.

The Committee considered the communication at its February 12, 1997, meeting and held it in Committee until March, pending publciation of the proposed FY98 budget.

Committee Report

Your Committee reports having directed the administration to prepare answers to questions raised by Mr. Phillipson by the April 16, 1997, public hearing on the budget.

Your Committee further reports that it is holding the communication in committee until May.

* * * * *

(Item 2) Report on Review of Audit Procedures

Your Committee reports having received the following review of audit procedures from the Office of Board Governance:

Background Information

The Board established the Office of Board Governance on March 2, 1993, to assist the Board with the District governance responsibilities assigned to the Board under Wisconsin State Statute 119.18. These governance responsibilities included providing the public assurances that the District utilizes public resources efficiently, effectively, and economically. Accordingly, the office was set up to provide the Board with independent and objective analysis of District policy and operations. The audit function, previously assigned to the Secretary-business Manager's Office, was assigned to the Office of Board Governance in the interest of maximizing the independence and objectivity of the function.

During FY94, the initial year of Office of Board Governance operations, the Audit Committee Chair, Director of Board Governance, and Chief Auditor obtained and reviewed the audit procedures of the State of Wisconsin Legislative Audit Bureau and the Milwaukee County Department of Audit as well as several private sector firms. Meetings were also held with the directors of these audit functions. In addition, several sources of audit literature, such as the United States General Accounting Office's Government Auditing Standards (the yellow book), were obtained and reviewed. The purpose of these activities was to develop administrative operating procedures for the Office of Board Governance – Audit Services. In August of 1994, the administrative audit procedures were reviewed and discussed by the Audit Committee and the Board.

Audit Procedures

Below are descriptions of the current administrative audit procedures that the Office of Board Governance – Audit Services follows:

1. Developing and Obtaining Approval of Audit Activities

a. The Accountability/Audit Committee Chair through the Office of Board Governance – Audit Services seeks suggestions by sending audit services request letters to Board members and the Superintendent annually in January. A summary of audit requests received and a listing of resources available to conduct audits is prepared. The summary includes the audit topic and the audit scope and objectives statement.

b. The summary listing of audit requests and available resources is presented the first time as an informational report to the Accountability/Audit Committee in June of each year. During June and July, the summary list is revised to include any directives the Office of Board Governance – Audit Services received from the Accountability / Audit Committee and the Board. These revised listings are then presented to the Committee in July or August for consideration, prioritization and approval. After the

committee prioritizes the audit projects and ensures that the resources required for the audit projects do not exceed the resources available for audit projects, the plan is adopted by the committee and forwarded to the Board for approval.

c. Once the plan is adopted, the Accountability/Audit Committee or the Board identify those audits for which the Board would like a detailed scope and objectives report. Meetings are scheduled with appropriate District administrators and a detailed scope and objectives report is developed for each of these audits. Upon completion, the detailed scope and objectives report is sent to the Accountability/Audit Committee and the Board for review and possible revision.

d. The Director of Board Governance, upon the request of the Board, of the Superintendent or of the Chief Auditor, may approve audit requests during the year on a critical/emergency basis.

2. Planning and Initiating an Audit

a. The lead auditor receives an audit assignment from the Chief Auditor. Upon audit assignment, the lead auditor receives the detailed audit scope and objectives report. If these documents are not received or obtained upon assignment, the lead auditor prepares them. The lead auditor will also be responsible for development and preparation of the detailed audit program, and estimated budget and timeline.

b. The Director of Board Governance and/or Chief Auditor review the audit program, estimated budget and timeline, and other documents presented by the lead auditor and make revisions as necessary.

c. Once the above documents are approved, the lead auditor contacts the Deputy Superintendent's Office to arrange for an audit entrance conference.

3. Conducting the Audit Entrance Conference

a. The Chief Auditor notifies the Superintendent and the chief administrator(s) of the entity to be audited of the scheduled audit and the purpose of the conference. The Superintendent or his/her designee and all the chief administrators involved with the program being audited are invited and encouraged to attend the conference.

b. During the entrance conference, the lead auditor reviews the audit schedule, audit scope, audit expectations, and other audit issues. The lead auditor answers any concerns of the attendees at the conference. If any issues are pending after the entrance conference, the lead auditor will prepare a written response.

4. Conducting the Audit

a. The Chief Auditor and lead auditor conduct the audit in accordance with Government Auditing Standards. Personnel assigned to the audit team on the project possess adequate professional proficiency, exhibit no personal or external impairments to independence, maintain an objective attitude and appearance, and exercise due and diligent professional care.

b. During the examination, the audit team makes every effort to develop and maintain an atmosphere of respect and trust with the auditee's staff. If any conflict develops, the lead auditor and/or the Chief Auditor is notified, and a problem resolution meeting is scheduled.

c. The lead auditor communicates audit findings and recommendations to the auditee on an ongoing basis as the findings and recommendations are developed. At least once during the audit, the lead auditor prepares an audit progress report and schedules an update meeting with the Chief Auditor and chief administrator(s) of the entity involved. The Superintendent and the Director of Board Governance are notified of the scheduled meeting date.

5. Preparing the Audit Report

a. The lead auditor prepares a general report outline and assigns specific report topics to members of the audit team. Once the audit team members have written their topic reports, the lead auditor prepares a working draft of the audit report from the topic reports. If the length of the report dictates it, the lead auditor also prepares an executive summary to the audit report. The working draft of the audit report and the workpapers are forwarded to the Director of Board Governance and the Chief Auditor for review of clarity and thoroughness.

b. The Director of Board Governance and the Chief Auditor write audit report comments from his/her review of the working draft. The lead auditor acts upon the audit report comments, edits the working draft of the audit report, if necessary, and forwards the working draft to the Director of Board Governance and Chief Auditor for approval to transmit the working draft to the chief administrators of the entity audited, the Deputy Superintendent and the Superintendent.

6. Communicating, Finalizing and Issuing the Audit Report

a. When the final working draft is ready for transmittal, the Chief Auditor prepares a memo and sends the draft audit report to the chief administrator(s) of the entity audited, the Deputy Superintendent, and the Superintendent. The memo advises administration that they will be contacted shortly to schedule the audit clearance conference and explains the purpose of the conference. The purpose of the clearance conference is to discuss the audit report and provide the chief administrator(s) the opportunity to respond to the audit report with concerns relevant to the audit criteria, findings, conclusions and/or recommendations. The lead auditor contacts the Deputy Superintendent's Office, and the audit clearance conference is scheduled within eight working days after the distribution of the final working draft of the audit report. The Superintendent is also contacted and invited to attend the clearance conference.

b. At the clearance conference(s), the concerns set forth by the chief administrator(s) about the working draft of the audit report are investigated by the audit team and the Chief Auditor. For those issues the audit team determines are appropriate, the audit report is revised.

c. For those issues which the audit team determines do not warrant audit report revisions, the chief administrator(s) are informed of the rationale for the decision and advised that their issues can be included in the Superintendent's response to the audit findings and recommendations, if the Superintendent deems them appropriate.

d. The Chief Auditor submits the final working draft of the audit report to the Superintendent along with the response to the chief administrator(s) concerns. The Superintendent then prepares a response to the audit report findings and recommendations.

e. Upon receipt of the Superintendent's response, the audit team reviews the response and prepares the Summary of Audit Recommendations, Superintendent's Response, and Audit Analysis of Response document. This document lists each report recommendation, the Superintendent's response to each recommendation, and identifies any issues or concerns the audit team may have with respect to making a determination on whether the actions proposed in the response will achieve the objectives identified in the recommendation. This analysis is used to prepare the Chief Auditor's Reply to the Superintendent's Response.

f. The Superintendent's response and the Chief Auditor's reply are incorporated in the audit report. The audit report, including the Superintendent's response and the Chief Auditor's reply, are forwarded to the Director of Board Governance for audit report transmittal to the Accountability/Audit Committee.

7. Determining Audit Report Transmittal Process

a. The Director of Board Governance and Chief Auditor review audit reports, findings, and responses as reports are completed. Those audit reports which display major implications to the District

are transmitted in their entirety to the Accountability/Audit Committee at the next regularly scheduled meeting.

b. Routine reports or those reports identified with less than major implications to the District are summarized and reported in this manner to the Accountability/Audit Committee. These audit reports are available for Board inspection at the committee meeting at which the summary is presented.

8. Transmitting and Resolving Audit Reports Having Major District Implications

a. Upon completion of the audit report, the report is transmitted to the Accountability/Audit Committee at the next regularly scheduled meeting. The Accountability/Audit Committee meeting brings together the audit team, Superintendent, and public to review and comment on the audit report and its findings. The Accountability/Audit Committee accepts or receives the report and takes action on the Superintendent's responses to the audit report.

b The committee's acceptance of the report serves to acknowledge that the report has been completed and officially transmitted to the committee for their review. The committee's acceptance of an audit report does not constitute the committee's concurrence with, or approval of, the report findings and/or recommendations.

c. The committee may take action with respect to the Superintendent's response to the audit report which becomes the implementation plan by either:

(1) Accepting the Superintendent's Response
Accepting the Superintendent's Response acknowledges that the Superintendent's plan of action to implement the audit recommendations is acceptable and advises the Superintendent to proceed to implement the actions identified throughout his response

(2) Referring the Response Back to the Superintendent
Referring the response back to the Superintendent allows the committee to have the Superintendent and his staff reconsider and redraft the response in light of the committee's comments and concerns.

(3) Receiving the Superintendent's Response and Directing an Alternative Implementation Plan

Receiving the Superintendent's response and directing an alternative implementation plan allows the committee to select and direct the implementation of any combination of recommendations from either the audit report recommendations or the Superintendent's response, or allows the committee to direct the Superintendent to implement all audit report recommendations.

9. Transmitting and Resolving Routine Audit Reports

a. At the May or June Accountability/Audit Committee meeting, the Chief Auditor and Director of Board Governance transmit a summary report of routine audit activities completed during the past months to the committee. The audit reports included in this summary are available to the committee for inspection. The Accountability/Audit Committee may accept the summary report transmittal and place the audit reports on file.

10. Scheduling and Conducting Follow-Up Reviews on Audit Recommendations

a. Once the Superintendent's response to the audit is received, reviewed and approved by the Board, where necessary, a plan and a timeline to conduct a follow-up review on the implementation of the Superintendent's response are prepared. A follow-up review usually occurs within 6 to 12 months. The Chief Auditor incorporates the follow-up review in the annual audit plan.

b. A lead auditor is assigned to perform the follow-up review. The lead auditor performs the review, obtains explanations for deviations from the recommendations and implementation plans and writes a report. The lead auditor also schedules and conducts a clearance conference with the chief administrator(s), the Superintendent, and/or the Deputy Superintendent. The Chief Auditor reviews and

approves the follow-up report and forwards it to the Director of Board Governance for transmittal to the Accountability/Audit Committee.

* * * * *

Director Small moved to adopt the Committee report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gardner 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

(Item 1) Action on Communication 9697C-009 from Robert Miranda Regarding an Article and a Resolution on Class Size and Classroom Space

Communication

At its meeting on October 30, 1996, the Board referred an article and a resolution on class size from Robert Miranda to the Strategic Planning and Budget Committee. Copies of the article and resolution are attached.

Committee Recommendation

Your Committee recommends that the communication be placed on file.

* * * * *

(Item 2) Action on Recommendations with Respect to Procedures to be Used by Board Members in Proposing Budget Amendments to the Budget Recommended for Board Adoption by the Strategic Planning and Budget Committee

Your Committee reports having reviewed procedures to be used by Board members in proposing budget amendments to the budget recommended for Board adoption by the Strategic Planning and Budget Committee.

Committee Recommendation

With respect to Board action on the FY98 budget, your Committee recommends that the Board adopt the following:

1. That all amendments to the budget be submitted to the Office of Board Governance by 5:00 P.M. on April 21, 1997;
2. That all amendments be acted upon at the Board meeting of April 23, 1997, following the public hearings on the Board's budget; and
3. That only amendments agreed upon at the Board meeting of April 23, 1997, be considered at the final meeting on April 24, 1997, on adoption of the budget.

* * * * *

(Item 3) Report from the Administration on How Parents will be Afforded Maximum Feasible Before and After School Child Care as part of the Proposed FY98 Budget

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

Background

At the meeting on December 18, 1996, the Board of School Directors discussed the following resolution by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has implemented a K-12 systemic education reform which includes rigorous and high graduation standards; and

WHEREAS, The Milwaukee Board of School Directors has an unacceptable graduation rate of 60%; and

WHEREAS, Over 72% of Milwaukee public school children are the children of poor or working poor parents; and

WHEREAS, Welfare reform (Pay for Performance and W-2) has the potential of colliding head-on with MPS educational reform, unless the Milwaukee community provides a safety net of child care, nutrition and health care; and

WHEREAS, Unsafe neighborhoods, the use of busing for child care and school choice have all increased the demand for transportation services, increasing the cost of transportation; and

WHEREAS, Thousands of children in Milwaukee will need child care, health care and possibly additional nutrition due to welfare reform; and

WHEREAS, Thousands of children in Milwaukee will require child care since it is estimated that more than 35,000 AFDC recipients will be moved into the job market; and

WHEREAS, 30% of existing group model day care disappears every year; and

WHEREAS, Existing day care can only expand by 11%; and

WHEREAS, Stability, continuity and predictability of grouped and family-based child care and education are necessary to the successful development of healthy children as well as to the success of welfare and school reform; and

WHEREAS, Perennial concerns and policies and handwringing expressed about ALL children reaching high levels of educational excellence, having equal educational opportunities, attracting the middle class back to urban neighborhood public schools, encouraging exemplary student behavior, creating neighborhood safety and supporting the role public education plays in ensuring a healthy democracy with a grand majority of contributing 'haves', all becomes 'ridiculous rhetoric', 'unctuous oratory' and 'political palaver', without a show of political will; therefore, be it

RESOLVED, That neighborhood clusters meet in October 1996, to determine which school would provide before and after school programs and/or summer programs based upon a needs assessment.

The Board passed a substitute motion to this resolution that "consistent with the Board's first and second budget initiatives for the 1997-98 budget to increase parent choice with MPS and expand early childhood education for Milwaukee children . . . the administration report to the Board, how Milwaukee parents will be afforded maximum feasible before school 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".

Administration's Report

At this time, proposals to expand before and after school programs are not included in the proposed FY98 budget. We are still in the process of discussing with Milwaukee County the implementation of Wisconsin Works (W-2) and possible funding for such programs.

MPS is currently providing school-age child care during the school year and during the summer. The status of the program is summarized below to provide the Board with background information.

Current Child Care Status during the 1996-97 School Year

Fourteen (14) MPS elementary schools are currently offering school-age child care programs during the 1996-97 school year. Nine (9) of these programs are in cooperation with the Recreation Division:

Camps	
Maple Tree	Before and after school
Thoreau	Before and after school
Urban Waldorf	Before and after school
Whittier	Before and after school
Carleton	Before and after school
Sherman	Before and after school (as of 1/97)
Congress	After school
Manitoba	After school
Zablocki	After school

Five (5) of these programs are contracted with the YMCA:

Elm	After school
Fairview	Before and after school
Grantosa	After school
Maryland	After school
Honey Creek	After school (as of 1/97)

This child care service is offered on pupil attendance days only ~ except for three (3) of the schools, which have expanded their service to include non-pupil attendance days, i.e., banking time days, interim sessions and/or vacation periods: Camps Thoreau, Congress and Maple Tree.

The YMCA is looking to expand its service to non-pupil attendance days during the 1997-98 school year.

Thoreau Elementary School has gone one step further and expanded its child care component to meet its early childhood program needs. It also provides child care service **during the school day,** from 7:00 am-1:00 p.m. or 12:00 noon-6:00 p.m. for 3-4 year olds who normally would receive only one-half day of early childhood education.

Current Child Care Status for the Summer 1997

Twenty (20) MPS sites will offer school-age child care programs this summer for 6 weeks, from June 23 through August 1, 1997, and all will be open from 7:00 a.m.-6:00 p.m.:

Brown St.	Garden Homes	Pulaski
Burdick	Lancaster	Thoreau
Clarke St.	Lee	Townsend
Custer	Martin Luther King	Urban Waldorf
Engleburg	Milw. French Immersion	Wisconsin Avenue
Fairview	Milw. German Immersion	Zablocki
Forest Home Ave.	Pierce	

Thoreau Elementary will remain open for child care from August 4th until the opening of school.

* * * * *

(Item 4) Action on Resolution 9697R-004 by Director Bills to Develop a Values Scale for the Board's Expectations and Rewarding Schools for Performance

Background

At its meeting on April 29, 1996, the following resolution was introduced by Director Bills:

WHEREAS, The FY97 budget decentralizes 70% of the MPS funding to schools, which represents the present decentralization floor; and

WHEREAS, Planning for the FY98 budget begins today; and

WHEREAS, The Board wants to tie more closely its goals of achievement and equity (equality of opportunity), as well as accountability, to its budgets; and

WHEREAS, This Board supports and wants to expand learning that works for children (best practices) and offers true choice; and

WHEREAS, The Board has made known some of its expectations and "values", during its last budget cycle; and

WHEREAS, We need to put our money where our mouth is and begin to pay for performance; now, therefore, be it

RESOLVED, That the Board at its Strategic Planning and Budget Committee meeting in May, 1996, develop a "Values Scale" to put a value on what the Board's expectations and values are for the district, such as: 1) schools that meet grade level standards, benchmarks or graduation standards; 2) include additional diversity (e.g., exceptional education, race or economics); 3) incorporate community schools or lighted school houses; and 4) utilize extended day programming and/or year round schooling; and be it

FURTHER RESOLVED, That it is the policy of this Board to reward performances by allocating between 70% and 100% of the per pupil cost of the school operations budget to a school based on the school's adherence to that "Values Scale".

The resolution was referred to the Strategic Planning and Budget Committee of the Board of School Directors.

Procedural Analysis

1. When the resolution was discussed, it was clear that the use of the proposed Values Scale was related to budget planning, with the potential to augment the budgets of schools investing time, effort, and effectiveness in activities valued by the Board. At that time, the administration observed that such a scale might evolve over several years, during which input would be sought from the Board, principals, staff members, parents, and the business community.

2. Significant staff time would be needed to develop a prototype Values Scale. Additionally, considerable time would be needed in

1) determining how this initiative shall be interfaced and harmonized with the district's accountability system,
2) conducting interviews to identify school efforts that merit financial reward, and
3) developing an instrument to rank-order the school efforts to be rewarded.

3. Once the instrument is constructed, a public hearing might be held to confirm or modify the rank ordering.

4. At the beginning of each budget cycle, the administration would recommend monetary values to the Board that would be attached to the items on the scale; these could be based on a percent of the per-pupil cost or on some other form of money allocation.

5. An alternative process would be to assign values to the accountability measures. The accountability measures have been set with considerable thought and input to capture progress toward

Board goals. They follow from the graduation requirements set by the Board for the Class of 2004 and form the basis of schools' educational plans.

6. It would be necessary for Central Services Staff to verify the status of each school with respect to the implementation and effectiveness of the values represented in the school.

7. Budgeting based on the Values Scale could seriously affect the amount of support provided to some school staffs, e.g. staff development, building maintenance, safety and security.

8. If the Values Scale does not correspond directly with the school accountability system, schools will find themselves responding to two different sets of criteria for success.

Committee Recommendation
Your Committee recommends that the resolution be laid on the table.

* * * * *

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

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

Noes—None.

Voting "present"—Director Johnson—1.

Item 3, relating to a resolution to develop a values scale for the Board's expectations, having been set aside for separate consideration, Director Bills moved that the resolution be considered as part of the budget planning process for next year.

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

Ayes—Directors Bills and Sinicki—2.

Noes—Directors Braun, Gardner, Johnson, O'Neil, Small and President Fisher—6.

Directors Braun moved to adopt the Committee's recommendation to lay the resolution on the table.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O'Neil, Small and President Fisher—7.

Noes—Director Sinicki—1.

STRATEGIC PLANNING AND BUDGET COMMITTEE REPORT #2

Your Committee on Strategic Planning and Budget submits the following report for Board consideration and action during the month of April 1997:

(Item 1) Adoption of the Budget for Fiscal Year 1998

A. Adoption of the School Operations Fund Budget for FY98

Committee Recommendation

Your Committee recommends that the Board adopt the proposed FY98 School Operations Fund budget, as submitted by the Superintendent on February 24, 1997, and amended as follows:

#	Board Budget Priority	Amendment
1.	Early Childhood Education	Direct the Supt. to allocate $75,000 in the line item for research and development in the Superintendent's FY98 budget, for use at 68th Street School for the planning process of converting from the school's current focus to an Early Childhood focus.
2.	Accountability	All funds in the FY99 budget will be tied to clearly stated measurable results.
3.	Equitable Allocation of Resources	Direct the Supt. to allocate a 3 percent inflationary increase to the elementary schools that did not receive the inflationary adjustment in the proposed FY98 budget, in the amount of $242,611.
4.	Equitable Allocation of Resources	To direct the administration to develop a school based budget for FY99 which has at its center a baseline allocation which reflects the importance placed on elementary education, with a weighted formula for poverty, EEN, bilingual and school size. Schools would allocate 70% of their budget for instruction and 10% for instructional support. The MPS budget should reflect 80% for instruction and instructional support and 20% for operations, other commitments and leadership. Develop a Board policy to this effect, with the implementation of the policy beginning with the development of the FY99 budget.
5.	Pupil Transportation	Direct the administration to bring back a transportation plan by September, 1997, to bus children only for safety, integrated education, overcrowding and after school activities, beginning in the 1998-99 school year.
6.	Pupil Transportation	That any MPS school that so requests have proportionate transportation costs, as reported in the Financial Analysis Model report for costs for the 1996-97 year, shifted from Central Services to school accounts for the 1997-98 school year, to provide transportation services for its school in any of the following four e four following manners: 1. Contracting directly with current MPS providers 2. Contracting directly with other providers who meet specified MPS requirements 3. Contracting with Milwaukee County Transportation System 4. Hiring MPS employees, at wage and benefit levels equivalent to Milwaukee County Transportation System, under labor contract with Amalgamated Transit Workers Local #888, to provide student transportation services to one or more schools
7.	Decentralization	Delete the following language from the Superintendent's recommendations on decentralization: p. 36, last sentence of paragraph 2; all of paragraph 3. p. 37, all of paragraph 2.

#	Board Budget Priority	Amendment
8.	Decentralization	Set up a revenue account for each enterprise fund and establish a procedure which would require Board authorization for the allocation and use of these revenues.
9.	Other	Add four positions of supervisor in exceptional education area, to be limited to a two year duration, with the dollars to be taken from the current budget, to aid in shift to school-based programs; the first year cost is not to exceed $301,000.

B. Adoption of the Construction Budget for FY98

Committee Recommendation

Your Committee recommends that the Board adopt the proposed FY98 Construction Fund budget, as submitted by the Superintendent on February 24, 1997.

* * * * *

C. Adoption of the Extension Fund Budget for FY98

Committee Recommendation

Your Committee recommends that the Board adopt the proposed FY98 Extension Fund budget, as submitted by the Superintendent on February 24, 1997.

* * * * *

(Item 2) Adoption of the Budget Resolutions with Tax Levies for FY98.

Committee Recommendation

Your Committee recommends that the Board adopt the following resolutions, based on the budgets recommended above:

SCHOOL OPERATIONS FUND

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $737,512,089 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 1998 Fiscal Year; and that $161,861,477 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.

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 $9,700,000 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.

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 $6,889,122 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1998 Fiscal Year, and that $5,452,011 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) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

Received and ordered held over for consideration by the Board during the month of April, 1997.

Director Sinicki moved to suspend Board Rule 1.08 (2) to permit consideration of the Report of the Committee on Legislation, Rules and Policies, formulated less than 48 hours prior to the Board meeting.

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

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

Noes—None.

Voting "present"—Director Johnson—1.

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 Recommended Amendments to Administrative Policy 7.20: Student Publications

Administration's Analysis

1. The Office of the City Attorney recommends that changes be made to Policy 7.20(2) and (3), regarding Publications and Posting.

Statute, Board Policy or Rule Statement

2. The changes would be made to Policy 7.20: *Student Publications*

Fiscal Impact Statement

3. There is no fiscal impact as a result of these modifications.

Implementation and Assessment Plan

4. Modifications to Policy 7.20 will be effective immediately upon approval of the Board of School Directors.

5. Schools will be notified of the revised policy.

Committee Recommendation

Your Committee recommends that Administrative Policy 7.20 (2) and (3): *Student Publications* be amended as follows:

2. Publications

The administration may make reasonable rules regarding the time, place and manner of distribution of all materials distributed by students.

Students shall have the right to publish any magazine, newspaper, leaflet, flyer or petition, but such publications shall be subject to laws on obscenity and libel. Therefore, the information contained in publications should be as accurate as possible. The same general rules shall apply to buttons, pins, emblems and similar items.

Students may distribute publications off school grounds as long as they do not block pedestrian traffic or otherwise break the law. Students will be expected to make efforts to prevent littering.

Students will also be permitted to distribute leaflets and other publications at school if these materials are not obscene or defamatory~~;~~ and their distribution doesn't interfere with the educational process and the orderly operation of the school~~; and if they are noncommercial, nonpolitical and nonreligious~~. No staff member shall discipline or threaten to discipline any student for exercising this right within the above guidelines. Distribution of material does not excuse students from their responsibility to attend classes.

3. Posting

~~Materials of a non-commercial, nonpolitical, nonreligious nature may be posted in the schools. However, these materials must be presented to the principal or his/her designee prior to posting. The students' names and addresses must be listed on literature they wish to post. The principal will not approve materials considered obscene, libelous or likely to cause disruption of the educational process or the orderly operation of the school.~~

Students may post materials in the schools in the places designated by the school principals for posting so long as the materials are not obscene, libelous or likely to cause disruption of the educational process or the orderly operation of the school.

* * * * *

(Item 2) Report and Recommendations with Respect to the Governor's Education Initiatives in the 1997-99 Executive Budget and the Impact on MPS

Administration's Analysis

The Governor's proposed 1997-99 state budget has been introduced as AB 100/SB 77. Traditionally the house of origin for the state budget would alternate in each legislative session. The 1995-97 state budget originated in the Assembly, but the procedure for consideration of the 1997-99 budget is not yet clear.

SCHOOL FINANCE

The state will continue to pay state aid and school levy credits in an amount equal to 2/3 of partial school costs in the previous year. The total amount of state aid will continue to be about 55% of school costs in both 1997-98 and 1998-99. The Governor is proposing to revise the state's obligation to continuing at this level of aid by replacing the current "sum sufficient (to cover 2/3 of costs)" appropriation with a "sum certain" appropriation where the amount provided by the state would not be dependent on the level of school costs. If recent history is a guide, a gradual decline in the proportion of costs covered by state aid should be expected to result from the proposed appropriation change. Therefore, it is recommended that continuation of the current sum sufficient appropriation should be supported.

The Governor proposes no formula changes which directly address the issues of equity for students or taxpayers. His proposal to increase the school levy credit by $100 million for 1998-99 would significantly increase taxpayer inequity in the state school finance system. Affidavits filed in the school finance case clearly show a significant positive correlation between school levy credits and both high wealth and high spending. The allocation of $100 million to increase the school levy credit means that $100 million will not be used for equalization. As shown in the table below, the disequalizing school levy credit is increased at a more rapid rate than equalization aids.

Percentage Increase in Annual Appropriation Proposed by Governor

	1997-98	1998-99
School Equalization Aid	6.0%	2.2%
School Levy Credit	0%	21.3%

It is recommended that any increase in the school levy credit be opposed.

Briefs supporting a motion for summary judgment in the school finance case were filed on February 24. WEAC has intervened as a plaintiff. Completion of trial court action is expected by late spring or early summer. Appeal of any trial court decision should be anticipated.

Categorical Aid

The Governor would reduce appropriations for Children At Risk aid and driver education below the 1996-97 level. All other categorical aids and grants to public schools are frozen at the 1996-97 amount. While many of these programs are worthwhile and increased funding would be desirable, any increase probably would result in a corresponding reduction in equalized aid and, with one exception, that should be opposed.

The exception is that increased funding should be sought for the SAGE (Student Achievement Guarantee in Education) Program. A frozen appropriation represents a broken promise to expand a pilot program designed to determine the effect of lower class size on academic achievement. The SAGE Program, which would reduce the student/teacher ratio to 15 in thirty-two schools (seven in MPS), began in 1996-97 for kindergarten and first grade. Under current law the program is extended to second grade in 1997-98 and third grade in 1998-99. The lack of additional funds to fully fund the extension to grades two and three will effectively prevent the pilot program from accurately measuring the effect of a lower class size.

It is recommended that the SAGE Program be fully funded.

REVENUE LIMITS

The Governor has proposed to continue the existing limit on school district revenue which would allow an increase of $206 per pupil in both 1997-98 and 1998-99. This limit allows no inflationary increase above the 1996-97 amount if inflation would exceed $206 per pupil, no increase to provide access to instructional technology and no increase for creation of a summer school reading program, for grades 1-3.

It is recommended that the allowable revenue increase for 1997-98 and 1998-99 be increased to reflect inflation (CPI-U) in both years. It is further recommended that the cost of providing instructional technology and the cost of providing a summer school reading program in grades 1-3 be added to the allowable revenue base.

ACADEMIC STANDARDS/HIGH SCHOOL GRADUATION TEST

The Governor would create a Standards Development Council to develop pupil academic standards in mathematics, science, reading and writing, geography and history. The Council must recommend standards to the Governor by September 15, 1997, who must approve or disapprove the standards by October 15. If approved, the Governor will issue the standards by executive order. Local school districts may adopt either the Council's standards or locally developed standards by August 1, 1998.

All students will be required to take a high school graduation test beginning in the 1999-2000 school year. Local school districts may adopt either a DPI graduation test or develop their own graduation test.

It is recommended that any state standards or graduation test developed include a provision to allow a school district to develop its own version of those standards or that graduation test.

CHARTER SCHOOLS

The Governor would allow the City, MATC and UWM to create their own charter schools, without limitation on the number of schools or pupils, at MPS expense. DPI must be notified of the creation of any of these charter schools by February 1 of the previous school year. These charter school students would not be counted for MPS revenue limits. MPS aid would be reduced by MPS per pupil shared cost to pay tuition for each student attending these charter schools. However, this aid reduction would not be counted as an MPS cost so MPS would experience a net loss of aid for each pupil attending these charter schools just as it does in the Milwaukee Parental Choice Program.

There is a significant difference in the method of financing these charter schools and choice vouchers. Choice tuition is limited to MPS per pupil aid, but this charter school tuition is based on per pupil shared costs which consists of both per pupil aid and per pupil property tax levy. The forced transfer of property tax revenue from one school district to another was found to be unconstitutional by the State Supreme Court twenty years ago.

Current law, which allows DPI to grant a charter school petition denied by the MPS Board, is amended to eliminate the signature requirement for petitions. The composition of the proposed new petition is not clear, but a letter from a single individual may be sufficient to invoke this process.

An MPS employee who works in an MPS charter school may continue in the Wisconsin Retirement Fund (WRF) if the MPS Board would determine that the school is an instrumentality of MPS. The current five year limitation on the duration of a charter school contract is eliminated.

It is recommended that the state directly finance the full cost of any charter school created by any entity other than a public school district or any charter school petition granted by DPI.

It is also recommended that the current charter school petition signature requirement be retained and that MPS employees who work in an MPS charter school be allowed to continue in WRF.

PUBLIC SCHOOL CHOICE/YOUTH OPTIONS

The Governor has again proposed a public school choice program whereby a pupil may attend any public school at the expense of the district in which he/she lives. The Legislative Council has created a special study committee to develop a public school choice program which would be acceptable to the legislature. That committee is nearing completion of its work. Therefore, it should be expected that the legislature is likely to adopt the Legislative Council proposal.

Under both proposals MPS parents would not be allowed to participate as the Chapter 220 waiting list would have priority for available suburban seats. Under both proposals transportation becomes the responsibility of the parents rather than one of the participating districts. Under both proposals the tuition payment from one district to another will almost certainly exceed the per pupil state aid. As a result, tuition payment would effectively transfer some amount of school property tax levy to another district, thereby raising concerns about "negative aid" ruled unconstitutional twenty years ago.

It is recommended that all children on the Chapter 220 waiting list be given priority in the selection of children eligible for participation in the public school choice program.

The Governor also proposes an interdistrict enrollment options program where a public school pupil may attend a school in another district to take one or two courses. The prorated tuition would be paid by the district of residence.

Currently the postsecondary options program authorizes high school juniors and seniors to attend an institution of higher education at MPS expense, if the course is taken for high school credit toward graduation and MPS does not offer a comparable course. The Governor's proposed youth options program would remove both conditions.

Currently, a pupil must give MPS notice of intention to participate in the program by March 1 of the previous school year. The Governor would delay that required notice until 90 days prior to the beginning of the semester. MPS would be required to pay for all courses taken at the prorated tuition rates. Since the imposition of school district revenue limits, tuition rates at institutions of higher education have increased much more rapidly than school district allowable revenues.

It is recommended that a school district's responsibility for tuition be limited to courses taken for high school credit toward graduation. In addition, the annual rate of increase in the tuition should be limited to the annual rate of increase in per pupil allowable revenue for the school district.

EDUCATIONAL TECHNOLOGY (TEACH)

The Governor would provide aid, grant and loan funding for the **T**echnology for **E**ducational **Ach**ievement in Wisconsin (TEACH) as shown below:

TEACH FUNDING (millions)		
	1997-98	1998-99
Technology Aid	$15.0	$5.0
Technology Block Grants	$10.0	$35.0
Technology Loans	$50.0	$100.0
	$75.0	$140.0

The funds would be used to accelerate the development of the educational technology infrastructure statewide, provide training for teachers and faculty, toimprove academic achievement, and establish interconnectivity between the state's K-12 and post-secondary institutions.

The technology aid to school districts is paid on the basis of the school census. As much as $5 million in 1998-99 may be diverted from the common school fund aid to school libraries as that appropriation is frozen. Of the amount diverted, school districts will receive the same amount of aid they would have received under school library aid. Only the name has been changed (from school library aid to technology aid).

Technology grants to school districts are based on a new formula which weights pupil enrollment in relation to property wealth. The specific elements are:

•$5,000 per school district;

•Pupil weight of three for districts with per pupil property valuation below state average;

•Pupil weight of two for districts with per pupil property valuation between 100% and 150% of state average; and

•Pupil weight of one for districts with per pupil property valuation exceeding 150% of state average.

These grants would provide MPS with about $1.2 million in 1997-98 and $5 million in 1998-99.

Technology loans to school districts will be subsidized by the state and only 50% of the debt service must be repaid. Technology grants may be used to repay the remaining 50%, but any debt service not paid with grant funds would be subject to the revenue limits. Both technology aid and grants are excluded from the revenue limits.

In addition, the state will pay any cost exceeding $250 per month for a data line on a video link. Currently MPS pays $225 to $800 monthly for data lines and $1,400 monthly for video links.

An unspecified amount (part of a larger appropriation) is required to be used for professional development in the use of instructional technology for elementary and secondary school teachers.

It is recommended that the minimum grant amount of $5,000 per school district be eliminated and all grants be distributed on the basis of the weighted formula.

It is also recommended that all debt service on technology loans be excluded from the revenue limits.

It is further recommended that state subsidies for data lines and video links be supported.

MILWAUKEE TEACHER EDUCATION CENTER (MTEC)

MTEC reflects the collaborative efforts of MPS, the MTEA, the Milwaukee business community and UW-Milwaukee to provide the training necessary to prepare teachers to teach MPS' curriculum and to effectively provide instruction in a large urban district. Funding assistance is needed to establish forgivable loans for successful completion of the two year MTEC certification program. The loans would be forgiven at 25% for each of two years. The estimated costs are $150,000 for the first year (1997-98) and $466,667 for the second year (1998-99).

It is recommended that full funding be provided for a forgivable loan program.

WISCONSIN WORKS PROGRAM (W-2)

The Department of Industry Labor and Job Development, soon to become the Department of Workforce Development (DWD), administers W2 and several other programs including School to Work. School boards would be required to provide access to a School to Work Program that has been approved by DWD. The DPI and Wisconsin Technical College system school to work staff/departments are transferred to DWD in order to consolidate the School to Work Program and to connect the current School to Work Program with W2.

The maximum learnfare age requirement for students is reduced from 19 to 17, but W2 applies at age 18. The bill also eliminates day care for learnfare students under the age of 20 who want to attend school. However, W2 child care eligibility is expanded to cover student parents in foster care, kinship care or group homes.

The Governor's budget bill includes several W2 provisions ranging from increases in the monthly grants to day care co-payments. The W2 day care appropriation is increased for services, administration, technical assistance and grants for start up, program expansion and quality improvement.

The AFDC Program is repealed in September 1997. The current W2 law maintains the "aid to 18 year old students" program for high school students ineligible for AFDC due to age requirements. The aid provides economic support and services similar to AFDC. The budget bill repeals the aid to 18 year old students program to coincide with the repeal of AFDC.

The budget bill provisions mean that a teen mother, 18 years of age or older will no longer receive state child care assistance unless she participates in W2. Teen mothers 18 years of age or older could be denied high school attendance if they want/need state child care assistance. The local administering agency will determine the appropriate W2 job category or education and training activity within the 28 hours work/12 hours education or training or 30 hours work/10 hours education or training (per week) guidelines. Some W2 qualifying placement examples include: place the teen mother in a community service job and GED completion program; require the teen mother to participate in work-related activities and remain in high school; or place the teen mother in a transition job and work-related activities/training. Potential outcomes are dependent on the case manager responsible for "engaging" the teen mother in W2.

It is recommended that any teen mother who is a high school student and is making satisfactory academic progress be allowed to continue in high school and have access to needed day care services until graduation.

SCHOOL DISTRICT REFERENDA

Currently MPS has considerable discretion in setting the date for a school district referenda as the date for a vote on school district bonding, exceeding the school district revenue limits or exceeding the construction fund mill limit can be set by the Board at a regular or special election. The Governor requires that any school district referenda be held at regularly scheduled spring or fall elections 45 days after adoption of the resolution calling for the referendum. A special election would be allowed only in November of the odd numbered year when no regular election is scheduled.

It is recommended that the current law on setting the dates for school district referenda be continued.

MISCELLANEOUS

1. The Department of Health and Family Services (DHFS)) will conduct a study on a statewide health insurance program for uninsured school-age children. The Department must report to the Governor by July 1, 1998.

2. School boards are required to establish procedures, conditions and standards for early admission to kindergarten and first grade.

3. The FAST Program, an after school and summer school program, and three other AODA grant programs are transferred from DPI to DHFS.

4. The Department of Corrections will establish a criminal gang data bank for use by state and local correctional and law enforcement authorities in investigating, apprehending and prosecuting criminal gang members.

5. DPI would be required to revoke a license or permit if DOR certifies that the holder is liable for delinquent taxes. DPI would also be required to restrict or suspend a license or permit if the holder is delinquent in making court ordered child or family support payments.

6. DPI authorization to maintain an administrative leadership academy is eliminated.

7. The lottery tax credit is discontinued and funds are allocated to municipalities in proportion to property values.

8. A new environmental remediation (ER) tax incremental financing program would be created to reimburse municipalities for environmental cleanup costs or properties subsequently transferred to private ownership.

9. The National Governors Association will meet in Milwaukee August 1-4, 1998.

Committee Recommendations with respect to Positions on the 1997-99 Executive Budget

Your Committee recommends that the Board:

1. Support continuation of the sum sufficient appropriation for school aids and school levy credits at 2/3 of partial school costs in the previous year.
2. Oppose any increase in the school levy credit.
3. Support funding for full expansion to grades two and three for the SAGE Program.
4. Support an inflationary increase in the allowable revenue per pupil.
5. Support an allowable revenue increase for the cost of providing instructional technology.
6. Support an allowable revenue increase for the cost of providing a summer school reading program in grades 1-3.
7. Support authorization for a school board to develop its own version of pupil academic standards and the graduation test.
8. Support priority for all children on the Chapter 220 waiting list in the selection of children eligible for participation in the public school choice program.
9. Support retention of the current requirement that a school district is only responsible for payment of tuition to an institution of higher education for courses taken for high school credit toward graduation.
10. Support limiting the rate of annual increase in tuition rates at an institution of higher education to rate of annual increase in per pupil allowable revenue for the school district.
11. Support elimination of the minimum technology grant of $5,000.
12. Support exclusion of all debt service on technology loans from the revenue limits.
13. Support state subsidies for data lines and video links.
14. Support full funding for MTEC forgivable loan program.
15. Support allowing any teen mother who is a high school student and is making satisfactory academic progress to continue in high school and receive day care services until graduation.
16. Support continuation of current law allowing school boards to set the date of school district referenda.

* * * * *

Separate consideration having been requested of Item 1, the balance of the report was adopted, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

Item 1, relating to an amendment to administrative policy 7.20, having been set aside for separate consideration, Director O'Neil moved that the Board retire to executive session, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (g) to confer with legal counsel regarding litigation the Board is or may become involved in.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 8:08 PM.

The Board reconvened in open session at 8:28 PM.

Director Small moved to adopt the Committee's report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented 17 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Braun moved to accept the reports of the Independent Hearing Panel of February 18, 19, 20, 21, 24, and 26, 1997, and March 3, 4, 5, 6, 7, 10, 12, 13, 17, 18, and 20, 1997.

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

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

Noes—None.

REGULAR ITEMS OF BUSINESS

(Item 1) Report and Possible Action on Matters Related to Livable Health Insurance for Employees of MPS Contractors

Administration's Analysis

1. At its meeting on December 18, 1996, the Board adopted resolution 9697R-057, a portion of which directed the administration to explore available options to facilitate livable health insurance for the employees of contractors retained by the Board in concert with the opinion dated March 28, 1996, from the Office of the City Attorney.

2. The March 28, 1996, opinion from the City Attorney (attached) stated that a Board policy which requires MPS contractors to provide health insurance benefits to its employees at the same standards as MPS employees for any and all work performed directly or indirectly for MPS is subject to challenge under ERISA (Employee Retirement Income Security Act of 1974) as a prohibited attempt by a local government to regulate employee benefit plans. However, a Board policy which would provide that MPS contractors may provide health and dental benefits on a voluntary basis, or to provide such benefits on a

voluntary basis and to include the same as a factor in the Board's award of bids or service contracts, would appear to avoid the ERISA problem.

3. The administration recently completed its analysis of the following options:

Option A: Stipulate that MPS contractors are encouraged to provide health and dental benefits to its employees on a voluntary basis.

Option B: Stipulate the availability of health and dental benefits by MPS contractors to its employees as a determining factor in the award of contracts and bids. Reference City Attorney opinion dated February 7, 1997, (attached).

Option C: Use of Board funds, as suggested by a director, for a consultant to perform a feasibility study, develop a model, and write a request for proposal to secure an independent "arms-length" arrangement with one or more insurance broker/agents and insurance companies to offer health insurance to MPS contractors who choose to participate. The incentive for contractors to participate would be that the Board would provide matching funds to pay a portion of the premium with a requirement that the contractor and its employees pay the remainder of the premium. Reference City Attorney opinion dated March 3, 1997, (attached).

4. As a result of this analysis and in concert with the aforementioned City Attorney opinion letters, Option A and Option B are approaches which the Board can consider implementing which would not present legal difficulties or constraints.

5. Option C is not being recommended by the administration in light of the legal problems associated with it. The City Attorney opined that the expenditure of funds by a school district for the purpose of paying health insurance premium for private individuals who are not employees of the district fails to meet the requirement that public funds be expended only for public purposes where the benefit to the public is direct and not merely indirect or remote and that it be designed in its principle parts to promote a public purpose. The opinion goes on to explain that the primary benefit in Option C appears to accrue to private individuals and the incidental benefit to the public health is only secondary.

6. The city of Milwaukee, Milwaukee County and the state of Wisconsin have not adopted a policy for livable health insurance for employees of contractors they hire.

Strategic Plan Compatibility Statement

7. While this specific initiative to facilitate livable health insurance is not directly related to the Strategic Plan, it has been voiced that the initiative for the Board to adopt a policy to facilitate livable health insurance for employees of MPS contractors would positively impact the economic survival and independence of families whose children attend schools within the City and with all families within the City.

Statute, MPS Policy, or Board Rule Implication Statement

8. The legal implications of Options A, B and C are outlined in the attached City Attorney opinion letters which indicate that Options A and B do not violate any statute or regulation.

Fiscal Impact Statement

9. Option A would not have any fiscal impact.

10. Option B will need to be reviewed to determine what, if any, fiscal impact will result in potential pass through to MPS of any additional costs by contractors to provide health and dental benefits. Option B will entail some cost for the administration to develop, monitor and communicate a system to include the availability of health and dental benefits as a factor in the award of bids and contracts. At this time the staffing required to monitor compliance with such a Board policy can not be determined. Funds for Options B and C have not been included in the budget for Fiscal Years 1997 and 1998.

Implementation And Assessment Plan Statement

11. Option A will take the least amount of time to implement and can be operational by the beginning of Fiscal Year 1998.

12. Option B will result in time and expense to implement and would necessitate the involvement of various administration departments involved in the purchase of services with a target implementation in Fiscal Year 1998.

Superintendent's recommendation

That the Board determine:

1. whether it wishes to adopt a policy on livable health insurance for employees of MPS contractors; and
2. if so, what option it wishes the administration to pursue.

* * * * *

Director Gardner moved that the Board approve Option A: Stipulate that MPS contractors are encouraged to provide health and dental benefits to its employees on a voluntary basis.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2) Action on a Request for a Contingent Fund Transfer for Asbestos Removal of Carleton School

Administration's Analysis

1. In November 1996, asbestos was found in the furnace area at Carleton School during a routine check of heating and ventilating work which was being completed at the school. As a result, the Administration took the precautionary measure of relocating the school to two temporary locations and removed the asbestos. The relocation of the school took place on November 9-10, 1996. The school was moved back after the abatement was completed on November 27, 1996.

2. All costs associated with the project have now been reconciled. A Contingent Fund transfer is now required to reimburse the various accounts for the expenses involved in the project. Funds required for this reimbursement total $288,940.37 and are summarized as follows:

Facilities and Maintenance Services	$274,639.72
Building Operations	504.97
Carleton School (Various Accounts)	6,053.05
Transportation Services	6,325.00
Food Services (Various Accounts)	1,417.63
Total	$288,940.37

Strategic Plan Compatibility Statement

3. This action supports fiscal responsibility by managing funds in the most efficient manner possible.

Statute, Board Policy or Rule Statement

4. Board Policy 3.04 requires that all transfers between statutory funds and transfers from the Contingent Fund be approved by the Board.

Fiscal Impact Statement

5. An amount of $288,940.37 will be required to be transferred from the Contingent Fund. A fiscal note is attached.

Implementation and Assessment Plan

6. Upon approval by the Board, funds will be transferred to appropriate accounts in the Division of Facilities and Maintenance in order to close out the project and meet appropriate project accounting procedures. Funds then will be disbursed to the other appropriate accounts.

Superintendent's recommendations

1. That the Board approve a transfer from the Contingent Fund to appropriate accounts in the Division of Facilities and Maintenance in the amount of $288,940.37.

2. That authorization be given to transfer the appropriate amounts from the Division of Facilities and Maintenance to the various School and Department accounts to reimburse them for expenses involved.

* * * * *

Director Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 3) Action on Recommendations for Textbook Adoptions for the 1997-98 School Year

Administration's analysis

1. In accordance with the textbook adoption rules of the Board of School Directors (Administrative Policy 7.26), the several textbook evaluation committees, formed as a result of last year's Board action which opened 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. The administration has acknowledged these efforts and has extended 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.

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 Rule 2.07, **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 textbook adoptions is $4.7 million.

11. The recommendations are submitted with the understanding that the textbook purchases will be divided between the 1997 and 1998 fiscal year budgets, and that the adoptions are subject to the usual contractual requirements applying to the purchase of textbooks for the duration of the adoption period.

Implementation and Assessment Plan Statement

12. Textbooks and supplementary materials will be purchased with funds that have been allocated in the 1996-1997 and 1997-1998 budgets.

Superintendent's recommendation

That the Board approve the following textbook adoptions in the subject areas indicated:

ELEMENTARY AND MIDDLE SCHOOL

READING

Elementary Reading

It is recommended:

1. That the following textbooks, including teacher manuals, be approved for elementary reading, K-5 – Grade 6:

Invitations to Literacy Series
Houghton Mifflin – 1996/1997
Scholastic Literacy Place Series

Scholastic Inc. – 1996, 1st Edition

2. That each school select one of the recommended series.
3. That related supplementary materials be approved for use with the adopted series.
4. That comprehensive inservicing be provided spring and fall, 1997.

5. Where adopted materials do not suit the needs of a school, proposals to adopt alternate materials be submitted to the superintendent for approval.
6. That funds be allocated for translations, if needed.

ENGLISH
Middle School English
It is recommended:
1. That the following textbook, including teacher manuals, be approved for middle school English, grades 6, 7, and 8.
   Elements of Writing
   Holt Rinehart Winston – 1997
2. That related supplementary materials, including CDs, be approved for use with the adopted series.

FOREIGN LANGUAGE
Middle School French
It is recommended:
1. That the following textbook, including teacher manuals and resource guides, be approved for Middle School French:
   Discovering French, Bleu, Blanc, and Rouge Series
   McDougal, Littell/D.C. Heath – 1997
2. That related supplementary materials, including overhead transparencies, activity books, test banks, writing templates, video laser discs, and audio CDs, be approved for use with the adopted textbooks.
3. That funds be approved for each French teacher to receive a compact disc/dual cassette player with 40+ track remote capabilities.
4. That funds be approved for a laser disc player for each pair of French teachers per building.

Middle School German
It is recommended:
1. That the following textbook, including teacher manuals and resource guides, be approved for Middle School German:
   Neu Stage 1 and 2
   Nelson/Heinle-Heinle – 1995
2. That funds be approved to have the soft cover student texts and teacher editions hard bound to provide for longevity to endure the length of the adoption period.
3. That related supplementary materials, including copy masters, activity boxes, assessment materials, audio cassettes, and flashcards, be approved for use with the adopted textbooks.
4. That funds be approved for each German teacher to receive a compact disc/dual cassette player with 40+ track remote capabilities.
5. That funds be approved for class sets of supplementary materials including bilingual English-German dictionaries and German grammar books.
6. That funds be approved for a laser disc player for each pair of German teachers per building.

HIGH SCHOOL

FAMILY AND CONSUMER EDUCATION
Parents and Children
It is recommended:
1. That the following textbook, including teacher manuals, be approved for Parents and Children:
   Parenting: Rewards and Responsibilities
   Glencoe/McGraw-Hill – 1997, 5th Edition
2. That related supplementary materials be approved for use with the adopted textbooks.
3. That funds be allocated for translations, if needed.

FOREIGN LANGUAGE

High School French

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides be approved for levels 1 – 5 of French:
   Allez, Viens! Levels 1, 2, and 3
   Holt, Rinehart & Winston – 1996
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 each French teacher to receive a compact disc/dual cassette player with 40+ track remove capabilities.
4. That funds be approved for a laser disc player for each French teacher.
5. That funds be approved and allocated for materials for high school French immersion program expansion to grade 11 for the 1997-98 school year and to grade 12 for the 1998-99 school year.

High School German

It is recommended:

1. That the following textbooks, including teacher manuals and resource guides be approved for levels 1 – 3 of German:
   Komm mit! 1 and 2
   Holt, Rinehart & Winston – 1995
2. That related supplementary materials, including overhead transparencies, practice/activity books, test generators, video cassettes, and audio cassettes, be approved for use with the adopted textbooks.
3. That funds be approved for each German teacher to receive a compact disc/dual cassette player with 40+ track remote capabilities.
4. That funds be approved for a laser disc player for each German teacher.
5. That funds be approved and allocated for materials for the high school German immersion program expansion to grade 11 for the 1997-98 school year and to grade 12 for the 1998-99 school year.
6. That funds be approved for classroom sets of supplementary materials including bilingual English-German dictionaries and German language grammar books.
7. That funds be approved for classroom sets of supplementary materials for the advanced levels of German, including German language and composition tests, readers and companion audio tapes, literature, and the related teacher kits and videodiscs.

SCIENCE

Biology

It is recommended:

1. That the following textbook, including teacher manuals, be approved for high school Biology:
   Holt Biology Visualizing Life
   Holt, Rinehart & Winston – 1998
2. That the following textbook, including teacher manuals, be approved for bilingual high school biology:
   Biology the Living Science
   Prentice-Hall – 1997
3. That related supplementary materials, including videodiscs, CDs, and other technology resources, be approved for use with the adopted textbook.
4. That funds be allocated for translations, if needed.

SOCIAL STUDIES

African American Heritage

It is recommended:

1. That schools which offer African American Heritage be allocated funds on a per pupil basis to purchase textbooks, teacher manuals, and supplementary materials.
2. That schools consider the following titles for such purchases:

African American History: A Journey of Liberation
Peoples Publishing Group – 1995

African American Family Album
Oxford University Press – 1995
African American Experience
Globe Feron – 1992

Psychology
It is recommended:
1. That the following textbooks, including teacher manuals, be approved for Psychology:
   Psychology and You
   West Publishing Company – 1995
   Introduction to Psychology
   Brooks/Cole – 1996
2. That schools select one of the recommendations.
3. That the following textbook be approved for Advanced Placement Psychology:
   Psychology: Themes and Variations
   Brooks/Cole – 1995
4. That related supplementary materials be approved for use with the adopted textbooks.
5. That funds be allocated for translations, if needed.

* * * * *

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 4) Action on Areas to be Opened for Study for Textbook Adoptions for the 1998-99 School Year

Administration's Analysis

1. The Textbook Adoption Rules (Administrative Policy 7.26) provide that, when a subject area is to be opened for adoption, a textbook evaluation committee shall be established to study and evaluate available materials and make recommendations to the superintendent concerning texbook adoptions for the subject area.

2. A parent advisory committee for textbook adoption is formed each year, reflecting ethnic and gender diversity and representing various locations of the city and different school levels and programs.

3. Copies of textbooks under consideration for adoption are made available for review at the Milwaukee Education Center.

Strategic Plan Compatibility Statement

4. 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, Board Policy or Rule Statement

5. The procedures listed below will be 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

6. Full implementation of this project will require an investment by Milwaukee Public Schools of $4.8 million in the 1998-1999 budget.

Implementation and Assessment Plan

7. Textbook Evaluation Committees would be appointed in late spring. They would examine materials during the 1997-1998 school year, and make their recommendations to the Board of School Directors in March 1998.

Superintendennt's recommendation

In accordance with the Textbook Adoption Rules (Administrative Policy 7.26), it is recommended that the subject areas listed below be opened for textbook evaluation:

High School

COMPUTER EDUCATION
Computer Science

ENGLISH/LANGUAGE ARTS
Speech Communication

FAMILY AND CONSUMER EDUCATION
Family Relations
Pre-HERO
Introduction to HERO
HERO 1
HERO 2, On-the-Job Training
Introduction to Child Services
Introduction to Food Services
Introduction to Family & Community Services

FOREIGN LANGUAGE
Spanish
Japanese

MATHEMATICS
Advanced Math 1
Advanced Math 2

SCIENCE

Chemistry

SOCIAL STUDIES
Economics
Sociology
Urban Citizenship

TRADE AND TECHNOLOGY
Construction
Industrial Cooperative Education

Middle and Elementary School
HANDWRITING – Elementary
JAPANESE – Middle School
MATHEMATICS K-8
SOCIAL STUDIES K-5
SPANISH – Middle School
TRADE & TECHNOLOGY 6-8

* * * * *

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2) 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

BOILER REPLACEMENT

Tippecanoe Elementary School

FS Mechanical, Inc.
Low bidder, Base Bid of $131,000 plus $3,360 for Mandatory Alternate Bid 1 to reinsulate abated piping for a total contract of $134,360

ROOF REPLACEMENT

Allen-Field Elementary School

Specialty Associates, Inc.
Low bidder, Base Bid of $281,700

Clara Barton Elementary School

Specialty Associates, Inc.
Low bidder, Base Bid of $307,540

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Golda Meir School

Staff Electric Co., Inc.
Low bidder, Base Bid of $69,840 plus $2,104 for Mandatory Alternate Bid 1 to provide outlets in room 36 plus $10,959 to provide outlets in additional rooms plus $7,517 for network cabling pathway for a total contract of $90,420

Garfield Elementary School

Pieper Electric, Inc.
Low bidder, Base Bid of $104,600

ASBESTOS ABATEMENT

Division 1 – Riverside High School

Insulation Removal, Ltd.
Low bidder, Base Bid of $101,856

Division 4 – Washington High School

Fidelity Environmental of Wisconsin, Inc.
Low bidder, Base Bid of $134,975

NEW BOILER EQUIPMENT

Division 1 – Ninety-Fifth Street School

Heat & Power Products, Inc.
Low bidder, Base Bid of $46,399

Division 2 – Sixty-Eighth Street/Moltke Academy

Combustion Systems of Wisconsin
Second low bidder, Base Bid of $50,236
Note: Low bidder did not meet specifications.

Division 3 – Thirty-First Street School

Boiler Supply
Low bidder, Base Bid of $50,308

Division 4 – Sherman School

Boiler Supply
Low bidder, Base Bid of $61,063

Division 5 – Tippecanoe School

Heat & Power Products, Inc.
Second low bidder, Base Bid of $57,016
Note: Low bidder did not meet specifications.

MANUFACTURING LAB

Hamilton High School

William Sackerson
Construction Co., Inc.
Low bidder, Base Bid of $182,600

ELECTRICIAL SERVICE REVISIONS/NEW OUTLETS

Zablocki School

Habermehl Electric, Inc.
Low bidder, Base Bid of $115,621

Authorization to Make Purchases

Item: **Request for Waiver of Board Policy on Contract Length**
Dishwashing Chemicals and Services
The administration is requesting that the Board grant a waiver to its policy #4.09, which requires contracts to be rebid after three years. We are requesting permission to issue a bid for dishwashing chemicals and service for a potential maximum of six years (a one-year contract with five annual options to renew if prices and terms are mutually agreeable).

SS-289 **Purchase of Networking & Lease-Purchase of Software (Brown St. Academy)**
Recommend authorization to purchase networking totaling an estimated $36,000 from Softwarelements Company for the fiber optic "backbone" at the school. FY97 Title I funds will be used.
Recommend authorization to acquire Computer Curriculum Corporation's software and various hardware items totaling an estimated $61,000 via a three-year lease-purchase from CitiCorp Leasing. FY97 funds will be used for the first year's payment.

SS-299 **108 Pentium Computers (School to Work)**
Recommend authorization to purchase 108 Dell Pentium computers with office software, modems and Internet software, for an estimated total of $220,000. This will finish the three-year project to place a computer for School to Work activities in each MPS school. FY97 funds will be used.

SS-301 **Library & Classroom Computer Lab (Goodrich)**
Recommend authorization to purchase 33 Macintosh or DOS computers, 2 file servers, 2 laser printers, networking and training totaling an estimated $77,000. FY97 Title I funds will be used.

SS-302 **20 Dell Pentium Computers, Wiring and Networking (Walker))**
Recommend authorization to purchase 20 Pentium computers, upgraded electrical, data wiring and networking totaling an estimated $110,000. FY97 Title I funds will be used.

SS-303 **Wiring and Networked Computers (Pulaski)**
Recommend authorization to purchase wiring totaling an estimated $50,000 via a bid through F&M Division as well as networked computers and printers totaling an estimated $50,000, for a combined estimated total of $100,000. FY97 Title I funds will be used.

SS-305 4 Networked Computer Labs (Milw. County Youth Educ. Ctr.)

Recommend authorization to purchase 19 DOS computers, 4 laser printers, and Computer Curriculum Corporation software for an estimated total of $76,000. This will allow three types of software curricula to be used in four classrooms at the Milwaukee County Jail. FY97 funds will be used.

RPP-225 Audit Services

Requests For Proposals for the audits of the financial records and accounts covering fiscal years (FY) 1997, 1998 and 1999 and the required audits of membership counts for FY 1998, 1999 and 2000, were solicited from 21 public accounting firms. Eight of the 21 public accounting firms were minority firms. Additionally, copies of the bid were sent to the following eight 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 Business Development Center

Milwaukee Minority Chamber of Commerce

Milwaukee Urban League

Small Business Development Center

Women's Business Initiative Corporation

Proposals were received from three firms: Deloitte and Touche LLP, Clifton Gunderson LLC and KPMG Peat Marwick LLP. The three responses were evaluated by a committee comprised of the chief auditor, the director of insurance and risk management, the assistant director of finance and the staff auditor in charge of managing the year end audit. Each proposal was evaluated for five criteria: (1) the comprehensiveness of the work plan, (2) the vendor's qualifications and expertise, (3) the vendor's experience, (4) the project fee and (5) the Historically Underutilized Business participation. Additionally, the evaluation committee conducted interviews with the proposed project managers from the three firms.

The proposal for Deloitte and Touche LLP was ranked the highest due to the comprehensiveness of the project plan, the vendor's qualifications and experiences with Wisconsin school systems and the vendors understanding of MPS operations. The proposal includes a 20% HUB participation commitment. *The evaluation committee recommends that a three year contract be awarded to Deloitte & Touche for the audits of the financial records and accounts and the student membership counts for an amount not to exceed $271,035.*

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of February 28, 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	$368,072,202	$311,487,265	54.2%
Categorically Aided	64,763,909	18,942,267	83,706,176	36,647,181	47,058,995	43.8%
School Nutrition	24,541,141	0	24,541,141	14,151,018	10,390,123	57.7%
Construction	21,500,000	0	21,500,000	17,546,842	3,953,158	81.6%
Extension	6,770,753	0	6,770,753	5,651,383	1,119,370	83.5%

B. Statement of Expenses as of February 28, 1996:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$679,559,467	$17,012,244	$696,571,711	$424,693,250	$271,878,461	61.0%
Categorically Aided	64,763,909	21,352,463	86,116,372	47,053,897	39,062,475	54.6%
School Nutrition	24,541,141	40,704	24,581,845	17,036,770	7,545,075	69.3%
Construction	21,500,000	10,889,634	32,389,634	24,748,714	7,640,920	76.4%
Extension	6,770,753	63,996	6,834,749	3,882,317	2,952,432	56.8%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through February 28, 1997, and payrolls through February 21, 1997.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Ameritech	$4,000	Student incentives, STW projects
Bell	Ameritech	$4,000	Math and Science Initiative Support
Browning	Raised By School	$2,683	Power Mac, keyboard, etc. – library
Burroughs	P.T.O.	$2,522	Teachers' discretions
Clarke	Robert Timberlake	$100	Winter camping
Clarke	Manpower, Inc.	$200	RIF Program
Clarke	E. & N. Winter	$500	General
Curriculum & Instruction	Milwaukee Tool Corporation	$354	Cordless drill – Ropes and Challenges Course
Forest Home	Rafael Fernandez	$400	Technica monitor and computer system
Fratney	North Shore Bank	$300	Basketball uniforms
Garfield	Helen M. Jupka	$560	Pay for 2 students to Washington, DC
Garfield	Kahler Slater	$75	Books – use in library
Garfield	Kahler Slater	$85	Hats, gloves, scarves
Garfield	Kahler Slater	$168	Fourth grade performance
Garfield	Kahler Slater	$250	Plotter – use in computer lab
Garfield	Harley Davidson	$150	Expo booth
Garfield	Harley Davidson	Undetermined	4 dozen T-shirts, 500 ring binders – educational incentives
Garfield	Harley Davidson	$403	Fifth grade camping
Garfield	Jeff Neidorfler	$70	Weather books – science curriculum
Garfield	Family Music Center	$50	Pay for performance
Grant	Fidelity Investment	$250	Field Trips
Holmes	James Bigaj	$2,800	Antique cabinet – display achievements
Kagel	Maria-Chris Thiele	$100	School purposes
Lowell	Vicky Pelczynski	$100	Purchase RIF books
Marshall	MPS Recreation	$400	Student incentives and recognition
North Division	Vilter Foundation	$1,000	Nefertari Dancers
Stuart	Reynolds Metals	$250	STW activities
Vincent	Mr./Mrs. K. Reid	$150	Terrarium set – animal studies
Walker	Ross Torsryd	$63	Flags – Hall Decorations – International
Wisconsin Ave	Reading is Fundamental	$2,000	Free reading books

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.

Superintendent's recommendations

1. That the Board approve the constracts 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 Sinicki moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 3) 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 February, 1996 is attached. No action is required.

Superintendent's recommendations

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

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

CLASSIFIED PERSONNEL TRANSACTIONS

Name and Assignment	Position and Salary	Date
	APPOINTMENTS	
Daphne Brown Wheatley	Clerk Typist I $14,480.00/yr.	03-17-97
Margaret Childs Div. of Spec. Serv. Ctr.	School Secretary I $21,513.70/yr.	02-24-97
Camille Gray Telecommunications	Telecommunication Specialist $36,023.00/yr.	03-03-97
Charles Janusz Fac. & Main.	Building Laborer $17.82/hr.($35,640.00/yr.)	02-24-97
William Krueskamp Fac. & Main.	Draftsman II $33,126.08/yr.	03-03-97
Richard Longoria School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	02-10-97
Jeanne Meyer Spec. Serv. Ctr.	Associate School Nurse $17,152.65/yr.	02-24-97
Peter Mouradian Fac. & Main.	Office Equipment Technician $33,126.08/yr.	03-05-97
	PROMOTIONS	
Randall Erickson Fac. & Main.	Sheet Metal Crewleader $23.11/hr.($46,220.00/yr.)	02-10-97
Beth Kralj Wisconsin Avenue	Food Service Manager IV $17,152.22/yr.	02-13-97
Patricia Lyons School Nutrition	Food Service Manager Trainee $9.14/hr.($12,220.18/yr.)	02-10-97
Michele Pick School Nutrition	Food Service Manager Trainee $9.42/hr.($12,594.54/yr.)	02-10-97
Michelle Smart School Nutrition	Food Service Manager Trainee $8.68/hr.($11,605.16/yr.)	02-10-97

Josephine Taper School Nutrition	Food Service Manager Trainee $8.52/hr.($11,391.24/yr.)	02-10-97

RETURNS FROM LEAVE

Prentice Freeman Fac. & Main.	Boiler Attendant $30,059.64/yr.	03-03-97

CHANGES IN STATUS

Marina Bartleson Burroughs	School Secretary I $16,562.89/yr.	03-03-97
Jacquede Chambers M.E.T.R.O.	School Secretary I $16,562.89/yr.	02-24-97
Craig Dorow Fac. & Main.	Digital Electronic Technician $36,098.40/yr.	02-17-97
Cynthia Eggert Milw. School of Lang.	School Secretary I $16,562.89/yr.	03-04-97
Karen Marks Muir	School Secretary I $16,562.89/yr.	02-24-97
Leila Saffold Project Stay	School Secretary I $16,562.89/yr.	02-24-97

APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

Effective between January 23, 1997, and February 4, 1997, inclusive:

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
(nr)	Melissa J. Browning EC:EEN	BB	31,101	4	01-27-97
(r)	Sandra L. Chapman Upper Elementary	B	24,684	0	02-04-97
(r)	Patrick H. Delacenserie Pre-K-Grade 3	B	26,752	0	02-04-97
(nr)	Rick S. Drake Upper Elementary	B	24,684	0	01-27-97
(r)	Rachel A. Koll Elementary	B	24,684	0	01-30-97
(r)	Nancy J. McLean Grade 2	B	24,684	0	01-30-97
(r)	Debra A. Sepic English	B	24,684	0	02-03-97
(r)	Lovie J. Thomas	B	24,684	.5	01-27-97

Upper Elem./English-Rdg.

Effective between February 5, 1997, and February 18, 1997, inclusive:

(r)	Maria I. Castaneda Elementary/Bilingual	B	24,684	0	02-12-97
(r)	Lee Anne P. Chappelle Kindergarten	B	24,684	0	02-18-97
(r)	Andre L. Gillespie Physical Education	B	24,684	0	02-14-97
(r)	Denise G. Hohenfeldt Occupational Therapist	B	28,387	3	02-10-97
(nr)	Juliana M. Jaekels Upper Elementary	B	24,684	0	02-10-97
(r)	Carletta M. Martin Grade 2	B	24,684	0	02-10-97

Effective between February 5, 1997, and February 18, 1997, inclusive:

(r)	Gloria J. Richardson C. D.	B	24,684	0	02-18-97

Effective between February 19, 1997, and March 3, 1997, inclusive:

(r)(b)	Lonnie H. Harrington E. D.	D	40,778	8.6	03-03-97
(nr)	Dara H. Reich Kindergarten	B	24,684	0	02-21-97
(r)	Paula G. Tillen Music-Choral	B	24,684	0	03-03-97
(r)	Kathleen A. Williams Theatre/Grades 6-8	B	24,684	0	02-24-97

Effective between March 4, 1997, and March 14, 1997, inclusive:

(nr)	Phillip J. Pape C. D.	B	24,684	0	03-07-97

School Social Workers – Schedule 02

Effective between February 19, 1997, and March 3, 1997, inclusive:

(r)	Camille A. Shaw		35,077	0	02-24-97

(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

Personal Leave, to June 13, 1997:	Present Assignment	Effective From
Clara Mayorga	South	February 26, 1997

Extension of Illness Leave, to June 13, 1997:

JoAnn Krause	Leave	January 27, 1997

CURTAILMENT OF LEAVE

Sally Lloyd-- Curtailed a childrearing leave that was granted from March 20, 1997, through June 13, 1997. Will be returning March 20, 1997

REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
John A. Berg	Coordinator	10-15-97
Ronald M. Bloedorn	Teacher	06-13-97
Bernard J. Buchmann	Teacher	06-13-97
James E. Burns	Teacher	03-27-97
Peggy A. Clapp	Ass't. Prin.	06-19-97
Gwendelbert Eshetu	Social Worker	06-19-97
Frances V. Gilmore	Teacher	06-13-97
Craig A. Gullicksen	Teacher	06-13-97
Jeanne J. Hochstatter	Principal	06-30-97
Hazel M. Jackson	Teacher	06-13-97
Majeska R. Jackson	Teacher/Library	06-13-97
Bessie B. Jones	Teacher	06-13-97
Douglas A. Kane	Teacher	06-13-97
Claire M. Kosikowski	Teacher	06-13-97
Mary F. Krasinski	Teacher	08-30-97
Robert L. Larson, Jr.	Teacher	06-13-97
Marla D. Lawrence	Teacher	03-27-97
Dorothy A. Molling	Teacher	06-13-97
Chris G. Natzke	Teacher	06-13-97
Julia M. Nawrot	Teacher	02-28-97
Darlene J. Roesslein	Teacher	06-13-97
Nancee C. Senger	Teacher	06-13-97
C. Sorenson-Grohall	Teacher	02-20-97
Juanita R. Stewart	Teacher	06-13-97
Deborah L. Tauferner	Teacher	06-13-97

Beverly M. Thompson	Teacher	06-13-97
Belle R. Tomasello	Program Coord.	06-13-97
Maudie L. Wilson	Teacher	06-13-97
Mary J. Witteborg	Teacher	03-27-97
Diane C. Wojtech	Teacher	06-13-97
Gertrude E. Young	Teacher	06-13-97

(Item 5) Action on Recommended Administrative Appointments and Promotions

Superintendent's recommendation

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

2(r) 12C	Annie Jones	Assistant Principal King High School	Schedule III, Range $62,015	
2(r) 10D	Darrell Williams	Assistant Principal Carleton Elementary School	Schedule III, Range $42,338	
3(r) 00C	Victor Xiong	Hmong/Laotian Translator Division of Bilingual Multicultural Education	Schedule III, Range $22,954	

2 – African American
3 – Asian/Oriental/Pacific Islander
r – Resident
nr – Non-Resident

Director Braun moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication 9697C-024 from the Parent Leadership Academy Regarding Allowing Time at the Regular Monthly Board Meeting for Parents to Address the Board.

Referred to the Legislation, Rules and Policies Committee.

Communication 9697C-025 from the Parent Leadership Academy Requesting an Opportunity to Present The Results of Its Parent Survey to the Board.

Referred to the Innovation/School Reform Committee.

Communication 9697C-026 from the Becher-Lincoln Sports Association, Inc., Submitting an Offer to Purchase Vacant Board Land at 2977 South 20th Street.

Referred to the Agenda Planning Meeting of the Board.

Communication 9697C-027 from John Szymborski Submitting a Revised Proposal to Amend Administrative Policy 6.24: Residency: Staff.

Referred to the Legislation, Rules and Policies Committee.

Communication 9697C-028 from the City Comptroller Requesting an Opportunity to Present the Results of a Feasibility Study of Combining the Financial Systems for the City of Milwaukee and the Milwaukee Public Schools.

Referred to the Accountability/Audit Committee.

The Board adjourned at 9:07 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 8, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:10 PM.

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

Absent and excused—Director Johnson—1.

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

April 3, 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, April 8, 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 Small moved that the Board retire to executive session, pursuant to 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 Bills, Braun, Gardner, O'Neil, Sinicki, Small, Todd and President Fisher—8.

Noes—None.

The Board retired to executive session at 6:12 PM.

The Board adjourned from executive session at 6:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 10, 1997

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

Present—Directors Bills, Braun, Sinicki, Small and President Fisher—5.

Absent and excused—Directors Gardner, Johnson, O'Neil and Todd—4.

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

April 3, 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, Thursday, April 10, 1997, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing with legal counsel whether to pursue court action declaring MPS to be a unitary school district.

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 regarding unitary status, and may thereafter reconvene in open session to act upon matters discussed in executive session.

NANCY R. NOESKE
Director

Director Bills moved that the Board, pursuant to the provisions of Wisconsin Statutes 19.85 (1) (g), 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 regarding unitary status.

The motion pevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Sinicki, Small and President Fisher—5.

Noes—None.

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

The Board adjourned from execuitve sesion at 7:29 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 10, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 7:31 PM.

Present—Directors Bills, Braun, O'Neil (7:48 PM), Sinicki, Small and President Fisher—6.

Absent and excused—Directors Gardner, Johnson and Todd—3.

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

April 3, 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 7:30 PM on Thursday, April 10, 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 Braun moved that the Board retire to executive sesion, pursuant to Wisconsin Statutes Section 19.85 (1) (e), for the purpose of formulating strategies concerning collective bargaining negotiations matters with respect to the bargaining units mentioned above.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Sinicki, Small and President Fisher—5.

Noes—None.

The Board retired to executive session at 7:32 PM.

The Board adjourned from executive sesion at 8:37 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 16, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:16 PM.

Present—Directors Bills, Braun, Gardner, O'Neil, Sinicki, Small, Todd (6:10 PM) and President Fisher—8.

Absent and excused—Director Johnson—1.

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

April 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, April 16, 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, pursuant to Wisconsin Statutes 19.85 (1) (c), to review and assess employment for the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board adjourned from executive session at 6:47 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 16, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:52 PM.

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

Absent—None.

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

April 11, 1997

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 16, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed FY98 School Operations, Construction and Extension Fund budgets.

NANCY R. NOESKE
Director

The Board proceeded to give hearing on the proposed FY98 School Operations, Construction and Extension Fund budgets, in accordance with the provisions of Section 119.16 (8) (a), Wisconsin Statutes.

The Board adjourned at 7:55 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:42 PM.

Present—Directors Bills, Braun, Gardner, Johnson (7:26 PM), O'Neil, Sinicki, Small, Todd and President Fisher—9.

Absent—None.

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

April 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 6:30 PM on Wednesday, April 23, 1997, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conducting a worksession on the FY98 proposed budget. The Board will receive and consider amendments to the FY98 Budget submitted by Board members by 5:00 PM on April 21, 1997, and possibly take action to forward the amendments to the Board for consideration at its April 24, 1997, meeting along with the Report of the Strategic Planning and Budget Committee relating to the adoption of the FY98 Budget.

Since public hearing on the proposed FY98 budget was given on April 16, 1997, there will be no public hearing at this meeting.

NANCY R. NOESKE
Director

The Director, Office of Board Governance, presented the following list of amendments to the proposed FY98 budget submitted by Board members:

Text of Proposed Amendments by Board Members to the FY98 Budget Submitted by 5:00 PM, Monday, April 21, 1997, for Consideration on April 23, 1997.

#	Author & Page	Amendment	History and Rationale	Total Cuts from:	Total Additions to:

#	Author & Page	Amendment	History and Rationale	Total Cuts from:	Total Additions to:
1	Small	Direct the Superintendent to develop a formula to provide smaller elementary schools with the same percentage of discretionary dollars that larger elementary schools have, 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.	Withdrawn at SPB on March 25 for resubmission at the Board level. *Rationale:* Smaller elementary schools have great disadvantages with respect to discretionary spending amounts as compared to larger elementary schools.		

2	Bills	To eliminate Central Services and direct the Superintendent to create a Blue Ribbon Task Force made up of public and private sector representatives to redesign an Educational Service Center to provide: a) essential core services (by law or mandate); b) a GAO-like, Legislative Audit Bureau-like oversite function. All other positions would be eliminated and the remaining Operating Funds would be distributed to schools equitably with priority funding for elementary schools. Schools could contract with administrators for services previously provided. The task force will report back to the Board by October, 1997 for implementation in the FY99 budget and for the 1998-99-school year.	New amendment. *Rationale:* MPS is not an employment agency. It is an educational institution with a proud history. But MPS has drifted from it's core mission - the education of Milwaukee's children. In order to get back to it's essential business, we must take a drastic action in order to put our focus, priorities, resources and educators back in the schools. Schools should be required to submit an educational plan based on MPS goals and graduation standards. They will be accountable for their plans or they will be closed and reopened as charter schools. The adults should take the risks on behalf of the children. Right now it is backwards. The schools must adjust to shortfall. We continue to add to the administration. Only the children are entitled to educational opportunities which can secure them a future. It is our job to assist and enable and reap any residual benefits, but not at their expense. Children First.		

3	Bills	To eliminate the 17 Enterprise positions from the budget.	New amendment. *Rationale:* It is better policy to have the administration request these positions on an as-needed basis, rather than have 17 positions which could be funded at a later date without appropriate discussion or controls by the Board. Unfunded positions are bad budget policy.		
4	Bills	As part of the budget process, to make a point, the Board of School Directors will invoice the city and the state for the following unfunded or underfunded mandates: $2 million to the State of Wisconsin for the *underfunded* mandate — *Bilingual Education* $17 million to the State of Wisconsin for the *underfunded* mandate — *Exceptional Education* $4 million plus fringe benefits to the City of Milwaukee for *health nurses for all MPS schools* $13,305,365 to the city of Milwaukee for the Safety Budget and *Transportation* for out of Neighborhoods Related to Safety $_____ to the State of Wisconsin for the *underfunded* mandate— *SAGE.* $616,802 to the State of Wisconsin for the *unfunded* mandate — *TABS.* $88,514,690 to the State of Wisconsin for the *underfunded* mandate of providing *educational services for the current population of at-risk students.* $529,756 to the State of Wisconsin for the *underfunded* mandate — *Health nurses for students with exceptional educational needs.*	New amendment.		

5	Braun	Reallocate $1.5 million from the Purchasing Services and Warehouse and Distribution Services budgets to the school budgets, the allocation method to be determined by the School Budget Committee, for the purpose of developing a system that is customer driven and results in a faster turn-around in the processing and delivery of purchase order requests. School must use these funds to purchase services through Purchasing and Warehouse Services to ensure that no MPS jobs are contracted out. Once Purchasing Services and Warehouse and Distribution Services achieve revenues of $1.5 million, schools will be allowed to use the allocated funds as discretionary funds. After the first year of operation, the administration will prepare a report documenting the sources and uses of revenues. The report will identify the efficiency and effectiveness of service improvements which resulted from the additional revenues.	New amendment resulting from Board meeting with School Budget Committee.	$1.5 million from Purchasing Services and Warehouse and Distri-bution Services.	Allocations to schools to be determined by the School Budget Committee.
6	Braun	Direct the Curriculum and Instruction Division to work with the School Budget Committee to identify the need for elementary school teachers' support and evaluation services, and identify school funding for these services. Curriculum and Instruction will fill any new positions only after the elementary schools commit the necessary funds from their school budgets. If funding from the schools is not provided in subsequent years, these positions will be eliminated from the Curriculum and Instruction budget. An analysis will be performed after the initial year of operation; and, if demand exists, the program will be expanded to middle and high schools.	New amendment.		

7	Braun	That $2,870,017 be allocated to schools and departments for educational maintenance. The allocation method is to be determined by the School Budget Committee. During FY 98, the allocations are to remain central in the Division of Facilities and Maintenance Services and accounted for by schools and departments. The definition and categories of educational maintenance have previously been determined by a committee of principals and facilities staff. Schools and departments will have sole discretion as to what educational maintenance will be performed. They will have to receive a bid from Facilities and Maintenance for all work needed that is included in educational maintenance. A monthly statement will be sent to each school and department indicating all activity and remaining balances. At the end of the year any savings will be given to the school or department. If the school or department over-expends their allotment, they will be responsible for the short fall. At the end of the first year, the administration will prepare a financial report on the educational maintenance account. It will identify the balance or short fall for each school and department	New amendment.	$2,870,817 from the Division of Facilities and Maintenance Services.	Allocation to schools to be determined by the School Budget Committee and to remain central during FY98.
8	Todd	Move the Parent Service Center, page 217 in the Superintendent's line item budget, from Parent and Student Services to Board Governance. The total amount $336,754 from page 217 is exempted from any cuts in the budget of Board Governance.	New amendment. *Rationale:* Many complaints received by Board members can not be realistically referred to the Parent Service Center because of its location in the organization. Therefore, several Board members must refer many complaints to volunteers.	$336,754 from Parent & Student Services.	$336,754 to Office of Board Governance.

9	Sinicki & Gardner	Add $6,000,000 to be added to individual school budgets after the third Friday count in 1997, as follows: $150,000 for all schools under 300 students; $100,000 for all schools under 351 students; $70,000 for all schools under 401 students; $50,000 for all schools under 451 students; and $20,000 for all schools under 501 students. If schools require less than $6,000,000, all remaining funds will be used to raise the per-pupil allocations to elementary schools with the lowest per-pupil allocations. (Memo detailing formula is attached to the amendment form.)	New amendment. *Rationale:* In the per-pupil allocation formula adopted by the School Budget Committee, small schools suffered disproportionate losses that fail to reflect fixed costs required by Wisconsin statutes and MPS Board policies. The amendment compensates for those losses, without removing any funds from any other school.	$6,000,000 from Central Services and other non-school accounts.	$6,000,000 to various individual school budgets.
10	Gardner	Reduce Office of Board Governance budget by $200,000.	New amendment. *Rationale:* The Board's need to demonstrate leadership in reducing non-school funds so that schools have funds they need to meet Board goals.	$200,000 from Office of Board Governance	$200,000 to 20% of elementary schools with lowest per pupil allocations.
11	Gardner	Require all MPS Board directors to pay the difference between the lowest cost health insurance option for single or family coverage, as they choose, and the coverage directors elect.	New amendment. *Rationale:* Demonstrate leadership required to request other MPS employees to contain escalating health care costs, and add funds to the elementary schools funded at the lowest per-pupil amounts.		Up to $250,000 to 20% of elementary schools with lowest per pupil allocations
12	Gardner	Direct the administration to allocate the same per-pupil funding budgeted for Hi-Mount students at the Hi-Mount Boulevard campus for Hi-Mount students at the Community Baptist Church campus and St. Catherine's School campus. The following formula shall be applied: Previous Year C.A.F.R. x .85 x All Seats Managed by Hi-Mount.	New amendment. *Rationale:* Per-pupil allocations to schools should not differ for students at different campuses. The amendment makes Hi-Mount consistent with all multi-campus schools, such as Riley Elementary, Starms Discovery Early Childhood, Westside Academy, and all high schools with outposts.		

13	Gardner	Earmark $100,000 of 1997-98 staff development funds as matching grants to support MPS staff Montessori training.	New amendment. *Rationale:* MPS needs to develop more certified Montessori teachers and teaching assistants as part of its first choice within MPS strategic planning and budget priorities. There are many current MPS employees who have strong interest and capabilities to receive such training, on condition that they then use it within MPS schools.		
14	Gardner	Make all district School-to-Work funds, including those decentralized to schools and accounted in departments other than School to Work contingent on a report brought to the Board at the June meeting, that states measurable School-to-Work goals for schools and the district.	New amendment. *Rationale:* The clearly defined need for School-to-Work to become accountable for measurable results as well as measurable process.		

Consideration of Amendment 1 was postponed until later in the meeting.

Director Bills moved to forward Amendment 2 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small, Todd and President Fisher—7.

Noes—Director Braun—1.

Director Small moved to forward Amendment 3 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Todd moved to delete the words "to make a point" from Amendment 4.

The motion was adopted by consensus.

Director Sinicki moved to forward Amendment 4 to the Board for consideration on April 24, 1997.

The vote was as follows:

Ayes—Directors Bills, O'Neil, Sinicki and Todd—4.

Noes—Directors Braun, Gardner, Small and President Fisher—4.

Voting "present"—Director Johnson—1.

Director Johnson requested permission to change his vote to "aye."

There being no objection, the request was granted, and the motion then prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki and Todd—5.

Noes—Directors Braun, Gardner, Small and President Fisher—4.

Director Sinicki moved to amend Amendment 5 by inserting the words "of this pilot program" in the second paragraph.

The amendment was adopted by consensus.

Director Braun moved to forward Amendment 5 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, Johnson, O'Neil, Sinicki, Small and Todd—8.

Noes—President Fisher—1.

Director Braun moved to forward Amendment 6 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

Director Braun moved to forward Amendment 7 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Braun, Gardner, O'Neil, Sinicki and Todd—6.

Noes—Director Small and President Fisher—2.

Temporarily absent—Director Johnson—1.

Director Braun moved to forward Amendment 8 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

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

Noes—Director Bills—1.

Abstaining from voting—Director Johnson—1.

Director Braun moved to amend Amendment 9 by making it effective for the FY99 budget rather than the FY98 budget.

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

Ayes—Directors Braun, Small and President Fisher—3.

Noes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki and Todd—6.

Director Gardner moved to forward Amendment 9 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki and Todd—5.

Noes—Directors Braun, Johnson, Small and Fisher—4.

Director Gardner moved to forward Amendment 10 to the Board for consideration on April 24, 1997.

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

Ayes—Directors Braun, Gardner and O'Neil—3.

Noes—Directors Bills, Johnson, Sinicki, Small, Todd and President Fisher—6.

Amendment 11 was withdrawn.

Director Gardner moved to forward Amendment 12 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, Johnson, Todd and President Fisher—5.

Noes—Directors Bills, O'Neil, Sinicki and Small—4.

Amendment 13 was withdrawn.

Director Gardner moved to forward Amendment 14 to the Board for consideration on April 24, 1997.

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

Ayes—Directors Braun, Gardner, O'Neil and Todd—4.

Noes—Directors Bills, Johnson, Sinicki, Small and President Fisher—5.

The Board returned to the consideration of Amendment 1.

Director Small moved to forward Amendment 1 to the Board for consideration on April 24, 1997.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 10:38 PM.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 1997

Regular meeting of the Board of School Directors called to order by Vice President Braun at 6:47 PM.

Present—Directors Bills, Gardner, Johnson (7:10 PM), O'Neil, Sinicki, Small and President pro Tem Braun—7.

Absent and excused—Director Todd and President Fisher—2.

AWARDS AND RECOGNITIONS

The Director, Office of Board Governance, presented the following resolutions prepared on behalf of the Board:

RESOLUTION 9697R-071

WHEREAS, Director Mary Bills was first elected the Board of School Directors in 1985; and

WHEREAS, Director Bills is now completing 12 years of service as a member of the Board; and

WHEREAS, Director Bills, in addition to her varied committee assignments, served as Board President from 1993-1996, one year as Vice President, two years as chair of the Strategic Planning and Budget Committee, two years as chair of the Budget Committee, three years as the chair of the Legislation, Rules and Policy Committee, three years as the chair of the Instruction and Community Relations Committee, one year as chair of the Finance and Facilities Committee, one year as vice chair of the Finance and Facilities Committee, one year as vice chair of the Instruction and Community Relations Committee; and

WHEREAS, Director Bills brought to Board a compelling understanding of the importance of early childhood education, high graduation standards and the role the Milwaukee school district will have in Welfare Reform; and

WHEREAS, Director Bills was a strong supporter of increased funding for elementary schools, greater equity in funding for all schools, and greater accountability at all levels of the system; and

WHEREAS, Director Bills worked under the tenure of four Superintendents, three of which she played a crucial role in helping the Board select as leaders of the district; now therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Bills for her years and dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Director Mary Bills 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.

RESOLUTION 9697R-072

WHEREAS, Director Jared Johnson was first elected to the Board of School Directors in 1989; and

WHEREAS, Director Johnson is now completing 8 years of service as a member of the Board; and

WHEREAS, Director Johnson, in addition to his varied committee assignments, served two years as Vice President of the Board, three years as the vice chair of the Instruction and Community Relations Committee and two years as co- chair of the Strategic Planning and Budget Committee; and

WHEREAS, Director Johnson brought to the Board a compelling interest in having local minorities and women having a role in Milwaukee Public Schools contracting opportunities; and

WHEREAS, Director Johnson supported professional development and inservice for teachers, high standards for students and grade level benchmanrks for achieving those standards; and

WHEREAS, Director Johnson was instrumental in the development of the Board's strategic planning process and calendar; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Johnson for his years of dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document suitably signed and sealed, prepared and delivered to Director Jared Johnson in tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

Adopted unanimously by acclamation.

Following presentation of the resolutions to Directors Bills and Johnson, entertainment was provided by students of Brown Street Academy and Malcolm X Academy.

STAFF AND STUDENT AWARDS AND RECOGNITIONS

The **Milwaukee High School of the Arts's Jazz Combo** *won a silver plaque in the high school division at the First Annual JAZZFEST USA* held in Orlando, Florida, in April 1997. The group was selected to participate in JAZZFEST on the basis of an audition tape. The members of the jazz combo include: **Zack Lozier**, trumpet; **Paul Godin,** tenor sax; **Maurice Cotton**, piano; **Dan Flynn**, guitar; **Ben Calhoun**, bass; and **Wesley McVicker**, drums. **Mr. Cliff Gribble** is their instructor. **Maurice Cotton** was recognized as one of the JAZZFEST All-Stars, and three of the students received scholarships totaling $130,500. In addition, **Wesley McVicker** will be featured on an upcoming CBS Sunday Morning Show as a part of the "Class of 2000" segment. CBS News visited the Milwaukee High School of the Arts on Monday, April 14, 1997.

Silver Spring Elementary School is one of four schools in the nation to be *awarded the Exemplary School-to-Work Model/Practice/Strategy Award for 1996-97* by the National Advisory Panel of the School-to-Work Outreach Project. The school was noted for its innovative and inclusive activities which successfully integrate school-based and work-based learning for elementary students. The School-to-Work Outreach Project is funded through a grant from the U.S. Department of Education.

Dr. Terrence McGuire, a school psychologist, *was named 1997 Wisconsin School Psychologist of the Year by the Wisconsin School Psychologists Association*. He is currently a school psychologist at the Milwaukee Spanish Immersion School and Alcott Elementary School.

Lloyd Street Elementary School *won the Racial Justice Exemplary School Award sponsored by the YWCA of Greater Milwaukee*. The award recognizes schools for addressing racial tension and creating greater awareness of cultural diversity among their students and staff.

Sixteen students from seven Milwaukee Public Schools are among 264 students statewide chosen to participate in Science World '97, a summer enrichment program for eighth-grade students, sponsored by the Wisconsin Department of Public Instruction. These students were selected for on their interest, motivation, and performance in science and technology. The students are:

Reigne Brown, Sr., Burroughs Middle School
Alex Casper, Gaenslen School
Isis Salgado, Gaenslen School
Christopher Dwyer, Grand Avenue School
Peter Toepfter, Grand Avenue School
Olufemi Adetiba, Hartford Avenue School
Curtis Jackson, Hartford Avenue School
Devon Thomas, Hartford Avenue School
Latoya Walton-Murphy, Hartford Avenue School
Emmit Harris, Malcolm X Academy
Youree Wells, Malcolm X Academy
Janet Gitau, Maryland Avenue School
Precious Jackson, Maryland Avenue School
Pamela Allen, Milwaukee Education Center
Melanie Allen, Milwaukee Education Center
Tywanda Singleton, Milwaukee Education Center

Tanya Wagner, a first-year science teacher at Morse Middle School, is *one of 60 science teachers statewide selected to attend Science World '97*, a week-long intensive science workshop sponsored by the Wisconsin Department of Public Instruction. A statewide panel of outstanding science teachers makes the annual selections that represent Wisconsin's leading science educators.

James F. Hischke, a senior at Hamilton High School, *was awarded the 1997 Phillip H. Geil Athletic Award,* which is given annually to the best senior basketball player in the city conference as determined by the vote of conference coaches. He was recognized for his leadership qualities, sportsmanship, and for developing attitudes through his athletic experiences that make him a credit to his home, school, and community. The award is named for Phillip H. Geil, the former principal of Audubon Middle School and longtime secretary of the Eastern Wisconsin Officials Association.

Four **Milwaukee High School of the Arts students** were selected through a stringent audition process to *become members of the 1997 All-State Honors Music Ensembles.* They are among Wisconsin's finest high school musicians. The students are:

Alexander Sanford, Bass section of the Honors Vocal Jazz Ensemble
Steven Hunter, Bass section of the Honors Vocal Jazz Ensemble
Timothy Curtain, Tenor, Honors Choir
Nicholas Cowles, Flutist, Honors Band

Ronald C. Taylor, a junior at Rufus King High School, was awarded the *Xerox Award in the Humanities/Social Sciences* from Xerox Corporation. Winners are selected on the basis of scholarship in the humanities or social sciences, leadership, and community service.

Cheryl Reinke, a first-grade teacher at Trowbridge Elementary School of Discovery and Technology, *received a $7,676 grant from the Harley-Davidson Foundation* to implement a math and science program at the school. G.E.M.S. (Girls Experimenting with Math and Science) is an eight-week after-school science and math program for girls from first through fifth grade that features a hands-on approach to science and math.

The **Milwaukee Spanish Immersion Elementary School** was *awarded a $73,330 grant from the Educational Technology Board.* Out of 137 applicants, the school was one of 22 awarded grants. The grant will enable the school to offer its students the benefits of integrated curriculum, interactive learning, and telecommunications with other Spanish immersion schools in the US and other countries.

Jim Hughes, athletic coordinator at Washington High School, *received the John C. Kaczmarek Memorial Award* in honor of his service to girls' and boys' sports programs by the Wisconsin Scorers and Timers Association. **Michael E. Wenzel, physical education teacher at Allen-Field Elementary School**, *was re-elected to his 15th consecutive term as president of the association.*

Karen Estopellan, a volunteer at Honey Creek Elementary School, *won the J.C. Penney Golden Rule Award* for her volunteer service in schools and the community. She logged over 300 volunteer hours at the school this year.

Three students have been *named citywide winners in the Milwaukee Bucks' "Peace It Together" poster contest*, sponsored by the Milwaukee Bucks, Johnson Controls, Inc., and the MPS Violence Prevention Project. The student winners are:

Rosa Inostrosa, Riley Elementary School, first place, grades 1-2
Dasmond McMillan, Clarke Street School, first place, grades 3-4
Horacio Ferreira, Vieau Elementary School, first place, grades 5-6

Three MPS students – **Bobbie Anne Boeing, Roosevelt Middle School of the Arts; Brooke Boeing, Riverside High School; and Hillary Boeing, of the Milwaukee School of Languages –** were among nine from Milwaukee to travel to Galway, Ireland, *to participate in the World Championships of Irish Dance* in March 1997. The students attend the Cashel-Dennehy Dance School.

Students at Pulaski High School *are participating in Project ICON* (International Conference of Nations) during the month of April with teams of students from throughout the world. ICON is a United Nations simulation project in which 21 schools throughout the world electronically communicate and negotiate such topics as international trade, world health, and arms control. Pulaski is the only school in Wisconsin participating in this international event.

The following students *received awards in the third annual Young Photographer's Showcase*, sponsored by the Photographic Society of America Wisconsin Chapter. Their artwork was on display in the City Hall Rotunda from February 27 through March 21, 1997. The theme of the exhibit is "Life in My City." The winning students, their schools, and names of photographs are:

Merit Award Winners:

Jessica Matic, Rufus King High School, "Rug Rats"
Braden Moran, Rufus King High School, "Universal Language"
Patrick Noth, Rufus King High School, "Butterfly"
Bethann Richlen, Rufus King High School, "Lazy Afternoon"
Mada Yang, Washington High School, "Friends"

Honorable Mention Awards:

Erica De Bruin, Rufus King High School, "Adirondack Chairs"
James Ghere, Rufus King High School, "Self Portrait"
Alex Kettenhofen, Rufus King High School, "Garage Gang"
Delia Kovac, Milwaukee High School of the Arts, "Meret"
Geoff Mamerow, Rufus King High School, "Doggie"
Mindy Metzger, Rufus King High School, "No Barriers"
Ashley Nowotny, Rufus King High School, "Packer Backer"
David Reinelt, Rufus King High School, "Tall Column"
Tiffany Walsh, Pulaski High School, "Living Room"
Ben Zacharias, Rufus King High School, "Privacy Please!"

The following Milwaukee Public Schools' students were named *1997 Herb Kohl Scholarship Winners* on the basis of demonstrated academic excellence:

John Adams, Juneau High School
Olayemi Awe, Bay View High School
LaVaughn Cotton, North Division High School
Angela Kurtz, Milwaukee High School of the Arts
Quan Liu, Rufus King High School
Brian McKee, Hamilton High School
Vi Nguyen, Rufus King High School
Camille Words, Marshall High School

The following Milwaukee Public Schools' teachers were named *1997 Herb Kohl Fellowship Winners* for demonstrating innovation in teaching. Teacher fellowship winners are automatically applicants for the Wisconsin Teacher of the Year program.

Charlene Harteau, Wisconsin Conservatory of Lifelong Learning
Cynthia Jacobsen, Sarah Scott Middle School
Karen Malone, Allen-Field Elementary School
David Nevaranta, Project School to Work
Isabel Piana, Henry David Thoreau Elementary School

The following students were *selected winners in an essay contest sponsored by the University of Wisconsin-Milwaukee's Center for Women's Studies*. The students' work is highlighted in Volume 19 of UWM's publication, Research Profile, which is devoted to celebrating Milwaukee's past. The winning students are:

Christine Mangi, Hamilton High School
Keetah Smith, Walker Middle School
Reigne Brown, Burroughs Middle School
Chhoeurn Yium, Washington High School

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of March 4, 5, 11, 18, 20 and 26, 1997, were approved as printed.

COMMUNICATION FROM THE SUPERINTENDENT

April 24, 1997

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Claim for Damages filed against the Milwaukee Public Schools by Mr. James Hiller, attorney, on behalf of Michael Byers-Dent, a minor, and his parents, David and Janet Byers-Dent, for injuries allegedly sustained by Michael Byers-Dent while a passenger on a school bus on September 18, 1996.

Claim is made in the sum of $1,500.

2. Notice of Claim for Damages filed against the Milwaukee Board of School Directors and Milwaukee Public Schools by Mr. Jerry Wild, attorney, on behalf of Gail Roby, who allegedly sustained injuries on the property of the Fifty-Third Street School on February 15, 1996.

Claim is made in the sum of $250,000.

3. Notice of Claim filed against the Milwaukee Board of School Directors – Milwaukee Public Schools by Mr. Douglas Swanson, attorney, on behalf of Matthew Videkovich, who allegedly sustained injuries as a result of an automobile accident involving a Milwaukee Public Schools vehicle on October 31, 1996.

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

4. Notice of Claim filed against the Board of School Directors of the City of Milwaukee by Mr. Robert A. Levine, attorney, on behalf of Brandan Wallace, a minor, and his mother, Annette Wallace, for injuries allegedly sustained by Brandan Wallace at the Siefert Elementary School on February 23, 1996.

Claim is being made in the sum of $7,551 for Brandan Wallace, and in the sum of $500 for his mother, Annette Wallace.

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

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

Respectfully submitted

Robert C. Jasna
Superintendent of Schools

(above-mentioned documents attached)

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

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

REPORTS OF STANDING COMMITTEES

COMMITTEE ON INNOVATION/SCHOOL REFORM

Director Braun 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) Public Hearing on a Request for Revenue Limit Waivers from the Wisconsin Department of Public Instruction and Action on the Request

Administration's Analysis

1. One of the major determinants of the district's actual revenue limit is the "three-year moving average" enrollment on September 3rd Fridays (based on full-time equivalents and including CHOICE students). The *estimated* FY98 revenue limit is determined by multiplying the "three-year moving average" enrollment of 101,733 by a state allowed per-pupil revenue of $6,547 to obtain a revenue limit of $666.1 million. The revenue limit could be increased by $15.1 million for FY98 if projected current-year enrollment (104,044 × $6,547) were used instead of the "thre- year moving average"

2. The purpose of using a "three-year moving average" for enrollment is to provide districts with a mechanism for "softening" the negative fiscal impact on operating budgets from declining or fluctuating enrollment. If a district is experiencing declining enrollment, it is allowed to gradually step down to a lower operating level over a three-year period, thereby minimizing sharp disruptions in operations.

3. The law has had the unintended effect of creating financial hardship at MPS, which is experiencing enrollment increases each year. Since the intent of the law is to provide stability to operating budgets, and since MPS is treated uniquely in other cases because it is the only "first-class city school system" in the state, the Administration seeks a waiver granting MPS the ability to choose the "three-year moving average" or current-year enrollment, whichever is higher.

4. If approved by the state, this waiver request will produce $29.2 million of one-time increases in spending authority, which the district would strategically invest in the Blueprint for the Future by accelerating the implementation of Technology Strategic Plan.

Strategic Plan Compatibility Statement

5. This waiver request is compatible with the Board goals of providing appropriate resources to enable students to reach achievement goals and of providing equitable access to technology resources to our students.

Statute, Board Policy or Rule Statement

6. This request to the Department of Public Instruction seeks a waiver from statutory language referring to the "average of the number of pupils in the 3 previous school years" found in various sub-sections of state statute 121.91 (2m) b, and that the district be granted its choice of the three-year moving average or current-year enrollment, whichever is higher.

Fiscal Impact Statement

7. The financial advantage of this proposal to the community is that, over a five-year period, $21.9 million (or 75%) of higher revenue limit authority is paid by the state, with local property owners paying only $7.3 million (or 25%). Due to the one-year lag in the state reimbursement cycle, this waiver request

requires that property taxpayers make an initial investment of $15.1 million. This proposal is predicated on the current state school finance formulas. Legislative changes to these state formulas could negatively affect the estimates included in Tables 1 and 2.

Table 1
Milwaukee Public Schools
Prospective Impact of Waiver Approval on the
Property Tax Levy and State Aids[1] - *Estimated*
(in millions)

	FY98	FY99	FY00	FY01	FY02	FY03	Total
1. Change In Revenue Limit / Expenditures	$ 15. 1	$ 6.1	$ 3.9	$ 4.1	$ 0.0	$ 0.0	$ 29.2
FINANCING:							
2. State Aids	0.0	11.4	4.6	2.9	3.0	0.0	$ 21.9
3. Cash Flow Requirements	15.1	(5.3)	(0.7)	1.2	(3.0)	0.0	$ 7.3
PROPERTY TAX LEVY:							
4. Yearly Change in Levy	$ 15.1	$ (20.4)	$ 4.6	$ 1.9	$ (4.2)	$ 3.0	$ 0.0
5. Impact on Property Tax Rate:					*(in actual dollars)*		
Prior to Waiver Request	$ 12.03						
If Waiver Request Approved	13.06	$11.66	$11.98	$12.11	$11.81	$12.03	
Change in Property Tax Rate	1.03	(1.40)	0.32	0.13	(0.30)	0.22	
6. Impact on House Valued at $50,000	$51.50	$(70.00)	$16.00	$ 6.50	$(14.50)	$11.00	

[1] Estimates are based on 1997 assessed and equalized property values, and current state school finance formulas and factors in place as of February 1997.

Table 2 below shows the impact of the revenue limit waiver on the property tax levy. Since cash flow requirements have a five-year effect, and since the waiver is not base budget building, a sixth year was added in the chart to show the property tax levy returning to its original amount of $175.0 million.

Table 2
Milwaukee Public Schools
Prospective Impact of Waiver Approval on the
Property Tax Levy[2] - *Estimated*
(in millions)

Year	Original Levy	Cash Flow Requirements	Levy Needed	Yearly Change in Levy
FY98	$ 175.0	$ 15.1	$ 190.1	$ 15.1
FY99	175.0	(5.3)	169.7	(20.4)
FY00	175.0	(0.7)	174.3	4.6
FY01	175.0	1.2	176.2	1.9
FY02	175.0	(3.0)	172.0	(4.2)
FY03	175.0	0.0	175.0	3.0
Total	$1,050.0	$ 7.3	$ 1,057.3	$ 0.0

[2] The impact of the revenue limit waiver is not base budget building. Consequently, each year has to be treated independently.

The determination of the actual levy is dependent upon several factors, including the level of actual state funding; the district's actual level of prior-year expenditures; the allowable revenue limit inflationary increase; and the district's official state enrollment counts in September and January of each year. Since the state has achieved its goal of property tax relief, the funding of future inflationary operating costs will likely be shared by the state and local property taxpayers.

Implementation and Assessment Plan

8. After public hearing and direction from the Board, the Administration will submit this waiver request to the Department of Public Instruction for its consideration and approval.

Superintendent's Recommendation

That the Board authorize the Administration to request that the Department of Public Instruction grant a waiver from statutory language referring to the "average of the number of pupils in the 3 previous school years" found in various sub-sections of state statute 121.91(2m)b, and that the district be granted its choice of the three-year moving average or current-year enrollment, whichever is higher.

Committee Recommendation

Your Committee reports this matter to the Board without recommendation, pending receipt of an analysis of the accuracy of the figures by the Legislative Fiscal Bureau.

* * * * *

(Item 2) Action on 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

Background

At its meeting on January 29, 1997, the following resolution was introduced by Director Bills:

WHEREAS, The Milwaukee Board of School Directors has graduation standards for the class of 2004 which include four years of English, three years of mathematics beyond algebra and three years of science, and proficiency requirements in mathematics, writing, communications and community membership; and

WHEREAS, Students graduating in the Twenty-first century will need second language skills as they work in a global economy; and

WHEREAS, Brain research is showing us that students who learn more than one language have more flexibility and capacity for learning; and

WHEREAS, Our present bilingual program is uneven and is perceived to be tracking; and

WHEREAS, The problem with implementing a second language requirement for graduation has been capacity building; now, therefore, be it

RESOLVED, That the administration be directed to bring to the Board options to build the system's capacity to offer second language acquisition to more students which includes the students in the bilingual program; and be it

FURTHER RESOLVED, That the administration bring to the Board options and timelines to consider a second language as a requirement for graduation or as a special certification that could be included on a graduate's diploma.

Procedural Analysis

1. What steps need to be taken to proceed with the resolution?

Possible options for the institution of a foreign language requirement or certification include:

1). Require foreign language of a specific graduating class.

2). Require all students (starting with a particular graduating class) to choose an area of specialization, with foreign language being one option. Only those students choosing the foreign language area of specialization would have a second language as a graduation requirement.

3). Issue a special certification on the diplomas of students who demonstrate proficiency in a foreign language.

Other options include:

- Providing incentives to schools for preparing students in foreign languages.
- Requiring all schools at all or particular grade levels to offer foreign language, giving students the choice of taking foreign language.

For any option(s) the Board identifies, the following will need to be explored/addressed with input from school communities:

- Grade levels (elementary, middle school, high school) at which foreign language offerings or expectations will begin.
- Analysis of staffing needs, market analysis, and strategies to address staffing needs.
- Impact on total school academic program and current initiatives.
- Impact on student academic choices and time to complete school.
- Video technology options, possibilities, and limitations.
- Budgetary impact.
- Impact on equity and tracking.
- Expectations for exceptional and limited-English-proficient students.
- Standards and assessment for demonstrating proficiency/meeting the requirement.

2. What are the suggested timelines for implementation of the resolution?

A task force might be established to explore the foreign language requirement, possibly along with the areas of fine arts and vocational education.

The following timeline might be pursued. The timeline is an aggressive one:

March/April 1997	Board clarifies options.
June 1997 to January 1998	Task force explores options and fiscal impact, solicits input from school and community, and makes recommendations to the superintendent and the Board.
February 1998	Recommendations submitted to the Board of School Directors for consideration.
March/May 1998	Finalize budgets, review staffing needs, and initiate recruitment of staff.
July 1998	Purchase materials, hire staff.
August 1998	Implement program, including staff orientation and training.
March 1999	Evaluate progress and impact to-date.

3. What are the implications if the resolution is adopted?

- *Are significant policy questions involved?*

There will be a need to:

- review additional graduation requirements or certifications.
- review diplomas or certificates, as well as other areas that might merit them.
- establish the grade level at which students will be required to study a foreign language.
- establish criteria for students with EEN and LEP.

- *Is available staffing sufficient for program?*

An increase in the number of sites and instruction will mean an increase in salaries and benefits as additional foreign language staff will be needed. The district is currently unable to find sufficient qualified/certified foreign language staff to fill existing vacancies at all levels. Special arrangements to overcome the shortage would have to be discussed with local and national colleges and universities.

- *Are facilities available to expand program beyond current limits?*

An increase in foreign language sections at the middle and high school levels would have a direct impact on the number of sections of other electives offered and the choices made available to students. Schools currently lack up-to-date language learning facilities equipped with state-of-the-art technology and materials.

- *Is there significant cost to implement the plan?*

There could be a very significant cost to implement the plan, depending on which option the Board chooses. Depending on Board action, the Administration will provide an estimate of the costs that will be incurred. This cost will include additional staff salaries and fringe benefits, orientation for new staff as well as school staff, materials, and equipment. . Planning and administration would also incur costs, as there is no longer a full-time specialist for foreign language in Central Services. The additional costs would need to be shifted from existing initiatives and programs.

Nine elementary schools currently offer foreign language instruction, with variation from school to school of the number of days of instruction per week, instructional contact time per lesson, and grade level at which instruction begins. The cost of providing a foreign language instructor for every elementary school would require $41,406 average salary per building, plus fringe benefits of $15,734. This would not, however, be sufficient to establish instruction on a daily basis beginning at the kindergarten level.

The majority of middle schools offer foreign language on the basis of a F.A.V.E. rotation, which is not a sufficient amount of contact time to lead to even a minimum level of proficiency. Daily, year-long foreign language instruction for all students would require additional foreign language teachers per building, for a total cost of $41,406 average salary, plus fringe benefits of $15,734 per teacher, and a significant reduction of students' options for other electives.

Capacity to complete at least two years of a foreign language at each traditional high school exists, with limitations of access to advanced study and language options varying from school to school. Adding foreign language as a requirement for all students will add significant staffing costs to high schools and probably prolong the time required for graduation for many students. Proficiency in a language cannot be attained in two years.

Committee Recommendation

Your Committee reports having considered a request by the author of the resolution not to pursue the matter at this time because of the Board's agenda in other areas.

Your Committee recommends that the resolution be placed on file.

* * * * *

(Item 3) Report of Schools Chosen during the 1996-977 School Selection Process by Eighth Graders with 90% First Semester Attendance Provided to Board Prior to Second Round of Sign Ups

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

Administration's Report

At the June 26, 1996, Board meeting, Resolution 9697R-016 was adopted to give a high school assignment preference to eighth-grade students who had 90 percent attendance for the first semester of the 1996-1997 school year.

At the July 31, 1996, Board meeting, Resolution 9697R-032 was adopted, which directed the Administration to report to the Board the high school selection pattern of students with 90 percent attendance.

At the March 26, 1997, Board meeting, the Administration provided the Board with a preliminary report on the "first choice" high school selections made by students with a 90 percent attendance pattern for the applications processed as of February 18, 1997.

The attachments provide the final report on the "first choice" high school selections made by students with a 90 percent attendance preference. The final report indicates that, for all applications processed, over 88 percent were eligible for the 90 percent attendance preference. The school selection process resulted in four high schools with wait lists which contain students with 90 percent attendance. The four high schools are Hamilton, King, Milwaukee High School of the Arts, and Riverside High Schools. A summary of the schools' wait lists is provided in the attachments.

* * * * *

(Item 4) Informational Report on Vista Volunteers

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

Background

MPS has been selected by the Corporation for National and Community Service as a site for ten AmeriCorps VISTA Volunteers (Volunteers In Service To America). Milwaukee and Seattle are the only two urban public educational systems in the country chosen to be served by VISTA volunteers. MPS was chosen because of our strong emphasis and commitment to making education a community affair relevant to the real world. Community Membership, as a graduation requirement, and School to Work, as a process that immerses students in real-life experiences, were the attractions that made MPS a viable site for VISTA volunteers.

Goals and Process

The ten VISTA volunteers will serve the needs of MPS school communities by pursuing the following goals:

1. Enhance students' community membership by designing and implementing service learning projects in collaboration with school staff, parents/families, and community.

2. Create systemic models of Community Membership and community schools to be applied throughout all MPS schools.

Regarding the first goal, VISTA volunteers will be community brokers and linkages between schools and community. They will map out community resources and facilitate their access to schools. They will identify teams of school staff, parents, and community representatives who, along with students, will design and implement service learning projects. These groups will be true learning communities, surrounding students to provide them with support, example, and consistency. In this process, VISTA Volunteers will be facilitators in establishing linkages, and catalysts in the implementation of service projects.

The impact of these learning communities will be measured rigorously. The process will be intimately connected with the academic curriculum and standards set for students. Measurement of students' performance will be matched with the Community Membership Benchmarks.

To accomplish the second goal, the ten volunteers will share experiences from their diverse sites, accumulating data that will be organized in research form. The reflection and analysis on systemic changes will be articulated in comprehensive reports.

Distribution

The ten VISTA volunteers will be distributed among schools that are either pioneering service learning projects or are isolated and have few or no service learning experiences. Another criteria for selection of schools is their establishment as clusters with other schools and community organizations in a given neighborhood.

Following are the participating schools:

Sherman Park and Uptown Clusters

One VV for: Robinson, Fifty-third, Frederick Douglass, and Townsend
One VV for: Washington HS, Steuben, Hi-Mount, and Sherman

Downtown Cluster

One VV for: Sarah Scott, Grand Avenue, and MEC

Riverwest Cluster

One VV for: Fratney, Gaenslen, and Pierce

High School cluster

One VV for: South Division and North Division

Airport Cluster

One VV for: Victory, Garland, Lowell, and Cooper

Near South Side Cluster / Youth Leadership Project

One VV for: Walker MS and Mitchell ES

Individual schools

One VV for: Clarke
One VV for: Westside Academy
One VV for: Audubon MS

Coordination and Support

The point of entry and framework of support is the School Community Integrated Services Network (SCISN). SCISN is a network of schools, parents/families, and community organizations whose mission is the promotion of community membership and community schools. Francisco Martorell is the VISTA project coordinator. A VISTA volunteer will be assigned to assist and provide leadership for the volunteers. The Center for Urban and Community Development of the University of Wisconsin – Milwaukee will be instrumental in the training of the volunteers and in developing the learning communities.

Time frame and Lasting Implications

The VISTA Corporation and MPS expect the VISTA volunteers to have a deep and lasting effect on MPS as a system. The commitment is for three or four years. The volunteers will begin their service at the end of April. This program is consistent with the Board's policy on volunteers.

The involvement of VISTA volunteers will have systemic implications for MPS. In these three or four years, the system will have the opportunity to develop and evaluate models for community membership, parent involvement, and collaboration with the community.

* * * * *

(Item 5) Informational Report on Public School Choice Proposal

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

Administration's Report

1. The Joint Legislative Council established a Special Committee on Public School Open Enrollment. The Committee consisted of legislators, school district administrators, and public representatives. The Committee met from September 30, 1996, to March 21, 1997. The report developed by the Committee creates an interdistrict open enrollment program. Beginning in the 1998-99 school year, a pupil may attend a public school in a school district other than the one in which the pupil resides ("non-resident"). The legislation to create the open enrollment program may be part of the budget bill or may be

enacted as separate legislation. At this time, the process for legislative consideration of this proposal has not been determined.

2. By December 1997, each school district must adopt a resolution specifying its non-resident school district acceptance and rejection criteria, application and reapplication requirements, racial balance limitations, if applicable, resident school district transfer limitations, and its transportation policies.

The major provisions of the program are summarized below.

• **Acceptance Criteria:** Resident school districts may limit the number of transfers out to 3% of their total student population the first year, and 1% additional for the next seven years. The resident district may also limit a transfer, if an IEP places undue financial burden on the resident district (which must pay tuition for the child).

• Non-resident districts may limit applications to the number of seats open or to students for which appropriate EEN programs and services are available. Such districts may reject applicants who have been expelled during the current school year or preceding two (2) school years, or when disciplinary proceedings are pending for specified conduct.

• Any school district that is eligible for Chapter 220 aid may reject an application for transfer under the open enrollment program if the transfer would increase racial imbalance of the district. In addition, a district that receives applications under both the Chapter 220 program and the open enrollment program must accept or reject all Chapter 220 applications before any open enrollment applications are accepted. As a result, the open enrollment program is unlikely to have any effect on MPS in the foreseeable future.

• **Exceptional Education Provisions:** The non-resident school district is responsible for establishing the M-Team and developing the appropriate IEP and placement for the student. The resident district has the responsibility to collaborate in the M-Team and IEP processes. The non-resident district provides all associated services, as outlined in the IEP. If the non-resident district does not have the appropriate program and services, the resident district will assume responsibility for the pupil's IEP.

• **Transportation:** The parent of the student attending a non-resident school district is responsible for transporting the pupil to and from school; however, if the pupil has exceptional education needs, and transportation is required in the child's IEP, the nonresident school district must provide transportation for the pupil.

• Parents of any pupil who is eligible for free or reduced-price lunch may apply to DPI for reimbursement of transportation costs. The DPI will establish the reimbursement amount. A $1 million annual appropriation is provided in fiscal year 1998-99.

• **Funding:** For regular students, the statewide average cost for instruction, co-curricular, instructional, and pupil support will be paid to the nonresident district and subtracted from the resident district's state aid payments. A school district that experiences a decrease in its state aid payments because it has a net loss of pupils under the open enrollment program is prohibited from increasing its property tax levy to compensate for the decrease in state aid payments. An increase in state aid payments to a school district which experiences a net gain in pupils under the open enrollment program is not included in its revenues that are subject to its revenue limit.

• For EEN students, the resident district must pay the "daily tuition rate" under §.ÊE121.83. This rate includes instructional and specified services costs unique to the special education program. Tuition payments received by the nonresident school district under this provision are not subject to that district's revenue limits. Tuition payments that are derived from general state school aid or property taxes are subject to the resident district's revenue limits.

3. In summary, the Administration believes that the impact of public school open enrollment on MPS will be negligible. The Administration believes that, by expanding options within MPS and through the Chapter 220 program, Milwaukee parents have numerous educational options for their children.

The bill as proposed gives priority to Chapter 220 applicants over open enrollment applicants. All Chapter 220 applicants would have to be accepted before an open enrollment choice applicant is

accepted. Historically, there are four times the number of Chapter 220 applicants as there are seats available; therefore, the Administration believes the impact of the public school choice enrollment on MPS will be negligible. The Administration is concerned that the open enrollment program could supplant the Chapter 220 program in the future. The Administration will monitor the legislation and periodically report back to the Board.

* * * * *

Separate consideration having been requested of Item 1, the balance of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

Item 1, relating to a request for revenue limit waivers, having been set aside for separate consideration, Director Small moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki, Small and President Pro Tem Braun—6.

Noes—Director Gardner—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 Committee Recommendations to Receive the Warehouse and Delivery Service Audit and to Accept the Superintendent's Response, Referred Back to Committee by the Board on February 26, 1997

Background

1. At its meeting on July 31, 1996, the Board approved an annual plan of audits for the Office of Board Governance – Audit Services. Included in the plan was a carryover performance audit of the MPS Warehouse and Distribution Services.

2. This audit reviewed the processes and procedures used by the District to manage the warehousing and distribution of materials and supplies. In addition, the audit evaluated the cost and the benefits of the existing operations.

3. The audit report is organized to address five major areas:
   a. Warehouse and Delivery Services Budget

b. Warehouse Inventories
c. General Supply Warehouse
d. Repair Item Warehouse
e. Benchmarks and Best Practice

4. The report contains nine recommendations intended to improve the operational efficiency of the warehouse and distribution services, enhance customer satisfaction, and increase the economic benefit to the district.

5. The audit report, which includes the audit findings and recommendations, has been transmitted to the Board under separate cover.

6. At the February 12 Accountability/Audit Committee Meeting, during the Committee's discussion of the Warehouse and Distribution Services Audit Report, questions were asked regarding the audit report recommendations, the Superintendent's response to the recommendations, and the Chief Auditor's reply to the Superintendent's response.

7. These questions identified a need to consolidate the audit report recommendations, the Superintendent's response to the audit recommendations, and the Chief Auditor's reply to the Superintendent's response into a single document. To address this issue and assist the Board with its analysis of audit report recommendations, the Office of Board Governance prepared the Summary of Audit Recommendations, Superintendent's Response and Audit Analysis of the Response (the summary document). The summary document was sent to the Board on February 26, 1997.

8. At its meeting on February 26, 1997, the Board referred back to committee for additional consideration the Action on Audit Report #703 – Review of Warehouse and Distribution Services and the Superintendent's response to the Audit Recommendations.

9. At the March 12, 1997, Accountability/Audit Committee meeting, the Committee requested that the Office of Board Governance work with the Administration to add, if necessary, an additional column to the summary document. The new column would include additional comments from the Superintendent about the audit analysis of the Superintendent's response.

10. As a result of the Committee's request, Audit staff and the Administration met on March 19, 1997, to review the summary document and determine which recommendations required additional comments about the audit analysis from the Superintendent. A response from the Superintendent was prepared for each of these recommendations. The summary presented on the following pages, which includes additional comments from the Superintendent, is submitted for consideration.

11. The Committee recommendations sent back to committee by the Board on February 26, 1997, for reconsideration were as follows:

1. That the Board receive Audit Report #703 – Review of Warehouse and Distribution Services.
2. That the Board accept the Superintendent's response to the audit recommendations.

Committee Recommendations

Your Committee recommends:

1. That the Board receive Audit Report #703 – Review of Warehouse and Distribution Services.
2. That the Board accept the Superintendent's response to the audit recommendations.

Office of Board Governance – Audit Services
Audit # 704 – Review of Warehouse and Delivery Services
Summary of Audit Recommendations and Responses

Audit Recommendation	Superintendent's Responses	Audit Analysis of Response	Superintendent's Reply
Recommendation #1: Purchasing and warehouse administration should conduct a review of the MPS inventory during the summer of each year, starting in July 1997, to identify excess, inactive and obsolete stock that can be removed from the inventory, and develop strategies to economically dispose of the identified items.	Administration concurs. The administration will identify inactive and obsolete stock and develop a plan to economically dispose of the items. It should be noted that any liquidation of stock will necessitate an expense entry against the General Ledger.	*Proposed actions in the Superintendent's response meet the objective of this portion of the recommendation.*	*No additional response is needed.*
By September 1997, purchasing personnel should develop a system to ensure that the most economic order/re-order quantities for each inventory item have been identified to maximize the benefits of bulk purchasing and minimize overstock.	The administration will review its order/reorder processes to determine the best methodology to maximize the benefits of bulk purchasing and to minimize overstock. However, it should be noted that most Economic Order Quantity (EOQ) formulas are based on uniform demand throughout the year. In MPS, demand fluctuates with a "back to school" bulge in September and with extensive "end-of - the-year" ordering in April and May. It would require considerable programming resources to develop an automated model.	*Proposed actions included in the Superintendent's response, as clarified at a March 19, 1997 meeting between audit staff and warehouse administration, will meet the objectives of this portion of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #2: Purchasing and warehouse administration should develop standard procedures by September 1997 to review the 'per unit' costs entered into the perpetual inventory, and to correct any entries which may not accurately reflect an item's true cost.	Administration concurs. Procedures will be revised to enhance the review of 'per unit' costs. It should be noted that the current procedures protect schools from major price fluctuations by averaging the 'per unit' cost of the new items with the 'per unit' cost in inventory. While the number of adjustment entries is high, there has been negligible differences between perpetual and physical inventories. This would indicate the strengths of the current controls. Nevertheless, the audit did present findings that deserve further examination.	*Proposed actions in the Superintendent's response meet the objective of this portion of the recommendation.*	*No additional response is needed.*
Warehouse administration should also implement a series of preventive controls to improve warehouse security, reduce the risk of inventory losses, and strengthen the existing inventory controls.	The administration will review the security arrangements in both warehouse locations to determine if additional security controls are required. The audit documented the low levels of inventory losses, 0.03% compared to industry standards of 1% to 2%.	*The 0.03% figure represents only the variances between the perpetual and physical inventories and does not include all the inventory losses incurred by the district, such as adjustments for shrinkage and obsolescence, stockfile maintenance, or variances between the perpetual inventory and general ledger. The 1% to 2% industry standard figure includes all inventory losses.*	*The administration will review the physical security arrangements at both warehouses. Improvements will be implemented by September, 1997.* *The administration will also develop procedures to identify and take action on any variance between the physical and perpetual inventory accounts. Procedures will be implemented by September 1997.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #3: District administration, prior to June 30, 1997, should:	Administration concurs. However, the administration cannot commit to a completion date of June 30, 1997.	*An alternative completion date is needed to schedule and conduct the follow-up review on the audit.*	*The administration will conduct a needs analysis by May 30, 1997. If the programming resources required are minimal, a completion date of June 30, 1997, will be met.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
(a) Review the inventory account transactions to ensure that only entries which reflect changes to the value of the MPS warehouse inventories are applied to the account, (b) Set up additional accounts to process non-inventory item transactions, and	Considerable financial and programming resources will need to be dedicated to this effort. This project will be included in the District's application development schedule and prioritized appropriately.	*Implementation appears to be contingent upon the availability of the required resources. Neither identifying the transactions for non-inventory items (most of which are listed in the report) nor setting up additional accounts to process these transactions should require considerable programming resources.*	*If the needs analysis determines that setting up additional accounts to process transactions for non-inventory stock items is the only programming effort required, then the completion date of June 30, 1997, will be met. This action will enable the administration to more accurately reflect changes in the value of MPS inventories.*
(c) Reconcile the perpetual inventory to the general ledger on a quarterly basis through out the year and investigate any significant variances.	The administration will begin the review of the inventory accounts.	*Administration's concurrence with the overall recommendation indicates that the review of the inventory accounts will be performed quarterly and include the investigation of significant variances.*	*The administration will reconcile the perpetual inventory to the general ledger on a quarterly basis. Should significant variance occur, an investigation will be performed to determine the reasons for such variance and, if appropriate, corrective action.*
Recommendation #4: Warehouse administration, by August 1997, should:	Administration concurs with this recommendation in that the items listed are commendable goals. However, it must be noted that in principle the warehouse operations has experienced a 14% reduction in staffing levels since FY92, while expanding the number of sites serviced by eight.		

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
(a) Change the current delivery schedule to provide more consistent delivery days and times which better meet the needs of the schools,	While a review of the operations is appropriate, the administration believes that some of the assumptions presented are not feasible.	*Proposed actions included in the Superintendent's response, as clarified at a March 19, 1997, meeting between audit staff and warehouse administration, will meet the objectives of this portion of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
(b) Reduce the order-to-delivery turnaround time to improve customer service, and (c) Re-engineer the current warehouse processes to reduce the number of times that items are handled.	Wherever possible, within the constraints of existing resources and the requirements of system-wide efficiency, warehouse administration will make every effort to implement the recommendation.	*Proposed actions in the Superintendent's response meet the objective of this portion of the recommendation.*	*No additional response is needed.*
Recommendation #5: District administration, by April 1997, should furnish and configure a printer for the general supply warehouse office and provide for the necessary training of warehouse personnel to increase the use of available technology and implement changes to decrease the amount of time required to process warehouse paperwork.	Administration concurs. A new printer will be installed by April, 1997.	*Proposed actions in the Superintendent's response meet the objective of the recommendation.*	*No additional response is needed.*
Recommendation #6: Warehouse administration should implement changes to the current delivery routing and scheduling to improve customer service and productivity prior to the 1997-98 school year. These changes could include:	Administration concurs in principle. The recommendation speaks to improved customer service and productivity. This is a commendable goal.	*The response does not clearly indicate what action will be taken with respect to the recommendation.*	*The administration concurs with the recommendation to explore ways of improving customer service and products by including actions identified in sections (a) and (b). These steps will be implemented by July 1, 1997.*
(a) Creating and maintaining a database of schools and their preferred delivery times and delivery conditions, and	Delivery schedules are reviewed annually and schedules adjusted to accommodate school specific requests whenever economically feasible. The audit surveyed customers and found a satisfaction rating of 4.0 on a scale of 1 to 5, with 5 being Very Satisfied and 1 being Very Dissatisfied.	*It is unclear what additional action will be taken to better identify or address the schools' needs as expressed in the user survey.*	*The administration will issue a survey to schools requesting information on areas of improvement, optimal delivery times, and services they would like to see added.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
(b) dispatching one worker trucks and/or floating helpers.	The suggestion to dispatch one worker trucks and/or floating helpers is not feasible.	*The response dismisses the proposed changes as "not feasible" without conducting any additional investigation.*	*When the material to be delivered warrants a one-worker dispatch, it has been implemented. The administration will do a time-study on the use of floating helpers.*
Recommendation #7: Warehouse administration, by August 1997, should develop and maintain written standard operating procedures, including daily employee checklists, instructions for performing routine activities and diagrams of the warehouse storage areas, to improve management controls, prevent problems in the event of employee turnover and possibly improve warehouse productivity.	Administration concurs. Standard operating procedures will be updated and provided to all staff members.	*Proposed actions in the Superintendent's response meet the objective of the recommendation.*	*No additional response is needed.*
Recommendation #8: Warehouse administration should, by September 1997, work with the Division of Facilities and Maintenance to: (a) Consolidate and organize the repair item warehouse storage areas after a review of the inventory, including the excess, non-inventory items currently stored in the warehouse, has been completed. (b) Develop a system for recording an item's storage location to improve inventory management and reduce handling costs.	Administration concurs. The Division of Facilities and Maintenance is currently reviewing the items currently stored which can be liquidated and which can be purchased directly by staff via an open purchase order or procurement card system.	*Proposed actions in the Superintendent's response meet the objective of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #9: District administration, by July 1997, should develop a plan to ensure that Benchmarks and Best Practice are used starting in FY98 to continuously monitor and improve the operational efficiency of the warehouse and distribution services.	Administration concurs. The administration will survey both private and public operations to determine what benchmarks and best practices are available in the industry. The administration will use this data, as well as other information gathered during the general review of the warehouse operations, to determine the best product mix and a level of service that meets the needs of the *schools* and departments, etc.	*Proposed actions included in the Superintendent's response, as clarified at a March 19, 1997, meeting between audit staff and warehouse administration, will meet the objectives of the recommendation.*	*No additional response is needed.*

* * * * *

(Item 2) Action to Receive the Transportation Services Audit and Action on the Superintendent's Response

Background

1. The FY 97 Annual Plan of Audits included a performance audit of the MPS Transportation Services. The objectives of this audit included:

analysis of budgeted and actual expenditures to determine factors contributing to increases in costs;
review of contractual relationships under which bus companies provide transportation services to determine whether the contracts adequately ensure quality of drivers and include provisions to ensure companies are complying with contracts; and
identification of actions that could be implemented to reduce the need and costs of transportation or to improve the efficiency of transportation operations.

2. Audit fieldwork on the project was conducted from late October through early March. On March 11, 1997, a working draft of the report was transmitted to the Superintendent, the Deputy Superintendent, and administrative staff involved with the audit for their review. On March 19 and March 24, 1997, audit staff met with the Administration to conduct the audit clearance conference. A revised draft audit report which incorporated all the changes agreed to at the clearance conference was then issued to the Administration on April 1, 1997.

3. The final report is being transmitted to the Board at this time under separate cover. The audit report includes the audit findings and recommendations, the Superintendent's response to the audit report and recommendations, and the Chief Auditor's reply to the Superintendent's response.

4. The report includes ten recommendations intended to reduce the rate at which transportation service costs are increasing, improve the efficiency and reduce the cost of transportation services, and ensure that contract specifications require contracted transportation companies to provide safe and adequate service.

5. A summary of the audit recommendations, the Superintendent's response to the recommendations, the audit analysis of the actions identified in the Superintendent's response, the Superintendent's reply to the audit analysis, and the Superintendent's comments about the audit analysis are provided on the following pages.

Committee Recommendations

Your Committee recommends:

1. That the Board receive Audit Report #704 – Review of Transportation Services.

2. That the Board accept the Superintendent's response.

3. That the Board direct the Administration to:

   a) bring back transportation scenarios in August 1997 to include scenarios for pairing, desegregation, and overcrowding;

   b) look at transportation service for all-day kindergarten only, not half-day;

   c) conduct a review of transportation policies following the August presentation.

4. That the Board direct the Office of Board Governance to provide written answers to questions submitted by Mr. Thomas Phillipson in the May Accountability/Audit Committee meeting, except for the last four questions under the section entitled "Draft Page 2."

Office of Board Governance – Audit Services
Audit # 704 – Review of Transportation Services
Summary of Audit Recommendations and Responses

Audit Recommendation	Superintendent's Responses	Audit Analysis of Responses	Superintendent's Replies
Recommendation #1 District administration, by April 1998, should review the current system of awarding student transportation service contracts and develop written guidelines to govern the complete process of awarding student transportation contracts, including identifying explicit criteria to be used to determine when a contract should be awarded or extended without being competitively bid.	The administration concurs with the recommendation. The administration agrees that guidelines for awarding contracts and/or extending contracts should be documented. Although the current system is not fully documented, all bus companies are aware of the bidding process and/or the decision to extend contracts. Documentation will be completed by April, 1998. The administration agrees the criteria used to determine whether a contract is bid or extended should be documented. Additionally, the criteria must contain necessary flexibility to make the appropriate economic decision. The decision to bid or extend contracts will be based on a number of factors, such as inflation, market conditions, type of service provided, and the amount of service up for bid.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #2 District administration, by April 1998, should review the multi-year pricing formula and transportation company evaluation process to ensure that the increases in rates awarded during subsequent years of multi-year contracts or contract extensions are minimized to help reduce the rate at which student transportation costs are increasing.	The administration concurs with this recommendation. The administration will continue to review the multi-year formula to ensure that it accurately reflects inflation, as well as other cost increase indicators. Additionally, the administration will continue to challenge the bus companies to achieve high standards and provide better service. Please note, the multi-year pricing formula and company evaluations are finalized in April of each year.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*
Recommendation #3 District administration, by August 1997, should establish formal guidelines or policies which define the membership, objectives and limitations of the transportation company committee, as well as keep minutes of all meetings, to ensure that this committee has no undue influence on contract awards, extensions or rates. In addition, documentation of all contract issue negotiations should be maintained to ensure all negotiations are consistent with existing policies and to record the financial impact or benefit to the district.	The administration concurs with this recommendation. The administration recognizes that the perception of undue influence is possible. Therefore, the administration will document the membership and objectives of the transportation committee. Furthermore, minutes will be kept of all meetings. The bus company committee referred to in the audit is an entity elected by the representative group that meets with the Director of Parent and Student Services to discuss a wide range of issues. Other bus company groups are involved with staff from Pupil Transportation Services to review issues and concerns relating to pupil transportation. Membership changes annually, and repre-sentatives from large and small companies are included.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #4 District administration, starting in May 1997, should use the Ecotran routing software to its fullest capacity by mapping routes from scratch each year and investigating a variety of different routing scenarios to ensure that bus routes are as efficient and cost effective as possible. This would include identifying and using the optimal number of buses as well as ensuring that the miles to be driven and hours to be expended are minimized.	The administration concurs with this response. The process described in the recommendation is the one currently used. One of the benefits of the Ecotran software is the ability to determine the optimal number of routes required for every school. Routes are continually reviewed to meet this optimal number. The Ecotran software also enables the district to model various scenarios. The most effective routes are implemented each year, whether they are generated from scratch or revised from the previous year. Therefore, the administration will further implement this recommendation in April, 1997.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*
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 potential 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 economic benefit that could be realized by the district.	The administration has and will continue to explore the possibility of implementing a three-tier scheduling system. We would like to point out that we have used the Ecotran computer software program and have modeled the scenarios described in the audit for a three tiered system. The pros and cons of the three-tiered system will be presented to the Board for their review by August, 1997.	*Although the Administration did not concur with this recommendation, the proposed actions in the Superintendent's response will accomplish the overall objective of the recommendation.*	The Superintendent recommends that no formal action be taken until the administration has the opportunity to fully analyze the impact of implementing the recommendation. This analysis will be reported to the Board in August, 1997.

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
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, any 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.	The administration has and continues to use the Ecotran software to model the impact of reducing the "mirroring" percentage of buses. The administration routinely performs analysis for the most effective "mirroring" percentage. For FY97, a 90% "mirroring" rate was optimal. At a lower rate, the cost benefits do not outweigh the administrative and discipline difficulties with having different bus drivers and bus companies transporting students to and from school. Once again, we will provide the Board with the information highlighted in the recommendation by August, 1997.	*Although the Administration did not concur with this recommendation, the proposed actions in the Superintendent's response will accomplish the overall objective of the recommendation.*	The Superintendent recommends that no formal action be taken until the administration has the opportunity to fully analyze the impact of implementing the recommendation. This analysis will be reported to the Board in August, 1997.
Recommendation #7 District administration should investigate increasing the number of paired bus routes 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 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.	The administration will continue to explore paired bus routes. The audit is correct in pointing out that twelve schools are currently paired. The administration will pair schools when the cost benefits outweigh the student management and discipline problems inherent with pairing. The administration recommends that the current practice of determining which schools can be paired be maintained. Once again, we will provide the Board with the pros and cons of the recommendation.	*Although the Administration did not concur with this recommendation, the proposed actions in the Superintendent's response will accomplish the overall objective of the recommendation.*	The Superintendent recommends that no formal action be taken until the administration has the opportunity to fully analyze the impact of implementing the recommendation. This analysis will be reported to the Board in August, 1997.

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #8 District administration, by July 1997, should ensure that all transportation service contract letters clearly indicate which specifications and requirements apply. In addition, all contract letters should identify the duration of the original award, the current year of the contract if awarded for multiple years, and whether or not the contract has been extended beyond the term listed in the original bid documents.	The administration concurs with this recommendation. The administration will by July, 1997 update any contracts to clearly indicate which specifications and requirements apply, as well as the duration of the contract. It should be noted the items referenced in the contract award letter are items MPS wishes to emphasize for that particular type of service. The language is taken directly from the bid document or the general specifications so that the terms are identical between the various documents.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #9 To comply with Boar policy and allow for the continued use of flat rate service fees, PTS administration should either ensure that all future transportation contracts require that the transportation companies pay their employees, who directly or indirectly provide services for MPS, a minimum of $7.70 per hour or petition the Board to revise the current policy or issue a waiver.	The administration concurs with this recommendation and will request a revision to Policy 3.09 to specifically waive the $7.70 minimum for specific transportation contracts (i.e., field trips, after-school activity service and mid-day kindergarten routes). The administration would like to clarify its actions with respect to Administrative Policy 3.09. In no way did the administration attempt to circumvent the Board's direction concerning Administrative Policy 3.09. Bus drivers are paid a minimum of $7.70 per hour for bus routes (a morning pickup and afternoon drop-off). Approximately 95% of transportation services are bus routes. Other services, such as field trips, after school activities, mid-day kindergarten service are paid on a flat-rate basis.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.* A flat rate is used when the administration is unable to calculate actual time and mileage figures. Field trips and after-school activities vary in time and mileage from day-to-day. A flat rate prevents the district from having to compensate bus companies for idle time or from calculating prices on a daily basis. A flat rate enables the administration to contract for mid-day kindergarten service prior to having the mid-day kindergarten routes established. Kindergarten routes are not established until 2-3 days prior to the start of school.	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #10			
a) District administration, by July 1997, should add a requirement to all future contracts that would allow MPS and their representatives the right to review any transportation company records that are applicable to the contract. In addition, the contract should indicate the length of time that transportation companies should retain their documents.	a) The administration concurs with this recommendation. By July 1997, provisions will be added to all contracts enabling MPS to review any and all records applicable to the contracts. The contracts will also include the length of time for contract documents to be retained.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*
b) Beginning in July 1997, district administration should ensure that all Specifications and Operating Procedures are reviewed and updated annually for completeness and relevancy.	b) The administration concurs with this recommendation. By July 1997, the administration will complete a review of the Specifications and Operating Procedures. It should be noted, that criminal background checks and substance abuse screening were requirements of the MPS contracts prior to the state enacting them into law.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #10 Continued c) PTS administration, by July 1997, should identify which Specifications and Operating Procedures are critical to maintain safe and adequate transportation services and provide for the annual monitoring of transportation company compliance with these critical specifications or requirements. In addition, PTS should, at a minimum once every three years, ensure that transportation companies are in compliance with all contract Specifications and Operating Procedures, critical and non-critical, by establishing a schedule to review applicable transportation company records and files.	c) The administration concurs with this recommendation. Administration's actions identified in (b) will address the first portion of this recommendation. Once a year, an audit will be conducted of all transportation companies to determine if they are in compliance with all contract Specifications and Operating Procedures. Compliance will be considered in the bus company's performance evaluation.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*

Audit Recommendation	Supt's Responses	Audit Anal. of Resp.	Supt's Reply
Recommendation #10 Continued d) PTS administration, by July 1997, should add a section to the contract criminal background specification that would require contracted transportation companies to subscribe to a service that will notify the contractor of any accident, conviction, suspension, revocation, cancellation, disqualification or out-of-service order as soon as it is recorded on the operating record of an employee to ensure all bus drivers hold a valid school bus driver's license and are in compliance with the requirements of the Wisconsin state statutes at all times.	d) The administration concurs with this recommendation. The administration will by July 1997 determine if is recommendation can be implemented with minimal or no cost. If the cost of the service is significant, the administration may make it a requirement for those companies with a large number of vehicles with MPS.	*Proposed actions in the Superintendent's response will accomplish the objective of the recommendation.*	*No additional response is needed.*

Separate consideration was requested of both items in the report.

Item 1, relating to the Purchasing and Warehouse Services Audit, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Item 2, relating to the Transportation Services Audit, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

STRATEGIC PLANNING AND BUDGET COMMITTEE

Director Gardner 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 Recommendations to Adopt the budget for fiscal Year 1998, including Consideration of Amendments to FY98 Budget agreed upon at a board meeting held on April 23, 1997

(Item 1a) Adoption of the School Operations Fund Budget for FY98

Your Committee recommends that the Board adopt the Superintendent's proposed FY98 School Operations Fund budget, submitted February 24, 1997, amended as follows:

#	Board Budget Priority	Amendment
1.	Early Childhood Education	Direct the Supt. to allocate $75,000 in the line item for research and development in the Superintendent's FY98 budget, for use at 68th Street School for the planning process of converting from the school's current focus to an Early Childhood focus.
2.	Accountability	All funds in the FY99 budget will be tied to clearly stated measurable results.
3.	Equitable Allocation of Resources	Direct the Supt. to allocate a 3 percent inflationary increase to the elementary schools that did not receive the inflationary adjustment in the proposed FY98 budget, in the amount of $242,611.
4.	Equitable Allocation of Resources	To direct the administration to develop a school based budget for FY99 which has at its center a baseline allocation which reflects the importance placed on elementary education, with a weighted formula for poverty, EEN, bilingual and school size. Schools would allocate 70% of their budget for instruction and 10% for instructional support. The MPS budget should reflect 80% for instruction and instructional support and 20% for operations, other commitments and leadership. Develop a Board policy to this effect, with the implementation of the policy beginning with the development of the FY99 budget.
5.	Pupil Transportation	Direct the administration to bring back a transportation plan by September 1997 to bus children only for safety, integrated education, overcrowding, and after-school activities, beginning in the 1998-99 school year.

#	Board Budget Priority	Amendment
6.	Pupil Transportation	That any MPS school that so requests have proportionate transportation costs, as reported in the Financial Analysis Model report for costs for the 1996-97 year, shifted from Central Services to school accounts for the 1997-98 school year, to provide transportation services for its school in any of the following four manners: 1. Contracting directly with current MPS providers 2. Contracting directly with other providers who meet specified MPS requirements 3. Contracting with Milwaukee County Transportation System 4. Hiring MPS employees, at wage and benefit levels equivalent to Milwaukee County Transportation System, under labor contract with Amalgamated Transit Workers Local #888, to provide student transportation services to one or more schools.
7.	Decentralization	Delete the following language from the Superintendent's recommendations on decentralization: p. 36, last two sentences of paragraph 2; all of paragraph 3. p. 37, all of paragraph 2.
8.	Decentralization	Set up a revenue account for each enterprise fund and establish a procedure which would require Board authorization for the allocation and use of these revenues.
9.	Other	Add four positions of supervisor in exceptional education area, to be limited to a two-year duration, with the dollars to be taken from the current budget, to aid in shift to school-based programs; the first year cost is not to exceed $301,000.

Text of Proposed Amendments by Board Members to the FY98 Budget for Consideration on April 24, 1997.

#	Author & Page	Amendment	History and Rationale	Total Cuts from:	Total Additions to:
1	Bills	Direct the Superintendent to create a Blue Ribbon Task Force made up of public and private sector representatives 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 oversite function. All other positions would be eliminated and the remaining Operating Funds would be distributed to schools equitably with priority funding for elementary schools. Schools could contract with administrators for services previously provided. The task force will report back to the Board by October, 1997 for implementation in the FY99 budget and for the 1998-99-school year.	New amendment. *Rationale:* MPS is not an employment agency. It is an educational institution with a proud history. But MPS has drifted from it's core mission – the education of Milwaukee's children. In order to get back to its essential business, we must take a drastic action in order to put our focus, priorities, resources and educators back in the schools. Schools should be required to submit an educational plan based on MPS goals and graduation standards. They will be accountable for their plans or they will be closed and reopened as charter schools. The adults should take the risks on behalf of the children. Right now it is backwards. The schools must adjust to shortfall. We continue to add to the administration. Only the children are entitled to educational opportunities which can secure them a future. It is our job to assist and enable and reap any residual benefits, but not at their expense. Children First.		
2	Bills	To eliminate the 17 Enterprise positions from the budget.	New amendment. *Rationale:* It is better policy to have the administration request these positions on an as-needed basis, rather than have 17 positions which could be funded at a later date without appropriate discussion or controls by the Board. Unfunded positions are bad budget policy.		

3	Bills	As part of the budget process, the Board of School Directors will invoice the city and the state for the following unfunded or underfunded mandates: • $2 million to the State of Wisconsin for the *underfunded* mandate — *Bilingual Education* • $17 million to the State of Wisconsin for the *underfunded* mandate — *Exceptional Education* • $4 million plus fringe benefits to the City of Milwaukee for *health nurses for all MPS schools* • $13,305,365 to the city of Milwaukee for the Safety Budget and *Transportation* for out of Neighborhoods Related to Safety • $_____ to the State of Wisconsin for the *underfunded* mandate— *SAGE.* • $616,802 to the State of Wisconsin for the *unfunded* mandate — *TABS.* • $88,514,690 to the State of Wisconsin for the *underfunded* mandate of providing *educational services for the current population of at-risk students.* • $529,756 to the State of Wisconsin for the *underfunded* mandate — *Health nurses for students with exceptional educational needs.*	New amendment.		

4	Braun	Reallocate $1.5 million from the Purchasing Services and Warehouse and Distribution Services budgets to the school budgets, the allocation method to be determined by the School Budget Committee, for the purpose of developing a system that is customer driven and results in a faster turn-around in the processing and delivery of purchase order requests. School must use these funds to purchase services through Purchasing and Warehouse Services to ensure that no MPS jobs are contracted out. Once Purchasing Services and Warehouse and Distribution Services achieve revenues of $1.5 million, schools will be allowed to use the allocated funds as discretionary funds. After the first year of operation, the administration will prepare a report documenting the sources and uses of revenues. The report on this pilot program will identify the efficiency and effectiveness of service improvements which resulted from the additional revenues.	New amendment resulting from Board meeting with School Budget Committee.	$1.5 million from Purchasing Services and Warehouse and Distribution Services.	Allocations to schools to be determined by the School Budget Committee.

5	Braun	Direct the Curriculum and Instruction Division to work with the School Budget Committee to identify the need for elementary school teachers' support and evaluation services, and identify school funding for these services. Curriculum and Instruction will fill any new positions only after the elementary schools commit the necessary funds from their school budgets. If funding from the schools is not provided in subsequent years, these positions will be eliminated from the Curriculum and Instruction budget. An analysis will be performed after the initial year of operation; and, if demand exists, the program will be expanded to middle and high schools.	New amendment.		

6	Braun	That $2,870,017 be allocated to schools and departments for educational maintenance. The allocation method is to be determined by the School Budget Committee. During FY 98, the allocations are to remain central in the Division of Facilities and Maintenance Services and accounted for by schools and departments. The definition and categories of educational maintenance have previously been determined by a committee of principals and facilities staff. Schools and departments will have sole discretion as to what educational maintenance will be performed. They will have to receive a bid from Facilities and Maintenance for all work needed that is included in educational maintenance. A monthly statement will be sent to each school and department indicating all activity and remaining balances. At the end of the year any savings will be given to the school or department. If the school or department over-expends their allotment, they will be responsible for the short fall. At the end of the first year, the administration will prepare a financial report on the educational maintenance account. It will identify the balance or short fall for each school and department	New amendment.	$2,870,817 from the Division of Facilities and Maint. Services.	Allocation to schools to be determined by the School Budget Committee and to remain central during FY98.

7	Todd	Move the Parent Service Center, page 217 in the Superintendent's line item budget, from Parent and Student Services to Board Governance. The total amount $336,754 from page 217 is exempted from any cuts in the budget of Board Governance.	New amendment. *Rationale:* Many complaints received by Board members can not be realistically referred to the Parent Service Center because of its location in the organization. Therefore, several Board members must refer many complaints to volunteers.	$336,754 from Parent & Student Services.	$336,754 to Office of Board Governanc e.
8	Sinicki & Gardner	Add $6,000,000 to be added to individual school budgets after the third Friday count in 1997, as follows: $150,000 for all schools under 300 students; $100,000 for all schools under 351 students; $70,000 for all schools under 401 students; $50,000 for all schools under 451 students; and $20,000 for all schools under 501 students. If schools require less than $6,000,000, all remaining funds will be used to raise the per-pupil allocations to elementary schools with the lowest per-pupil allocations. (Memo detailing formula is attached to the amendment form.)	New amendment. *Rationale:* In the per-pupil allocation formula adopted by the School Budget Committee, small schools suffered disproportionate losses that fail to reflect fixed costs required by Wisconsin statutes and MPS Board policies. The amendment compensates for those losses, without removing any funds from any other school.	$6,000,000 from Central Services and other non-school accounts.	$6,000,000 to various individual school budgets.
9	Gardner	Direct the administration to allocate the same per-pupil funding budgeted for Hi-Mount students at the Hi-Mount Boulevard campus for Hi-Mount students at the Community Baptist Church campus and St. Catherine's School campus. The following formula shall be applied: Previous Year C.A.F.R. x .85 x All Seats Managed by Hi-Mount.	New amendment. *Rationale:* Per-pupil allocations to schools should not differ for students at different campuses. The amendment makes Hi-Mount consistent with all multi-campus schools, such as Riley Elementary, Starms Discovery Early Childhood, Westside Academy, and all high schools with outposts.		

10	Small	Direct the Superintendent to develop a formula to provide smaller elementary schools with the same percentage of discretionary dollars that larger elementary schools have, 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.	Withdrawn at SPB on March 25 for resubmission at the Board level. *Rationale:* Smaller elementary schools have great disadvantages with respect to discretionary spending amounts as compared to larger elementary schools.		

(Item 1b) Adoption of the Construction Budget for FY98

Your Committee recommends that the Board adopt the Superintendent's proposed FY98 Construction Fund budget, submitted February 24, 1997.

* * * * *

(Item 1c) Adoption of the Extension Fund Budget for FY98
Your Committee recommends that the Board adopt the Superintendent's proposed FY98 Extension Fund budget, submitted February 24, 1997.

* * * * *

(Item 2) Action on recommendations to adopt the budget resolutions with tax levies for the school operations, construction and extension funds for fiscal year 1998

Your committee recommends that the Board adopt the following resolutions, based on the budgets recommended above:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $737,512,089 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 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.

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 $9,700,000 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.

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 $6,889,122 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 1998 Fiscal Year, and that $5,452,011 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)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

* * * * *

Director Small moved to adopt the Committee report and the budget resolutions.

The Chair ordered separate consideration of all items of the report.

The Board proceeded to consider Item 1a, the School Operations Fund budget.

Director Bills moved to adopt amendment #4 of the Strategic Planning and Budget Committee.

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

Ayes—Bills, Johnson and Sinicki—3.

Noes—Directors Gardner, O'Neil, Small and President pro Tem Braun—4.

The Board proceeded to consider the amendments transmitted at the April 23, *1997*, Board meeting.

With respect to amendment #1, Director Gardner moved to amend by striking the words "create a Blue Ribbon Task Force made up of public and private sector representatives," and inserting the words "to instruct the School Budget Committee in addition to teachers and parents appointed in a manner prescribed by the Superintendent."

The amendment was adopted, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Small and President pro Tem Braun—4.

Noes—Directors Bills, Johnson and Sinicki—3.

Director Johnson moved to amend by striking the words "All other positions would be eliminated and the operating funds would be distributed to schools equitably with

priority funding for elementary schools," and the words “Schools could contract with administrators for services previously provided."

The amendment was adopted, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil and President pro Tem Braun—4.

Noes—Directors Bills, Sinicki and Small—3.

Director Small moved to adopt Board amendment #1 as amended.

The amendment was adopted, the vote being as follows:

Ayes—Directors Gardner, Johnson, O'Neil, Small and President pro Tem Braun—5.

Noes—Directors Bills and Sinicki—2.

Director Small moved to adopt Board amendment #2.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Sinicki moved to adopt Board amendment #3.

Director Gardner moved to amend by adding a bullet point: "Pending receipt of these funds, the Milwaukee Board of School Directors will rebate the total of $6,000 per child to any City of Milwaukee parent whose child did not, as promised by this Board, receive its first choice within MPS."

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

Ayes—Director Gardner—1.

Noes—Directors Bills, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—6.

The question being on adoption of Board amendment #3, it was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil and Sinicki—4.

Noes—Directors Gardner Small and President pro Tem Braun—3.

Director Sinicki moved to adopt Board amendment #4.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O’Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Sinicki moved to adopt Board amendment #5.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Sinicki moved to adopt Board amendment #6.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Sinicki moved to adopt Board amendment #7.

Director Braun moved to amend by striking the sentence "The total amount $336,754 from page 217 is exempted from any cuts in the budget of Board Governance."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

Abstaining from voting—Director Johnson—1.

Director Braun moved to amend by making the amendment effective in 1999.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, O'Neil, Sinicki, Small and President pro Tem Braun—6.

Noes—Director Gardner—1.

Abstaining from voting—Director Johnson—1.

The question being on the adoption of Board amendment #7 as amended, it was adopted, the vote being as follows:

Ayes—Directors Gardner, O'Neil, Sinicki and Small—4.

Noes—director Bills and President pro Tem Braun—2.

Abstaining from voting—Director Johnson—1.

The Board recessed from 9:29 PM to 9:40 PM.

Director Johnson moved to amend Board amendment #8 as follows:

Add $6,000,000 to be added to individual school budgets after the third Friday count in 1997, as follows: ~~$150,000 for all schools under 300 students; $100,000 for all schools under 351 students; $70,000 for all schools under 401 students; $50,000 for all schools under 451 students; and $20,000 for all schools under 501 students. If schools require less than $6,000,000, all remaining funds will be used to raise the per-pupil allocations to elementary schools with the lowest per-pupil allocations.~~ All MPS schools will be allocated an additional $150.00 for every K-3 student. Schools are authorized to use the funds for any purpose, including lost central services, to improve reading, writing and mathematics academic achievement, as measured by MPS board benchmarks, among K-3 students.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Braun moved to amend by making the amendment effective in the 1999 school year.

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

Ayes—Director Small and President pro Tem Braun—2.

Noes—Directors Bills, Gardner, Johnson, O'Neil and Sinicki—5.

The question being on adoption of Board amendment #8 as amended, it was adopted, the vote being as follows:

Ayes— Directors Bills, Gardner, Johnson, O'Neil and Sinicki—5

Noes— Director Small and President pro Tem Braun—2.

Director Bills requested permission to change her vote on Board amendment #1 from "no" to "aye."

There being no objection, the request was granted, with the vote then being:

Ayes—Directors Bills, Gardner, O'Neil, Small and President pro Tem Braun—5.

Noes—Directors, Johnson and Sinicki—2.

Director Gardner moved to adopt Board amendment #9.

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

Ayes—Director Gardner and President pro Tem Braun—2.

Noes—Directors Bills, Johnson, O’Neil, Sinicki and Small—5.

Director Gardner moved to amend Board amendment #10 to insert after the words "Direct the Superintendent" the words "in cooperation with the School Budget Committee and teachers and parents appointed to that committee in a manner prescribed by the Superintendent."

The amendment was adopted by consensus.

Director Gardner moved to amend by inserting after the words "that larger elementary schools have," the words "as part of a formula that allocates per pupil costs for all MPS schools."

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Bills moved to further amend as follows:

For the development of the fiscal year '99 budget, direct the Superintendent, in cooperation with the School Budget Committee, with the addition of teacher and parents appointed to that committee in a manner prescribed by the Superintendent, to develop a weighted formula to provide smaller elementary schools with the same percentage of discretionary dollars that larger elementary schools have as part of a formula that allocates per pupil costs for all MPS schools, 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.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki and Small—5.

Noes—Director Gardner and President pro Tem Braun—2.

The question being on adoption of Board amendment #10 as amended, it was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Sinicki and Small—5.

Noes—Director Gardner and President pro Tem Braun—2.

The question being on adoption of Item 1a, the FY98 School Operations Fund Budget, as amended, it was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O’Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Bills moved adoption of Item 1b, the FY98 Construction Fund Budget.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Bills moved adoption of Item 1c, the FY98 Extension Fund Budget.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

With respect to Item 2, Director Sinicki moved to amend the School Operations Fund budget resolution as follows:

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 ~~$737,512,089~~ $739,512,089 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 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.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

Director Bills moved to adopt the FY98 budget resolutions with the tax levies for the School Operations, Construction and Extension Funds.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, O'Neil, Sinicki, Small and President pro Tem Braun—7.

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Director, Office of Board Governance, presented 12 expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Bills moved to accept the reports of the Independent Hearing Panel of March 24, 25, 26, and 27, 1997, and April 7, 15, 16, 17, 21, 22, 23, and 24, 1997.

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

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small, President pro Tem Braun—6.

Noes—None.

Temporarily absent—Director Johnson—1.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Resolution 9697R-070 by Director Bills to Amend Board Governance Policy 2.14 to Add a Provision on Full Disclosure of the Terms of the District's Contracts with All Collective Bargaining Units

Resolution

At the Agenda Planning Meeting on march 26, 1997, the Board scheduled consideration of Resolution 9697R-070, introduced on February 27, 1997, by Director Bills, for the April 24, 1997, meeting.

RESOLUTION 9697R-070

WHEREAS, The Board negotiates in good faith with the bargaining units which represent the districts employees; and

WHEREAS, Past practice has dictated that the Board receive the details of the contracts and a copy of the agreement three to six months after the Board has approved the agreements; and

WHEREAS, It would be in the Board's best interest to know in-depth details of the agreements before it votes to approve; now therefore, be it,

RESOLVED, That Board Governance Policy 2.14 be amended to add a provision that the administration provide full disclosure of the terms of the district's contract with all collective bargaining units, as well as the fiscal and policy implications, to the Board before the agreements come before the Board for approval; and be it

FURTHER RESOLVED, That once the contracts have been approved by the Board, they will be printed and distributed within one month of Board approval.

Recommendation

That the Board determine what action it wishes to take with respect to the resolution.

* * * * *

Director Bills moved to adopt the resolution, with the timeline changed from one month to two months.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, O'Neil, Sinicki, Small, President pro Tem Braun—6.

Noes—None.

Temporarily absent—Director Johnson—1.

(Item 2) Action on a Request for a Contingent Fund Transfer to Improve High School Cafeteria Serving Lines

Administration's analysis

1. The School Lunch and Breakfast programs are designed to provide nutritious food to students who might otherwise go without, thus enabling all students to learn and achieve. The Division of School Nutrition Services prepares over 68,000 lunches daily, with a FY98 budget projected at over $25 million. Approximately 95% of the budget is supported by federal reimbursements for meals served, while 5% of the meals are paid for. No property tax dollars are used to support the program.

2. The benefits of the meal programs cannot be realized if students choose not to eat the school lunch. At the high school level, approximately 55% of the students eat the school lunch; at the middle and elementary school grades, the participation rate is 90-95%. High school student representatives have indicated a dissatisfaction both with some of the meals offered and with the way in which the meals are served.

3. The Division of School Nutrition Services has expanded the options available to students. Salad bars and potato bars have proven popular. The range of meal options, however, is limited by the current equipment in most high schools, which is a conveyor belt system in which all meal components are placed onto a tray as it moves along. The conveyor system limits contact between students and employees, thus preventing the students from choosing which entree or food items they want. Students cannot select an alternate entree or purchase a second entree a la carte.

4. The conveyor system also results in increased waste. Federal regulations permit students to choose fewer than the five mandated meal components. With the conveyor system, however, each student receives the full meal, regardless of his or her preferences. Eliminating the conveyor system will cut down on waste, thus reducing food expenditures. Conventional serving lines allow students to serve themselves, thus reducing staffing needs.

5. Ten (10) high schools currently have the conveyor systems. Cost to upgrade to conventional serving lines is estimated at $133,000 for equipment and $30,000 in labor for installation. Federal reimbursements are estimated to increase 2.8%. For FY98, costs are projected to increase 3.2%, primarily due to a 4.8% increase in wages and benefits. The Division does not have funds available to upgrade the high school cafeterias. The Administration is requesting Board approval to transfer $133,000 from the Contingent Fund to the Division of School Nutrition Services to purchase the equipment necessary to convert to a conventional serving system. The Division will fund the cost of installation through projected savings in food and labor expenditures.

Strategic Plan Compatibility Statement

6. Upgrading high school cafeterias will improve student achievement by making healthy, nutritious meals available to more students. Good nutrition has been proven to enhance a student's ability to learn.

Statute, Board Policy or Rule Statement

7. Board Policy 3.04, Contingent Fund: "The earmarking of an amount in or transfer of money from the contingent fund shall require a recorded affirmative vote of two-thirds of the Board members present at the Board meeting at which the action is taken."

Fiscal Impact Statement

8. Approval of this request would reduce the Contingent Fund by $133,000. As of March 31,1997, the Contingent Fund has a balance of $1,064,659. Approval of this transfer would leave a balance of $931,659.

Implementation and Assessment Plan

10. Upon approval, equipment would be ordered and installed by September 1997.

Recommendation

That the Board approve the transfer of $133,000 from the Contingent Fund to the School Special Funds for the purpose of upgrading ten high school cafeterias to a conventional service system.

* * * * *

Director O'Neil left at 11:10 PM.

Director Bills moved to approve the Superintendent's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

(Item 3) 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

NEW EXTERIOR INSULATION AND FINISH SYSTEM

Alcott Elementary School

T.V. John & Son, Inc.
5201 North 124th Street
Butler, WI 53007
Second low bidder, Base Bid of $53,995

ROOF REPLACEMENT

Auer Avenue Elementary School

Carlson Racine Roofing, Inc.
2401 Eaton Lane
Racine, WI 53404
Low bidder, Base Bid of $71,045

North Division High School

Carlson Racine Roofing, Inc.
2401 Eaton Lane
Racine, WI 53404
Low bidder, Base Bid of $84,994

ROOF REPLACEMENT

Lincoln Avenue School

Walsdorf Roofing
Company, Inc.
W325 Hwy. 149

Kiel, WI 53042
Low bidder, Base Bid of $117,000

MASONRY RESTORATION AND REPAIRS

Forest Home Avenue School

R. D. Woods Co., Inc. %
6420 South Howell Avenue
Oak Creek, WI 53154
Low bidder, Base Bid of $109,500 plus $37,500 for Mandatory Alternate Bid 1 to provide new cement plaster finish over existing masonry areas for a total contract of..... $147,000

ELECTRICAL SERVICE REVISIONS/NEW OUTLETS

Clement Avenue School

Pieper Electric, Inc.
5070 North 35th Street
Milwaukee, WI 53209
Low bidder, Base Bid of..... $69,946

Authorization to Make Purchases

The attached rationale prepared by each school was reviewed and approved by the MPS Technology Advisory Committee:

SS-307 **52 IBM Computers, 13 Printers, Networking (Sholes)**

Recommend authorization to purchase 52 IBM computers, 13 printers, networking items, installation and software license upgrades, totaling an estimated $136,000.

SS-308 **Lap Top Computers (Cosmic Center)**

Recommend authorization to purchase 23 Macintosh lap top computers, 2 Dos laptop computers, modems, carrying cases and software, totaling an estimated $74,000, for use by math and science resource teachers at the Cosmic Center.

SS-310 **16 Macintosh Computers and 9 Printers (Ex Ed)**

Recommend authorization to purchase 16 Apple Macintosh computers and 9 printers, totaling an estimated $70,000, to use for preparing Multi-disciplinary Team reports.

SS-311 **62 Compaq Computers (Vincent)**

Recommend authorization to purchase 60 Compaq desk model computers and 2 Compaq notebook computers, totaling an estimated $150,000.

SS-312 **26 Computers, Networking, Installation, Software Upgrades (Parkview)**

Recommend authorization to purchase 26 IBM computers, networking items, installation, software, and software upgrades totaling an estimated $67,000.

SS-313 **36 Pentium Laptop Computers (School to Work)**

Recommend authorization to purchase 36 Compaq Pentium Laptop computers with office software, modems, Internet software and carrying cases, for an estimated total of $107,000. This will finish the three-year project to place a computer for School toWork activities in each MPS school. FY97 funds will be used. Purchase orders were issued, contingent upon receiving Board approval, to ensure product delivery by end of school.

Report of Revenues and Expenses and the Expenditure Control Report

A. Statement of Revenues as of March 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	$480,403,075	$199,156,392	70.7%
Categorically Aided	64,763,909	23,035,081	87,798,990	44,226,491	43,572,499	50.4%
School Nutrition	24,541,141	0	24,541,141	16,594,683	7,946,458	67.6%
Construction	21,500,000	0	21,500,000	17,833,190	3,666,810	82.9%
Extension	6,770,753	0	6,770,753	5,990,479	780,274	88.5%

B. Statement of Expenses as of March 31, 1996:

	Adopted Budget	Approved Transfers(1)	Revised Budget	Year-to-Date Expenditures(2)	Unexpended Balance	Percent Expended
School Operations	$679,559,467	$17,012,244	$696,571,711	$487,173,505	$209,398,206	69.9%
Categorically Aided	64,763,909	25,445,277	90,209,186	56,438,997	33,770,189	62.6%
School Nutrition	24,541,141	40,704	24,581,845	19,456,380	5.125,465	79.1%
Construction	21,500,000	10,889,634	32,389,634	26,405,213	5,984,421	81.5%
Extension	6,770,753	63,996	6,834,749	4,373,593	2,461,156	64.0%

(1) Represents Board approved transfers during fiscal year 1997 and appropriations for purchases encumbered in fiscal year 1996.
(2) Encumbrances and expenditures included through March 31, 1997, and payrolls through March 21, 1997.

Acceptance of Donations

The following donations have been received:

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Browning	Rose Mary Muller	$74	College scholarship fund
Clarke Street	J. & J. Pederson	$75	General school use
Clarke Street	Master Lock	$600	General school use
Craig	P.T.A.	$300	Classroom supplies
King, Jr.	Doris Wallace	$20	Fifth grade Orlando trip
King, Jr.	Helen Wallace	$50	Fifth grade Orlando trip
King, Jr.	Tyrone Dumas	$200	Fifth grade Orlando trip
King, Jr.	Richard James	$150	Fifth grade Orlando trip
King, Jr.	Josephine Mosley	$100	Fifth grade Orlando trip
King, Jr.	Geraldine Beard	$25	Fifth grade Orlando trip
King, Jr.	Ruth Fry	$50	Fifth grade Orlando trip
King, Jr.	Amos Simmons	$20	Fifth grade Orlando trip
King, Jr.	Brenda Wood	$50	Fifth grade Orlando trip
King, Jr.	John Shiely	$5,000	Fifth grade Orlando trip
King, Jr.	Wisconsin Gas Co.	$1,200	Fifth grade Orlando trip
King, Jr.	Wisconsin Gas Co.	$500	Fifth grade Orlando trip
King, Jr.	WHC,Jr./COC	$800	Fifth grade Orlando trip
King, Jr.	T&C Transportation	$250	Fifth grade Orlando trip
King, Jr.	L. Merriweather	$30	Fifth grade Orlando trip
King, Jr.	Ethel Hood	$100	Fifth grade Orlando trip
King, Jr.	L. Merriweather	$60	Fifth grade Orlando trip
Lady Pitts	St. Joseph School	$400	Toys - Gifts to students
Metro	Mary Pichelmann	$50	Art Supplies
MHSA	Carmelo DeAngelis	$1,300	Scholarship - $1,000 Theatre Dept. - $300
North Division	Avery Goodrich	Undetermined	15 golf clubs, 1 golf bag
Silver Spring	P.T.A.	$500	Books for RIF
Urban Waldorf	Jewish Community Center	$10,000	After school and Saturday classes and clubs
Walker	United Seniors of Wisc.	$300	Attendance prizes
Wisconsin Avenue	Reading is Fundamental	$214	Free reading books for all children

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.

Superintendent's recommendations

1. That the Board approve the constracts 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 Bills moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

(Item 3) 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 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 March, 1997 is attached. No action is required.

Superintendent's recommendation

That the Board approve the classified personnel transactions, teacher appointments, deletion of names from the list of appointed teachers and leaves of absence as listed below

Director Small moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, Small and President pro Tem Braun—5.

Noes—None.

Voting "present"—Director Sinicki—1.

REPORT ON CLASSIFIED PERSONNEL TRANSACTIONS

APPOINTMENTS

Name and Assignment	Position and Salary	Date
Sylvia Calderon 53rd	Clerk Typist I $14,480.00/yr.	03-10-97
Michael Cooper Ins. & Risk Mgmt.	Clerk Typist I $17,464.20/yr.	03-20-97
Walter Davis Fac. & Main.	Office Equipment Technician $33,126.08/yr.	03-31-97
Daniel Finco Fac. & Main.	Plumber $24.00/hr.($48,000.00/yr.)	03-17-97
Angela Kupka Fac. & Main.	Office Equipment Technician $33,126.08/yr.	03-24-97
Shaun Payne Div. of Spec. Svcs	Clerk Typist I $17,464.20/yr	04-14-97

PROMOTIONS

Name and Assignment	Position and Salary	Date
Cathryn Anderson Hartford	School Secretary I $16,562.89/yr.	03-03-97
Douglas Bystrek Pierce	Food Service Manager I $14,110.02/yr.	03-26-97
Tammy Costa Vincent	Boiler Attendant Trainee $22,936.42/yr.	03-24-97
David Drobnik Pulaski	Boiler Attendant Trainee $22,936.42/yr.	03-24-97
Michael Frank Garden Homes	School Engineer II $35,546.94/yr.	03-24-97
Ross Hartung Douglas Comm. Acad	School Engineer III $38,660.18/yr.	03-24-97
Tarmika Johnson Lee	School Secretary I $16,562.89/yr.	03-03-97
Virginia Kaltenbach Mitchell	School Secretary I $16,562.89/yr.	04-17-97
Stacey Manske Hawthorne	Food Service Manager I $14,110.02/yr.	03-24-97
Anthony Marinello Warehouse & Dist. Serv.	Material Handler I $28,238.86/yr.	03-10-97
Linda Paddock Madison	Food Service Manager I $14,567.78/yr.	03-17-97

Patricia Peschl 37th	Food Service Manager II $15,293.79/yr.	03-17-97
Janice Powalisz Div. of Spec. Services	School Secretary II $22,561.76/yr	12-16-96
Melanie Sendejo Hayes	Food Service Manager II $14,865.95/yr.	03-17-97
Kevin Sponholz Malcolm X	Boiler Attendant Trainee $22,936.42/yr.	03-24-97
Suzette Weinstock Riverside	Boiler Attendant Trainee $22,936.42/yr.	03-24-97
Nancy Williams North Division	Building Service Helper II $21,896.42/yr.	03-23-97

CHANGES IN STATUS

Name and Assignment	Position and Salary	Date
Victor Rivera Fac. & Main.	School Engineer I $34,192.08/yr.	03-24-97
Vicky Ruege German Immersion	School Engineer I $34,404.24/yr.	03-24-97
Nancy Schneider Greenfield	Clerk Typist I $14,480.00/yr.	04-07-97

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APPROVAL OF CERTIFICATED APPOINTMENTS - TEACHERS

	Teachers - Schedule 01	Division	Salary	Years of Experience Credit	Start Date
Effective between November 7, 1996, and November 19, 1996, inclusive					
(r)(b)	Nancy S. Mueller Elementary/L. D.	BB	38,877	8.7	11-19-96
Effective between November 20, 1996, and December 3, 1996, inclusive:					
(r)(a)	Eugenia H. Britt Grade 1	B	33,324	5.5	12-03-96
Effective between January 23, 1997, and February 4, 1997, inclusive:					
(r)	Betty R. Whitehead Grade 4	B	24,684	0	01-30-97
Effective between February 5, 1997, and February 18, 1997, inclusive:					
(r)	Amy L. Jaeger French/Soc Studies	B	24,684	0	02-10-97
(nr)	Rick G. Peck Science	B	29,621	4	02-18-97
Effective between February 19, 1997, and March 3, 1997, inclusive:					
(r)	Barbara A. Hanson Elementary	B	24,684	0	03-03-97
(r)	Karen A. Pokrandt Art	B	25,919	1	03-03-97

Effective between March 4, 1997, and March 14, 1997, inclusive:					
(r)	Jennifer A. Gruber EC:EEN	B	24,684	0	03-10-97
(nr)	Ann E. Kaczmarek Grades 1 & 2	B	24,684	0	03-14-97
Effective between March 17, 1997, and March 27, 1997, inclusive:					
(r)(b)	Kathryn M. Huffman Music - Choral	B	40,095	12	03-17-97
(r)	Janell K. Olive Art	B	24,684	0	03-24-97
Effective between March 17, 1997, and March 27, 1997, inclusive:					
(r)(a)	Mary E. Ringhand C. D.	BB	29,806	3	03-24-97
Effective between April 7, 1997, and April 17, 1997, inclusive:					
(r)	Kimberly A. Prell Grade 5	B	24,684	0	04-07-97

(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
Personal Leave, to June 13, 1997:		
Lisa Krickeberg	Mitchell	April 7, 1997
Illness Leave, to June 13, 1997:		
Gerald Oliver	Bay View	April 16, 1997
Nettie Raasch	LaFollette	May 21, 1997
Renee Triulzi	Keefe	March 15, 1997
Maternity Leave, to June 13, 1997:		
Wendy Johnson	Engleburg	August 26, 1997
Donna Velez	EESS Center	March 12, 1997
Sabbatical Leave, to June 15, 1998:		
Julie Buckholt	Robinson	August 26, 1997
Ann Green	Honey Creek	August 26, 1997
Mary Hayes	Cass	August 26, 1997
Deborah Hoffman	Robinson	August 26, 1997
Tresha Patton	Fernwood	August 26, 1997
Jacquelyn Scudder	Hamilton	August 26, 1997
Rae Sena	Burdick	August 26, 1997

Extension of Personal Leave, to June 15, 1998:

Jody Balzer	Leave	August 26, 1997

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REPORT ON RESIGNATIONS ACCEPTED

Name	Position	Effective Date
Robert L. Baird	Teacher	06-13-97
Bruce B. Bamberg	Teacher	06-13-97
Judy A. Bartol	Teacher	03-14-97
Gwendolyn E. Beard	Counselor	06-13-97
Jean D. Beckley	Librarian	06-13-97
Doreen Bloomingdale	Teacher	06-13-97
Charlene J. Brazner	Teacher	06-13-97
Roy R. Chartier	Teacher	04-30-97
Richard R. Clark	Social Worker	06-19-97
Peter O. Dahlke	Teacher	06-13-97
Diane Drosen	Teacher	06-13-97
Michael E. Farina	Teacher	06-13-97
Elizabeth E. Fisher	Psychologist	06-19-97
Carol K. Fishman	Teacher	06-13-97
Robin J. Fraser	Teacher	01-20-97
Larry L. Gabrysiak	Teacher	06-13-97
Ronald D. Glaser	Teacher	06-13-97
Sheran A. Grant	Teacher	06-13-97
Myrna Hannemann	Teacher	06-13-97
Maxine C. Hannibal	Teacher	06-13-97
Portia K. Harrison	Suprvsr./SW	06-19-97
Bernadine A. Hoeft	Counselor	06-13-97
Richard A. Housfeld	Teacher	06-13-97
Georgia J. Janza	Teacher	06-13-97
Idella Johnson	Teacher	06-13-97
Jimmie R. Johnson	Teacher	06-13-97
Karen L. Johnson	Teacher	06-13-97
Lorell A. Johnson	Teacher	06-13-97
Robert M. Krucky	Teacher	06-13-97
Ann M. Kuehn	Teacher	06-13-97
James F. Lauby	Teacher	06-20-97
Julia Lichtig	Teacher	06-13-97
June B. Mamon	Speech Path.	03-27-97
Harold Maxwell	Ass't. Prin.	06-16-97
Carol J. Miller	Teacher	06-13-97
Ida M. Miller	Teacher	06-13-97
Jimmy G. Milton	Counselor	06-13-97
Mary Lee Muntner	Teacher	06-13-97
Raymond N. Nemoir	Act.Exec.Dir.	06-30-97
Patricia A. Newcomb	Teacher	06-13-97
Alice M. Olson	Teacher	06-13-97
William D. O'Rourke	Teacher	03-26-97
Carol E. Patterson	Teacher	06-13-97
Amy L. Peterson	Teacher	04-04-97

Name	Position	Effective Date
Carol Jean Pingel	Librarian	06-13-97

Lance E. Potter	Teacher	06-06-97
Thomas A. Prokop	Teacher	06-19-97
Daniel J. Pryzbyla	Teacher	06-13-97
Karen O. Rasmussen	Teacher	06-13-97
Timothy Reichhardt	Teacher	06-13-97
Margaret T. Riester	Teacher	06-13-97
Dolores C. Schlaefer	Teacher	06-13-97
Paul F. Schloemilch	Teacher	06-13-97
John E. Schmuhl	Principal	06-20-97
Dennis Schumacher	Principal	06-19-97
	Counselor	06-13-97
Howard J. Schwartz		
Arthur Schwibinger	Teacher	07-31-97
Nancy L. Seay	Teacher	06-13-97
Dee A. Sitzberger	Teacher	06-13-97
Flora M. Smith	Teacher	06-13-97
Arthur R. Stange	Teacher	04-22-97
Doris A. Strazis	Teacher	06-13-97
Edna E. Tabor	Teacher	06-13-97
James M. Thomas	Teacher	06-13-97
Renee V. Triulzi	Teacher	01-10-97
	Teacher	03-27-97
Eric Turcat		
Elizabeth A. Wegner	Teacher	06-13-97
James J. White, Jr.	Teacher	06-13-97
Bonnie M. Whiting	Teacher	06-13-97
Wendy S. Wosoba	Teacher	06-13-97
K. J. Zimmerman	Teacher	06-13-97

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(Item 5) Action on Recommended Administrative Appointments and Promotions

The Superintendent recommends that the following individuals be appointed or promoted to the classifications indicated, effective upon assignment following approval by the Board.

5(r)	Kathleen Kaufman	Staff Development Supervisor Division of School Technology Support	Schedule III, Range 8A $57,508
5(nr)	Stacy Herbst	Assistant Recreation Supervisor Aquatics Division of Community Recreation	Schedule III, Range 4T $31,945

2 African American
5 White
r Resident
nr Non-Resident

* * * * *

In light of action taken on the budget earlier, the Superintendent requested permission to withdraw the appointment of Kathleen Kaufman.

There being no objection, the request was granted.

Director Bills moved to approve the appointment of Stacy Herbst.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Gardner, Johnson, Sinicki, Small and President pro Tem Braun—6.

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication 9697C-029 from Daniel Engstrom regarding yellow bus service for Rufus King High School students.

Referred to the Agenda Planning meeting of the Board.

RESOLUTIONS

Resolution 9697R-073

By Director Bills:

WHEREAS, The Milwaukee Board of School Directors agreed to put a Headstart program in the Central Services Building to remind us all of our mission and our priorities; and

WHEREAS, The Headstart children are requesting access from their room into the courtyard; and

WHEREAS, The Sesquicentennial Committee has recommended that the time capsule be buried in the courtyard; and

WHEREAS, It would make a wonderful statement about both our past and our future to see children playing in the courtyard, which would contain our past as well as our future for all the adults who walk by to see, therefore be it

RESOLVED, That the Milwaukee Board of School Directors transfer $50,000 from the FY97 Contingency Fund to create a door and a landscaped play space in the Central Services Building courtyard for the Headstart children.

Referred to the Innovation/School Reform Committee.

The Board adjourned at 11:28 PM.

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

SUMMARY OF 1997-1998 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS

SCHOOL SUPPORT AND ACCOUNTABILITY		
HIGH SCHOOLS	$	112,550,379
MIDDLE SCHOOLS		88,120,361
ELEMENTARY SCHOOLS 1) 2)		237,066,793
FRITSCHE MIDDLE SCHOOL		5,354,030
CONGRESS SCHOOL 2)		2,813,854
HI-MOUNT BOULEVARD SCHOOL 2)		3,558,701
K-8 SCHOOLS 2)		21,979,830
SPECIAL SCHOOL FUNDS		7,815,150
EDUCATIONAL PROGRAMS		
EXCEPTIONAL EDUCATION		
EARLY CHILDHOOD-EEN		696,018
VISUALLY IMPAIRED		758,377
ORTHOPEDICALLY IMPAIRED		3,344,497
HEARING IMPAIRED		1,052,689
LEARNING DISABILITIES		1,167,828
SPEECH/LANGUAGE DISABILITIES		2,152,453
EMOTIONALLY DISTURBED		381,043
SCHOOL TO WORK TRANSITION		1,487,858
COGNITIVE DISABILITIES		698,539
PSYCHOLOGICAL SERVICES		2,198,765
SCHOOL SOCIAL WORK SERVICES		2,380,401
CURRICULUM AND INSTRUCTION		
DRIVER EDUCATION		500,068
INSTRUMENTAL MUSIC		1,464,207
MUSIC FESTIVAL		108,807
SCIENCE MATERIAL/INSERVICE CENTER		395,159
URBAN HOUSEHOLD REHABILITATION		238,866
SCHOOL TO WORK		1,190,284
TEACHER PEER EVALUATION		557,070
MENTOR TEACHER PROGRAMS		1,395,047
SCHOOLS PROGRAM FUNDS		437,009

1) Elementary schools will be increased $242,661; funding reductions to be determined.
2) $6,000,000 to be added to school budgets on the basis of $150 for each K-3 student; funding reductions to be determined by Superintendent..

BILINGUAL EDUCATION		
ENGLISH AS A SECOND LANGUAGE		3,318,509
SOUTHEAST ASIAN/NATIVE AMERICAN PROGRAM		258,162
COMMUNITY RECREATION AND EDUC. SERVICES		
INTERSCHOLASTIC ACADEMICS		260,587
INTERSCHOLASTIC ATHLETICS		3,204,081
SCHOOL SAFETY		4,109,954
SUMMER SCHOOL		2,000,962
TABS		616,802
ALTERNATIVE EDUCATION		
AGENCY PROGRAMS		8,626,520
ALTERNATIVE SCHOOLS		4,870,756
HOME AND HOSPITAL INSTRUCTION		457,274
SCHOOL AGE PARENTS		1,386,567
ALTERNATIVE PROGRAMS MATC		580,031
ALTERNATIVE PROGRAMS-MILW. CO. COLLABORATIVE		1,354,704
TOTAL PROGRAM ACCOUNTS	**$**	**532,908,992**
ADMINISTRATION		
BOARD OF SCHOOL DIRECTORS	$	307,930
OFFICE OF BOARD GOVERNANCE	$	1,314,199
OFFICE OF SUPERINTENDENT		2,181,504
DEPARTMENT OF COOMMUNICATIONS AND PUBLIC AFFAIRS		1,005,892
OFFICE OF GOVERNMENTAL RELATIONS		329,261
EQUAL OPPORTUNITY PROGRAMS		322,364
DEPARTMENT OF LEADERSHIP SERVICES		1,196,449
DEPARTMENT OF EDUCATIONAL SERVICES		12,699,940
DEPARTMENT OF HUMAN RESOURCES.		3,918,329
DEPARTMENT OF PARENT AND STUDENT SERVICES		86,870,441
DEPARTMENT OF FINANCE		2,850,767
DEPARTMENT OF TECHNOLOGY		6,435,013
DEPARTMENT OF SCHOOL AND COMMUNITY SERVICES		48,736,238
TOTAL ADMINISTRATION	**$**	**168,168,327**
OTHER ACCOUNTS		
EMPLOYEE BENEFITS 3)	**$**	17,092,248
DISTRICT INSURANCES AND JUDGMENTS		5,577,000
DEBT SERVICE		7,279,785
SPECIAL AND CONTINGENT FUNDS		9,669,156
BUDGET OFFSETS		(1,183,419)
TOTAL OTHER ACCOUNTS	**$**	**38,434,770**
GRAND TOTAL -SCHOOL OPERATIONS FUND	**$**	**739,512,089**

3) Reflects decentralized employee benefits of $144,835,468.

CONSTRUCTION FUND

PROJECT ACCOUNTS	$	9,700,000
GRAND TOTAL-CONSTRUCTION FUND	$	**9,700,000**

EXTENSION FUND

OFFICE OF DIRECTOR	**$**	259,526
PLAYGROUNDS AND RECREATION CENTERS		4,875,519
PLAYGROUNDS AND RECREATION CENTERS - HI-MOUNT		4,868
DISTRICT INSURANCES		52,241
EMPLOYEE BENEFITS		1,139,618
SPECIAL AND CONTINGENT FUNDS		557,350
GRAND TOTAL -EXTENSION FUND	**$**	**6,889,122**

CATEGORICALLY FUNDED PROGRAMS

PROGRAM TITLE	AMOUNT
FEDERAL	
Alternative Programs	
DRUG FREE SCH. & COMMUNITIES ACT	$500,000
Bilingual Programs	
INDIAN ELEM. & SEC. SCH. ASSIST. ACT	218,000
FAMILY AND SCHOOL TOGETHER (FAST)	161,935
FOREIGN LANGUAGE ASSISTANCE PROGRAM	175,000
Curriculum and Instruction Programs	
ESEA, TITLE 1	44,193,149
ESEA, TITLE II	918,000
CARL PERKINS	1,700,000
ECON. OPPORTUNITY ACT-HEAD START	3,858,079
ESEA, TITLE VI (CHAPTER II)	1,321,275
CENTER FOR DISEASE CONTROL	208,000
Exceptional Education Programs	
IDEA (PUBLIC LAW 94-142)	5,375,992
PL 99-457	1,541,211
TOTAL FEDERAL	60,170,641

STATE

Alternative Programs and
Curriculum and Instruction Programs
WI-DESEGREGATION SETTLEMENT FUNDS....8,000,000

Curriculum and Instruction Programs
HEAD START STATE SUPPLEMENT....261,800
PRE-SCHOOL TO GRADE 5 GRANT....4,285,822
STUDENT ACHIEVEMENT GUARANTEE (SAGE)....1,719,000

TOTAL STATE....14,266,622

OTHER

Curriculum and Instruction Programs
AETNA & HARLEY DAVIDSON SATURDAY ACADEMY....62,500
EQUITY 2000 - GUIDANCE/MATH....50,000
NATIONAL SCIENCE FOUNDATION-MUSI....3,338,778

Human Resources
MILWAUKEE TEACHER EDUCATION CENTER....790,000

TOTAL OTHER....4,241,278

GRAND TOTAL....78,678,541

SUMMARY OF 1997-1998 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR:

Equalization and Integration Aids
GENERAL EQUALIZATION AID.... $ 459,875,424
INTRADISTR. INTEGR. AID.... 27,851,404
INTERDISTR. INTEGR. AID.... 3,435,517

Handicapped Aids
SPECIAL SERVICES PROGRAMS.... 29,482,227
SPECIAL SERVICES SUPERVISION.... 1,115,920
SPECIAL SERVICES TRANSPORTATION.... 4,265,099
PSHCHOLOGICAL/SOCIAL WORK SERVICES.... 4,649,754

Other Categorical and Special Aids

SCHOOL LUNCH AID	544,000
TRANSPORTATION AID	2,300,000
LIBRARY AID	1,900,000
DRIVER EDUCATION	200,000
BILINGUAL EDUCATION	2,500,000
CHILDREN AT RISK	2,350,000
TUITION FROM STATE (FOSTER HOME)	150,000
OTHER	288,000

FEDERAL AIDS FOR:

SCHOOL MEAL PROGRAM AIDS	$ 21,629,551
FEDERAL INDIRECT AIDS	1,500,000
PUBLIC LAW 874	0

LOCAL REVENUES (NON PROPERTY TAX) FROM:

MOBILE HOME TAX	75,000
STUDENT FEES	185,000
SCHOOL MEAL SALES	2,964,557
BOND SALES	8,000,000
TUITION	400,000
INTEREST EARNED	1,235,000
MISCELLANEOUS	509,999

APPLIED SURPLUS/RESERVE FOR CARRYOVERS:

SCHOOL OPERATIONS FUND	$ 244,160

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $577,650,612

TAX LEVY ..... $ 161,861,477

TOTAL REVENUES $739,512,089

CONSTRUCTION FUND

PROCEEDS FROM COMMON SCHOOL FUND	$ 2,000,000
PROCEEDS FROM BONDED DEBT	0
PROPERTY TAX LEVY	7,700,000
OTHER	0
APPLIED SURPLUS	0

TOTAL CONSTRUCTION FUND $9,700,000

EXTENSION FUND

LOCAL REVENUES	$ 1,187,111
PROPERTY TAX LEVY	5,452,011
APPLIED SURPLUS	250,000

TOTAL EXTENSION FUND ..... $ 6,889,122

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 30, 1997

Special meeting of the Board of School Directors called to order by President Fisher at 6:00 PM.

Present—Directors Bills, Gardner, Johnson (6:03 PM), O'Neil, Sinicki, Small and President Fisher—7.

Absent and excused—Directors Bills and Todd—2.

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

April 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, April 30, 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 Sinicki moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85 (1) (c), to review and assess employment applications and to interview applicants the position of Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Braun, Gardner, O'Neil, Sinicki, Small and President Fisher—6.

Noes—None.

The Board retired to executive session at 6:02 PM.

The Board adjourned from executive session at 10:15 PM.

NANCY R. NOESKE

Director, Office of Board Governance/
Board Clerk